

**REDFORD UNION BOARD OF EDUCATION  
AND  
REDFORD UNION ADMINISTRATORS ASSOCIATION**

**RE: R.U.A.A. Contract Extension Amendment**

This Memorandum of Agreement is by and between the Board of Education of Redford Union School District No. 1, hereinafter "Board" and the Redford Union Administrators Association, hereinafter "Union" as follows:

WHEREAS, the Board recognizes the significant contributions of district administrators in order to provide a quality educational environment for the students and staff of the school district, and

WHEREAS, the Union is willing to cooperate with the Board and school administration in order to comply with the deficit elimination plan adopted by the Board and approved by the Michigan Department of Education, and

WHEREAS, the Board and the Union have engaged in collective bargaining and have reached agreement upon the terms and conditions of an agreement for the school years 2003 through 2008, and whereas, the parties mutually agree that some changes are needed that require revisions to the contract, and

WHEREAS, it is hereby mutually acknowledged and agreed by and between the Board and the Union that the Redford Union Administrators Association Contract will be extended from July 1, 2008 to June 30, 2011 as follows:

**I. Term of Agreement:**

Three Years:	2008-2009
	2009-2010
	2010-2011

**II. Salary Schedule:**

**1. 2008-2009**

- 1% increase of the annual salary schedule base pay for administrators with the Redford Union Schools paid in a lump sum the last pay in June 2009.

2. **2009-2010**

- .25% increase of the annual salary schedule base pay as a one-time payment for those administrators with the Redford Union Schools provided that the State Foundation Allowance is \$150.00 greater than the 2008-2009 State Foundation Allowance.
- .25% increase of the annual salary schedule base pay as a one-time payment for those administrators with the Redford Union Schools provided that the decline in student enrollment is 150 or fewer students based on the blended count from February 2009 and September 2009.

3. **2010-2011**

- .25% increase of the annual salary schedule base pay as a one-time payment for those administrators with the Redford Union Schools provided that the State Foundation Allowance is \$150.00 greater than the 2009-2010 State Foundation Allowance.
- .25% increase of the annual salary schedule as a one-time payment for those administrators with the Redford Union Schools provided that the decline in student enrollment is 150 or fewer students based on the blended count from February 2010 and September 2010.

The salary increase(s) noted above will be paid in a lump sum the last pay in June of each contract year. In the event the State Foundation Allowance is reduced or pro-rated in 2008-09 or 2009-10, the salary increase will be nullified.

**III. Health Care**

1. Effective August 1, 2008 through June 30, 2011, each administrator covered by the Blue Cross Blue Shield Community Blue PPO Plan #1 or PPO Plan #4 shall contribute 10% of the initial appropriate monthly COBRA rate as of June 30 of the previous contract year. Contributions will be deducted from each pay.
2. Representatives of the Board and Union agree to establish a Health Savings Account Option for administrators effective July 1, 2009. This plan shall be comparable to the BCBSM Flexible Blues Plan #2 with a \$1,250/\$2,500 deductible.

### 3. Employee Wellness Program:

Any administrator who participates in a wellness evaluation sponsored by the Board or through their primary care physician during the previous fiscal year (July 1 to June 30) will receive a cost-sharing rebate of \$300 payable with the first pay of October each year of the contract or may be used to reduce contribution. In order to qualify, the employee must satisfy medical standards and provide documentation, prior to September 1 for the rebate to take effect, that he/she has successfully participated in a medically supervised wellness program that addresses the listed below categories:

- Blood pressure
- Smoking
- Weight
- Cholesterol
- Alcohol
- Diabetes

4. Effective August 1, 2008, all bargaining unit members will participate in the 10/20/40 Drug Prescription Rider Program with a \$40 co-pay for designer drugs and \$40 co-pay for anti-ulcer medication. Each subscriber and their dependents may “grandfather” one designer drug to the second tier. Each subscriber and their dependents may participate in the Over-the-Counter Medication Program through the Board’s designated prescription drug carrier for specifically listed antihistamines (allergy medications) and anti-ulcer (heartburn medications). If an Over-the-Counter Medication is prescribed by a physician for the above categories, there will be a zero co-pay.
5. Dental Care: Effective July 1, 2009, the co-pay percentage for dental care basic benefits will increase to 90%.
6. All salary and benefits under the terms of this Agreement including health care benefits are independent of any other benefits provided to employees outside of the RUAA Bargaining Unit.

## **IV. OTHER PROVISIONS**

1. A review of the salary schedules for MA, Educational Specialist, and Doctoral degrees will be reviewed for possible changes during the term of this agreement.
2. The per diem rate for administrators when working at the direction of the Superintendent during non-contractual summer hours will be \$350 per day (8 hours) and \$175 per half day (4 hours).
3. Administrators will receive one (1) personal business day and two (2) bereavement days for immediate family members. These days are not cumulative or to be compensated for.

4. Principals and Program Directors may flex schedule one week of their required summer weeks. It is the responsibility of the Principals and Program Directors to secure prior written authorization of the Superintendent of their schedule.
5. Administrative staff will be set and maintained at the discretion of the Superintendent and the Redford Union Board of Education consistent with the provisions of the 2008-2011 RUAA Agreement.

This Agreement is entered into this 15th day of July, 2008 by and between the Board and the Union whose authorized representatives have affixed their signature(s) attesting thereto as follows:

**Board of Education  
Redford Union Schools, District No. 1**

**Redford Union Administrators Association**

By: \_\_\_\_\_  
Donna L. Rhodes  
Superintendent

By: \_\_\_\_\_  
Karen Moran  
RUAA President

By: \_\_\_\_\_  
Lisa Gubachy  
Board President

By: \_\_\_\_\_  
Shawn McGowan  
RUAA Secretary