

**REDFORD UNION BOARD OF EDUCATION  
AND  
REDFORD UNION EDUCATIONAL ASSISTANTS**

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

**December 8, 2008**

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 Educational Assistants Association, hereinafter "Union" as follows:

WHEREAS, the Board recognizes the significant contributions of Educational Assistants and Behavior Specialists 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 2005 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 year 2005 through 2010, and whereas, the parties mutually agree that changes are needed to require revisions to extend the 2005-2010 contract to June 30, 2011.

WHEREAS, it is hereby mutually acknowledged and agreed by and between the Board and the Union that the Redford Union Educational Assistants Association Contract will be extended and revised as follows:

I. Wage Schedule (Appendix A)

Effective January 1, 2009, the following wage schedule for Appendix A will be as follows:

<b>STEP</b>	<b>2008-2009 Hourly Wage (Effective 1/1/09)</b>
1	11.50
2	12.00
3	12.75
4	13.88

The employee shall move to the next Step on each succeeding anniversary date until he/she reaches the maximum step of the schedule. An employee will not be credited with time spent on layoff or leave for advancement on the wage schedule.

LONGEVITY PAY - SEVEN AND TWELVE YEAR EMPLOYEES

Full-time employees who have completed six (6) years of service will be paid at Step 7 during the seventh year and at Step 12 during their twelfth year.

<b>STEP</b>	<b>LONGEVITY (Effective 1/1/09)</b>
7	14.05
12	14.50

2009-2010 Wage Schedule

Effective September 1, 2009, the following wage schedule will be implemented provided that the State Foundation Allowance is \$100 greater than the 2008-09 State Foundation Allowance and the decline in student enrollment is 100 or fewer students based on the blended count of February 2008 and September 2008.

<b>STEP</b>	<b>2009-2010 Hourly Wage</b>
1	11.70
2	12.20
3	13.00
4	14.00

The employee shall move to the next Step on each succeeding anniversary date until he/she reaches the maximum step of the schedule. An employee will not be credited with time spent on layoff or leave for advancement on the wage schedule.

LONGEVITY PAY - SEVEN AND TWELVE YEAR EMPLOYEES

Full-time employees who have completed six (6) years of service will be paid at Step 7 during the seventh year and at Step 12 during their twelfth year.

<b>STEP</b>	<b>LONGEVITY</b>
7	14.20
12	14.65

2010-2011 Wage Schedule

Effective September 1, 2010, the following wage schedule will be implemented provided that the State Foundation Allowance is \$100 greater than the 2009-2010 State Foundation Allowance and the decline in student enrollment is 100 or fewer students based on the blended count of February 2009 and September 2009.

<b>STEP</b>	<b>2010-2011 Hourly Wage</b>
1	11.90
2	12.40
3	13.20
4	14.20

The employee shall move to the next Step on each succeeding anniversary date until he/she reaches the maximum step of the schedule. An employee will not be credited with time spent on layoff or leave for advancement on the wage schedule.

LONGEVITY PAY - SEVEN AND TWELVE YEAR EMPLOYEES

Full-time employees who have completed six (6) years of service will be paid at Step 7 during the seventh year and at Step 12 during their twelfth year.

<b>STEP</b>	<b>LONGEVITY</b>
7	14.40
12	14.85

II. 2009-2011 Wage Schedule Behavioral Specialist (Appendix B)

<b>STEP</b>	<b>Behavioral Specialist 2008-2011 Hourly Wage</b>
1	18.60
2	19.35
3	20.30
4	21.48

The employee shall move to the next Step on each succeeding anniversary date until he/she reaches the maximum step of the schedule. An employee will not be credited with time spent on layoff or leave for advancement on the wage schedule.

LONGEVITY PAY - SEVEN AND TWELVE YEAR EMPLOYEES

Full-time employees who have completed six (6) years of service will be paid at Step 7 during the seventh year and at Step 12 during their twelfth year.

<b>STEP</b>	<b>LONGEVITY</b>
7	21.73
12	22.14

III. HIGHLY QUALIFIED PARAPROFESSIONAL COMPENSATION

All bargaining unit members, as a condition of continued employment, must satisfy the criteria as a highly qualified paraprofessional pursuant to the No Child Left Behind (NCLB) Federal law. Bargaining Unit members will be entitled to additional compensation to maintain their highly qualified employment status as follows:

- Work Keys \$300 lump sum, annually
- Associate Degree \$400 lump sum, annually
- Bachelor Degree \$500 lump sum, annually

The employee has to have appropriate documentation from an accredited institution that the individual employee has been granted an Associate or Bachelor’s Degree. The burden of submitting transcripts rest with the employee.

Payments shall be made on an annual basis paid in a lump sum on the second pay date of June of each contract year effective June 2009.

IV. Health Care

1. Article VIII: Compensation and Benefits; Section H:

All new employees working a regular schedule of thirty-five (35) hours will receive the single PPO #4 health insurance coverage effective as of date of hire. Following the completion of the probationary period of 180 calendar days of employment in the bargaining unit, an employee working a regular schedule of thirty-five (35) hours or more per week will be provided the PPO #4 health insurance coverage for his/her family members. Employees shall have the option to change benefits during an open enrollment period only after successfully completing their probationary period.

2. Effective July 1, 2009 through June 30, 2011, each bargaining unit member covered by the Blue Cross Blue Shield Community Blue PPO Plan #1 shall contribute 10% of the initial appropriate monthly COBRA rate as of June 30<sup>th</sup> of the previous contract year not to exceed \$300 for single coverage; \$500 for two persons; \$800 for full family. Contributions will be deducted from each pay. Bargaining unit members who are covered by the Blue Cross Blue Shield Community Blue PPO #4 plan shall have the total cost paid by the Board.

### 3. Employee Wellness Program

Any bargaining unit member who participates in a wellness evaluation program sponsored by the Board through their primary care physician during the previous fiscal year (July 1 to June 30) will receive a cost-sharing rebate of \$300. The cost-sharing rebate will be payable with the first pay of October each year of the contract. In order to qualify, the employee must satisfy medical standards and provide documentation prior to September 1 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 July 1, 2009 all bargaining 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 may “grandfather” one designer drug to the second tier. Each bargaining unit member 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 a physician for the above categories prescribes an Over the Counter medication, there will be zero co-pay.
5. Dental Care: Effective July 1, 2009, the District co-pay percentage for Type I Preventable and Diagnostic dental care benefits will increase from 80/20 to 90/10.
6. Two-bereavement days and one personal day, non-cumulative, non-reimbursable.

The additional personal day is subject to the provisions of Article VIII: Compensation and Benefits: E. Leave Days, paragraph (3).

Bereavement days may be used for absence due to the death of an immediate family member as defined below. Your building administrator may require documentation.

The two bereavement days are subject to the provisions of Article VIII: Compensation and Benefits: E. Leaves Days, paragraph (4).

- **parent** (includes a natural parent, stepparent, adoptive parent or surrogate parent),
- **brother or sister**
- **spouse**
- **child** (includes a natural child, adoptive child, foster child, stepchild or grandchild)
- **grandparent**
- **brother-, sister-, son-, daughter- or parent-in-law**

7. All educational assistants will have their paychecks direct deposited effective September 1, 2009. Pay vouchers will be provided online. Exceptions will be made only under unique circumstances upon the written recommendation of the Union subject to the approval of the Superintendent.
8. 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 R.U.E.A.A. bargaining unit.

V. Life Insurance (Article VIII: Section F)

The employer shall provide the payment of monthly premiums for a term life insurance policy in the amount of Forty-Five Thousand Dollars (\$45,000) for each employee after completion of the probationary period effective July 1, 2009.

VI. Paid Days (Article VIII: Section D, 2)

Employees shall receive six (6) days of paid vacation at their average daily rate of pay each scheduled work year to be paid during the Christmas recess, provided the employee works the scheduled work days immediately before and after the Christmas recess except in cases of emergency or illness.

This Agreement is entered into the 8th day of December, 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  
Educational Assistants Association

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

By: \_\_\_\_\_  
Sally Smith  
RUEAA President

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

By: \_\_\_\_\_  
Carmen Stuyvenberg  
RUEAA Vice President