

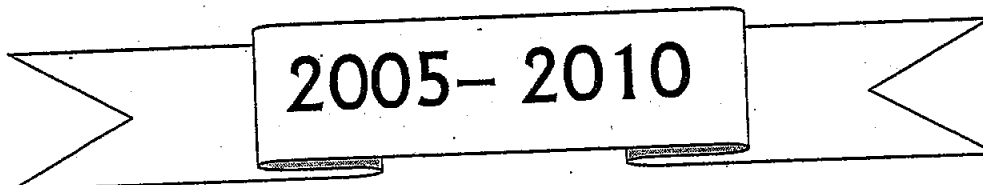
**AGREEMENT**

Between the  
**Redford Union  
Board of Education**

and the

**Redford Union  
Custodian and Bus Drivers  
Association**

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**2005-2010**

**REDFORD UNION BOARD OF EDUCATION &  
REDFORD UNION CUSTODIANS AND BUS DRIVERS ASSOCIATION**

**TABLE OF CONTENTS**

ARTICLE I	Recognition .....	1
ARTICLE II	Board and Administration Rights .....	2
ARTICLE III	Rights of the Association .....	3
ARTICLE IV	GRIEVANCE PROCEDURE	
	Definition .....	3
	General Principals .....	3
	Procedures .....	4
	Powers of the Arbitrator .....	5
ARTICLE V	Seniority, Vacancies and Discipline .....	7
ARTICLE VI	Hours, Wages and Fringe Benefits .....	10
ARTICLE VII	LEAVES OF ABSENCE	
	Health Leave.....	16
	Family and Medical .....	17
	Personal Leave .....	18
ARTICLE VIII	Miscellaneous.....	18
ARTICLE IX	Employee Responsibility .....	20
ARTICLE X	Evaluation .....	20
ARTICLE XI	Termination Clause.....	20
ARTICLE XII	Other Contract Settlements.....	20
APPENDIX A	Salary Schedules .....	21
APPENDIX B	Classified Positions .....	22
APPENDIX C	Responsibilities of the Building Day Custodian .....	23
APPENDIX D	Part Time Employees .....	24
APPENDIX E	DENTAL PLAN	
	List of Dental Services.....	25
	Basic Services .....	25
	Major Services .....	28
	Coverage Schedule .....	29
MEMORANDUM OF AGREEMENT / Four Ten Hour Work Week.....		30
MEMORANDUM OF AGREEMENT/ Termination Clause.....		31
SIGNATURE PAGE .....		32

## **R.U.C.B.D.A. AGREEMENT**

It is the general purpose of this Agreement to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employee, the Association and the community. To these ends, the Employer and the Association encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees. All parties to this Agreement recognize and subscribe to the principle that the interests of the students and the citizens in the district of the Employer are paramount, and neither the Employer nor the employee can maintain community respect in the absence of excellent and dependable service.

The Employer and the Union recognize the importance of orderly and peaceful labor relations for the mutual interest and benefit of the Employer, Bargaining Unit Members, and Union. The Employer and the Union further recognize the mutual benefits of just and expeditious resolution of disputes that may arise as to proper interpretation and implementation of this Agreement or of policies or regulations of the Employer and, accordingly, have included herein a grievance procedure for the effective processing and resolution of such disputes.

The Parties agree that their undertakings in this agreement are mutual. Any previously established practice, policy, rule, or regulation, which is in conflict with a provision of this Agreement, shall be superseded and replaced by this Agreement. Items or issues that are not covered in this Agreement will be addressed only after mutual agreement between the two parties.

THIS AGREEMENT entered into this 15th day of February 2005, by and between the Board of Education of Redford Union Schools, Redford Township, Wayne County, Michigan, hereinafter "Board," or Employer and the Redford Union Custodians and Bus Drivers Association, hereinafter "Association" an organization of the custodians and school bus drivers of Redford Union Schools, forming a bargaining unit, Pursuant to the Michigan Employment Relations Act. MCL 423.201 et seq.

## **WITNESSETH**

WHEREAS, the custodians and school bus drivers of this school district have by petition to the Board of Education, requested that they be recognized as a bargaining unit, all of said custodians and school bus drivers having signed said petition,

NOW, THEREFORE, in consideration of the following mutual covenants,

IT IS HEREBY AGREED AS FOLLOWS:

## ARTICLE I: RECOGNITION

### SECTION 1:

The Board hereby agrees to recognize the Association as the sole bargaining representative under Section 11 of the Michigan Public Employment Relations Act, MCL 423.211 for its full time and regularly scheduled part time driver, maintenance, custodial, classified employees and agrees not to negotiate or enter into any agreement with any other labor organization related to the representation of employees in the bargaining unit represented by the Association during the life of this Agreement. This Agreement will not include and the Association will not accept for membership the Director of Building, Grounds and Transportation and Temporary employees.

### SECTION 2:

Temporary employees may be employed to fill a full or part-time position on a per diem basis while the regular bargaining unit member is absent or on approved leave vacancy or new position. Temporary employees may be hired during the summer months providing there are no R.U.C.B.D.A. members on lay-off who are willing to accept re-employment.

### SECTION 3:

All employees who are members of the Association upon the ratification of this Agreement and all employees hired following ratification of this Agreement, as a condition of employment, must either maintain membership in the Association or pay a representation fee to the Association. The Association shall certify the amount of the dues deduction and representation service fee to the Employer.

In the event an employee subject to this provision does not pay the representation fee to the Association or does not authorize payment of the representation fee through payroll deduction, the Board shall, upon completion of the procedures set forth herein, at the request of the Association and pursuant to MCL 408.477, deduct the representation service fee directly from the employee's wages. In all cases of direct deduction of the representation service fee pursuant to MCL 408.477, the Association shall notify the employee of his/her failure to comply with the requirement to maintain membership in the Association or pay the representation service fee. Said notice shall be by certified mail, return receipt requested signed by addressee and shall provide the employee ten (10) workdays for compliance. It shall further advise the employee that a request for direct deduction from his/her wages may be filed with the Board in the event he/she does not comply with the time period. If the employee fails to remit the representation service fee or authorize deduction thereof, the Association may request the Employer to make the deduction pursuant to MCL 408.477. Upon receipt of the request, the Employer shall provide the employee with an opportunity for a due process administrative hearing limited to the determination of whether or not the employee has remitted the representation service fee to the Association or has authorized deduction thereof from his/her wages.

The Association shall indemnify and save harmless against all claims, demands, suits, judgments, damages or other forms of liability or expenses that may arise out of or by reason of action taken by the School District for the purpose of complying with this article.

SECTION 4:

The Board agrees that upon receipt of written authorization from its employees, it will deduct from the wages of employees signing such authorization initiation fees and Association dues on a period of a bi-weekly basis. All sums deducted shall be remitted to the treasurer of the Association monthly.

Initiation fees and Association dues that are in arrears because of an unpaid leave status or other circumstance, will be deducted by the Employer, from wages of not more than the first two full payroll periods after the employee returns to a paid status.

SECTION 5:

For the purposes of this Agreement, the word "employee" shall be read as if written "custodian and/or bus driver" and shall be read as if written to indicate masculine or feminine.

SECTION 6:

The Association agrees to admit to membership and to represent all custodial, maintenance, mechanic and bus driver employees without discrimination on the basis of race, creed, color, national origin, sex or marital status.

The Board agrees to continue not to discriminate against employees because of race, creed, color, national origin, sex, marital status, or participation or association with the activities of the Association.

**ARTICLE II: BOARD AND ADMINISTRATION RIGHTS**

It is recognized that Michigan law makes the Board legally responsible for the operation of the Redford Union School system in all respects. In meeting such responsibilities, the Board acts through its administrative staff. Such responsibilities include, without being limited to, the establishment of educational policies, the construction or acquisition and the maintenance of school buildings and equipment, the hiring, transfer, assignment, supervision, promotion and termination of services of the staff members and the establishment and revision of rules pertaining to the work and conduct of staff members. Michigan law gives the Board authority necessary to discharge all of its responsibilities. The Board and administrative staff shall be free to exercise all such rights and authority to the extent permitted by law, provided, however, that no actions shall violate any of the express terms of this Agreement.

### **ARTICLE III: RIGHTS OF THE ASSOCIATION**

#### **SECTION 1:**

The Association shall have the right to use school building facilities for Association meetings subject to prior request and approval of the appropriate administrator.

#### **SECTION 2:**

The Association may use the inter-school mail to communicate with the Employer and bargaining unit employees, provided such communications do not violate any provision of law or postal regulations and do not interfere with the orderly and efficient operation of the school.

#### **SECTION 3:**

The Association shall be notified and have the right to have two of the Executive Committee present at any meeting an employee has with the appropriate Central Office Administrator in which he/she is to receive a formal reprimand. However, written notification of disciplinary action may be delivered to the Union and employee without convening a meeting for that purpose and the Association need not be notified prior to the delivery of the written notification to the employee with notice to the Union.

#### **SECTION 4:**

The Employer, in compliance with its obligation under the Michigan Public Employment Relations Act, MCL 423.201 *et seq.*, in response to requests from the Association will provide information that is relevant and necessary to conduct bargaining and process grievances.

### **ARTICLE IV: GRIEVANCE PROCEDURE**

**DEFINITION:** A grievance is defined as the subject matter of a specific written complaint by an employee or group of employees concerning a violation, misinterpretation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board, relating to wages, hours, terms or conditions of employment applicable to a bargaining unit employee.

#### **GENERAL PRINCIPALS:**

1. It shall be the policy of the Board to assure every employee an opportunity to have the unrestricted use of this grievance procedure, without fear of reprisal and without prejudice to his/her professional status.
2. Nothing contained in this grievance procedure shall be construed to deny any employee his/her constitutional rights or his/her rights under the laws of the State of Michigan.

3. Any employee may use the assistance of an officer or representative of the Association or a fellow employee, PROVIDED, that the fellow employee is not representing a custodial organization other than the Association in the presentation and/or appeal of any grievance. In cases where a employee is represented, he/she must be present. When an employee is not represented by the Association, an Association representative shall have the right to be present and to state the Association's views at all stages of the grievance procedure.
4. The failure of an employee or the Union to proceed to the next step of the grievance procedure within the time limits set forth hereinafter shall be deemed a withdrawal of the grievance with prejudice against pursuing the grievance or filing it again at a later date.
5. Failure of an Administrator at any step to communicate his/her decision to the employee within the specified time limits herein set forth shall permit the employee to proceed to the next step. All time limits may be extended by mutual agreement in writing.
6. It shall be the general practice to process grievance procedures during times that do not interfere with assigned duties. When, by mutual agreement, it becomes necessary for Parties to the grievance procedure, including the Representative of the aggrieved party and a Member of the Association Executive Committee, to be involved during school hours, they shall be released with no loss of compensation.
7. Costs of arbitration of grievances shall be equally shared by the Parties to the dispute.
8. No grievance shall be instituted on behalf of any employee without the express consent of that person.
9. Forms to facilitate operation of grievance procedures shall be available at each school.
10. The Board and the Association agree to share information in processing a particular grievance or complaint.

#### **PROCEDURES**

Complaints that become the subject of a grievance under this procedure should first be presented for informal processing in an effort to reduce the number of formal grievances handled under the procedures herein established. The Parties shall make arrangements for such informal processing, but exhaustion of such preliminary efforts shall not be required as a condition precedent to STEP ONE.

**STEP ONE:**

In the event the matter is not resolved informally, the problem must be stated in writing and submitted to the Supervisor and the Association within ten (10) working days following the act or condition, which is the basis for the grievance. Within ten (10) working days of the receipt of the written statement of grievance, the Supervisor shall inform the Association of his/her decision and provide the aggrieved person with a brief statement in writing of the reasons for the decision.

**STEP TWO:**

In the event the aggrieved employee is not satisfied with the disposition of his/her grievance at STEP ONE, he/she may within ten (10) working days appeal the disposition of his/her grievance in writing to the Executive Director of Human Resources and Labor Relations. Within ten (10) working days following receipt of such appeal, the appropriate Central Office Administrator shall make a decision with regard to the grievance. If said appropriate Central Office Administrator decides there is a legitimate grievance, he/she shall make necessary adjustments. If he/she decides that no grievance exists and so notifies the claimant, the claimant may proceed to STEP THREE.

**STEP THREE:**

The aggrieved employee, upon notification that the appropriate Central Office Administrator has denied his/her appeal, may, with the Association's support, within ten (10) working days appeal the decision of the appropriate Central Office Administrator to the Board of Education. The Board of Education or a subcommittee of the Board of Education will hear the third level grievance within twenty (20) working days. The determination of the Board or subcommittee of the Board will be conveyed to the aggrieved within ten (10) working days after the next Regular Board Meeting.

**STEP FOUR:**

If the decision of the Board is not satisfactory to the Association, the Association may appeal the grievance to binding arbitration by filing a demand for arbitration with the American Arbitration Association within ten (10) work days after receipt of the Board's decision or the deadline for the decision, whichever occurs first, with a copy mailed simultaneously to the Executive Director of Human Resources and Labor Relations. Selection of the Arbitrator shall be governed by the rules of the American Arbitration Association, which shall likewise govern the arbitration proceedings.

**POWERS OF THE ARBITRATOR:**

It shall be the function of the Arbitrator, and he/she shall be empowered, except as his/her powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific articles and sections of this Agreement.



1. He/she shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.
2. He/she shall have no power or authority to consider or rule upon the discipline or discharge of a probationary employee. Further, he/she shall have no power or authority to consider, change or rule upon the evaluation of any employee.
3. His/her powers shall be limited to deciding whether the Board or Association has violated the express articles or sections of the Agreement.
4. If either Party disputes the arbitrability of any grievance under the terms of this Agreement, the arbitrator may have the jurisdiction to act on the matter if he/she determines that it is within the scope of his/her authority provided, however, that such scope may be subject to appeal by either Party.
5. There shall be no appeal from an Arbitrator's decision if within the scope of his/her authority as set forth above. It shall be final and binding on the Association, its Members, the employee or employees involved and the Board.
6. The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the Party incurring them, and neither Party shall be responsible for the expense of witnesses called by the other.
7. All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned, less any wages, unemployment benefits, or school-sponsored insurance that he/she may have received during the period of the back pay. This limitation shall not include any compensation for part-time employment begun prior to the period in question.
8. No decision in any one case shall require a retroactive wage adjustment in any other case.
9. Any grievance occurring during the period between the termination date of this Agreement and the effective date of a new agreement shall not be processed. Any claim or grievance filed prior to the termination of the Agreement may be processed through the grievance procedure until resolution.

## ARTICLE V: SENIORITY, VACANCIES AND DISCIPLINE

### SECTION 1:

System-wide seniority shall be observed within each employee's ability to meet the standards and qualification of the position. The Board and Association shall agree upon a seniority list containing the names of the employees covered by this Agreement and stating as to each employee the date from which his/her length of service shall be determined which shall be his/her first compensable day on the job. Such list will be furnished the Association annually. Any employee objecting to the date respecting the commencement of his/her employment or to his/her position on the seniority list shall within ten (10) days of the posting of the list file his/her objection in writing with the committee. If a person is re-employed after having terminated employment, his/her name shall be entered on the seniority list in accordance with his/her date of reemployment.

### SECTION 2:

1. In the event that a reduction in personnel occurs, the employee with the least seniority shall be laid off first, after receiving a thirty (30) day layoff notice. Temporary employees will be laid off before any Members of the Association are laid off.
2. Any employee laid off due to the reduction of the work force shall have the right to be rehired according to seniority providing the employee is able to meet the standards and qualifications of the position to which he/she is being recalled.
3. The provisions of this Article shall extend for no less than two (2) years following the date of layoff.

### SECTION 3:

1. All vacancies and new positions shall be posted for five (5) working days. In those incidences where persons are on vacation for the entire duration of the posting, the posting will remain up for an additional two (2) days upon their return. The Union may enter a job bid for any member on vacation during the period that a position is posted. A posting that experiences a job bid from employee(s) on vacation shall not be filled until all those employee(s) who bid on said posting have returned from vacation.

Employee(s) who are on a Workers' Compensation leave may bid on a vacancy. If an employee who is on Workers' Compensation is the successful bidder, they will be placed in the position when they are able to return to duty without restrictions. During the period of time that the employee is on Workers' Compensation, the vacant position shall be filled with a temporary employee.

2. In the event an employee applies for and is granted an unlike reassignment, there shall be a trial period of thirty (30) working days during which time the employee's suitability for the assignment shall be determined.

An employee shall within a twenty (20) day period indicate, in writing, a return to his/her former assignment. This provision shall exclude those cases involving involuntary assignment made by the Administration.

In the event an employee applies for and is granted reassignment to a similar position, the employee shall have five (5) days, the length of their posting, to indicate, in writing, a return to his/her former assignment.

3. Examples of "similar" positions would include but not be limited to: any custodial position to any other custodial position regardless of shift or building. Any "Building Day Custodian" position to any other "Building Day Custodian" position regardless of building. Examples of "unlike" positions would include but not be limited to a non-classified position to a classified position. Any Classified position to any other Classified position.
4. In the event the senior applicants are denied the position, reasons for the denial shall be given in writing to the employee upon his request.
5. The provisions of this Article shall not include those instances wherein changes are made to fill the same job description within the same shift of a building or department.

#### SECTION 4:

After satisfactory completion of the ninety (90) working day probationary period, an employee will not be disciplined or discharged without just cause. Prior to completion of the ninety (90) working day probationary period, the discipline and/or discharge of a probationary employee shall remain within the discretion of the employer and any such action shall not be grievable or contestable by the Association under the grievance and/or arbitration procedures of this Agreement.

#### SECTION 5:

New employees shall be subject to a probationary period of ninety (90) working days of employment. During this time the Board shall have the right to discharge, demote or lay off such employees without regard to the provisions of this Agreement. At the end of the successful probationary period such employee shall be placed on the seniority list as of his/her first compensable day on the job.

#### SECTION 6:

1. In the event that a bus driver fails to pass the regular driving and physical test or otherwise become unable to drive, the following will occur:
  - a. The bus driver's position shall be posted.

- b. If a qualified employee, who is a custodian, applies for and receives the posted driving position, then:
    - (1) vacant custodial position will be posted.
    - (2) bus driver shall obtain a vacated custodial position as his/her seniority permits.
  - c. If no qualified employee, who is a custodian, applies for and receives the posted driving position, then the driver shall have the right to bump the lowest seniority custodian providing he/she is physically able to do the work and has greater seniority than the Employee being bumped.
2. Likewise, in the event that a custodian becomes physically unable to perform his/her duties, the following will occur:
    - a. The custodian's position shall be posted.
    - b. If a qualified employee, who is a bus driver, applies for and receives the posted custodial position, then:
      - (1) vacant bus driving position will be posted.
      - (2) custodian shall obtain a vacated bus driving position as his/her seniority permits.
    - c. If no qualified employee, who is a bus driver, applies for and receives the posted driving position, then the custodian shall have the right to bump the lowest seniority bus driver providing he/she is physically able to do the work and has greater seniority than the employee being bumped.

#### SECTION 7:

Those employed as custodian or maintenance personnel will not be required to maintain a chauffeur driver's license. However, if a custodian or maintenance employee wishes to transfer to the Transportation Department, he/she will be required to obtain a chauffeur driver's license at Board expense. While in training, a part time bus driver will be used in the open position.

#### SECTION 8:

1. The disciplining of employees is a Management right and may include, but is not necessarily limited to, verbal reprimand, written reprimand, suspension for just cause.
2. Any verbal reprimand, written reprimand, suspension or dismissal of an employee by a Supervisor or other Administrator shall be done in private. Normally, a meeting scheduled by the Supervisor shall be scheduled during the employee's regular shift unless other arrangements are made by the Administration with notification to the Union.

3. If a Supervisor or other Administrator decides to investigate an incident prior to discipline, said investigation shall be with pay or without pay as determined by the Administration. If the employee is found to be not guilty of the charge or offense, they shall be made whole for all lost wages and benefits.
4. Rights to representation. Employees shall, at times, be entitled to have a Union representative present when being disciplined. The Administration shall inform the employee of this right before disciplining the employee. If the employee requests a Union representative present, the Administration shall delay action for up to twenty-four (24) hours so that a Union representative may be present. For serious disciplinary action involving suspension or termination, the meeting may be adjourned to permit the attendance of the Uniserv Director.
5. A grievance challenging any disciplinary action or challenging dismissal shall be subject to the grievance procedure.

## **ARTICLE VI: HOURS, WAGES AND FRINGE BENEFITS**

### **SECTION 1:**

1. The scheduled rates for employees working in the school district shall be paid according to the rate structure in Appendix "A."
2. The job responsibilities of the "Day Custodian" include but are not limited to those items detailed in Appendix "B". Day custodians must be able to satisfactorily perform the responsibilities detailed on Appendix "B" in order to receive the designated "Day Custodian" pay rate structure in Appendix "A".

### **SECTION 2:**

1. A full time employee's regular work year shall consist of 2,080 hours at regular pay. There shall be a specified starting and quitting time and all full time employees working before or after these hours shall be paid time and one half. Minimum call in time shall be one (1) hour at time and one-half.
2. Effective with the new Agreement, the seventy-two (72) hours of built-in overtime shall be converted and applied to the straight time hourly rate. All full time employees shall have an eight and one-half (8-1/2) hour regular work day with a scheduled one-half (1/2) hour unpaid lunch within that eight and one-half (8-1/2) hour day.
3. Employees will be permitted to work four (4) ten and one-half (10½) hour days or five (5) eight and one-half (8½) hour days during the summer (non-student attendance days) upon notification of and coordination with the employee's immediate supervisor.

4. When a building or buildings needs to be closed for any reason, normally scheduled bargaining members are required to work. If the reason for the building closure would make it unsafe or impossible to perform necessary duties, the employees will be temporarily assigned to a different building. If the entire Redford Union School District is closed, involving both students and staff, bargaining unit members who are required to report shall be given compensatory time.

#### SECTION 3:

1. The determination of overtime is a Board prerogative. When overtime is necessary it will be divided among the full time employees of each school building or as equally as possible. The rules governing this distribution will be discussed cooperatively in each school and will be posted in each school building and/or department at the beginning of the school year and will not be changed until the following school year except by mutual agreement.
2. It is understood that certain specialized jobs require specialized skills, and that the Supervisor has the option of assigning such jobs to persons with the specialized skills. Time accumulated in such jobs will be entered on the overtime sheets.
3. When absences occur in school buildings, a maximum of eight (8) hours of overtime per day will be allowed.

#### SECTION 4:

The Board will grant \$10.00 per month clothing allowance for the plumbers, the carpenter, carpenter's helper, automotive mechanics, automotive mechanic helper, field and grounds keepers, mail person, food service driver, high school gym/pool operator and warehouse person. Said amount will be paid in a separate check annually.

#### SECTION 5:

1. Employees shall be paid for the following holidays:  
Good Friday  
The Monday after Easter  
Memorial Day  
Fourth of July  
Labor Day  
Thanksgiving Day  
The day after Thanksgiving Day  
Day before Christmas through New Year's Day

In those years when the Fourth of July falls on a Tuesday, the Monday before will be considered as part of the Fourth of July holiday. When the Fourth of July falls on a Thursday, the Friday following will be considered part of the Fourth of July holiday. When the Fourth falls on a Saturday, the Friday before will be considered as part of the holiday. When the Fourth falls on a Sunday, the following Monday will be considered as part of the holiday.

2. Employees who are called to work on any holiday listed above, except as noted below, shall receive double time.
  - a. Full time employees will work a combination of four (4) days over the Christmas and Easter holidays. Employees must submit their requested workdays by the second Friday in November. The actual days worked must be approved by the Director as well as any requested changes after the work schedule has been set.
  - b. Employees called to work on any of the three (3) days between Christmas Day and New Year's Eve shall be paid time and a half.
  - c. Employees who are called to work on any of the scheduled days off during Easter shall receive a compensatory day, not to exceed four (4) days, for each day worked in the period, to be used in the following summer (summer being non-student days in June, July, and August).

#### SECTION 6:

1. Each full time employee is entitled to a total of ten (10) leave days for a twelve (12) month period. Where leave days are prorated, this shall be done on the basis of 5/6 day per month.
2. Although leave days may be used for various purposes, the absence of any employee could interfere with school services. Therefore, requests for use of leave days, except in cases of sickness and emergency, shall be made in advance.
3. Leave days will not be used to extend vacations except if authorized by the Supervisor of Transportation and/or Supervisor of Buildings and Grounds. A request for using leave days for such purposes shall be made at least thirty (30) days in advance.

#### SECTION 7:

Leave days may accumulate up to a total of fifty (50). Any accumulation over fifty (50) and up to sixty (60) will be paid off at the end of that fiscal year at the current rate.

SECTION 8:

Prior to termination of employment, an employee will be permitted to use up any remaining earned vacation days; unused earned vacation days at termination will be paid out at the Employee's current per diem rate. When terminating employment, any remaining accumulated leave days will be paid out at the employee's current per diem rate. Earned vacation means the prorated share of vacation days that the employee would receive if the employee completed the fiscal year of employment.

SECTION 9:

Upon request, deductions will be made for an indemnity plan, Association dues, Michigan Educational Credit Union and Community Choice Credit Union. The Board further agrees to make deductions as authorized for annuity plans and charitable foundations as mutually agreed upon by parties to this Agreement.

SECTION 10:

1. The work of employees is such that vacations, which in all cases are scheduled by the supervisor, must be taken at times when the smooth operation of the school system will not be affected, preferably during the summer months; however, vacation time may be taken during the period of time when school is in session at the discretion of the Department Supervisor.

One (1) week of vacation time may be used a day at a time instead of a block of five (5) days.

2. However, if the work schedule permits, and the operation of the system will not be materially affected, employees may request that part of their earned vacation time be taken during the Easter weeks. Vacation time must have been earned prior to July 1.
3. An employee hired into the system after April 15, 1996 will receive a prorated vacation at the rate of 5/12 days per month up to July 1 for that school year.
4. Employees with zero (0) to five (5) years seniority shall receive five (5) days vacation yearly. Employees with less than six (6) years of seniority and were hired prior to April 15, 1996 shall continue to receive ten (10) days vacation yearly.
5. At the completion of five (5) years of service through the tenth (10) year of service, Employees shall receive ten (10) days vacation yearly.
6. At the completion of ten (10) years of service through the fifteenth (15) year of service, employees shall receive fifteen (15) days vacation yearly.
7. At the completion of fifteen (15) years of service through the twentieth (20) year of service, employees shall receive twenty (20) days vacation yearly.



8. At the completion of twenty (20) years of service or greater before July 1 of each year, employees shall receive twenty-five (25) days vacation yearly.
9. Employees may be paid for up to five unused vacation days at the end of each fiscal year.

SECTION 11:

If an employee is injured by reason of assault upon his/her person as a result of school related activities and/or responsibilities, the Board shall pay to such employee the difference between his/her salary and the amount paid him/her under Workers' Compensation. No leave days shall be charged against the employee during this period.

SECTION 12:

1. The Board agrees to pay the full premium expense of the Michigan Blue Cross/Blue Shield Community Blue PPO Plan #1 for all employees and dependents.
2. A \$5.00 deductible prescription drug plan will be provided, which may be provided through a separate provider.
3. An eligible employee who elects not to receive coverage under the medical service plan as provided herein shall receive One Hundred Dollars (\$100.00) per month, maximum of One Thousand Two Hundred Dollars (\$1,200.00) per year, to be paid into a tax deferred annuity plan available through the Employer or cash in lieu of the health insurance coverage. Less than full time employees shall receive a prorated (based on regularly scheduled hours worked per week as a portion of forty (40) hours) amount paid into a tax-deferred annuity plan or cash.

SECTION 13:

All insurance benefits are subject to the terms and conditions of the insurance policies and any claims shall be made against the insurance carrier. The employee must comply with all requirements for coverage specified by the insurance carrier, including those for enrollment and active employment. The employee must, within thirty (30) days of the change, notify the Employer of any change in marital status and/or number or age of dependents, which would result in an adjustment of premiums paid by the Employer for insurance coverage. Any failure to so notify the Employer shall make the Employee liable for any overpayment of premiums attributable thereto.

Any overpayment of premiums shall be deducted from the salary of the Employee.

SECTION 14:

The Board will pay the premium cost of Workers' Compensation coverage. Employees who become eligible for Workers' Compensation payments and who have accumulated leave days will come under the following policy:

1. Workers' Compensation checks will be forwarded to the employee by the insurance company.
2. Since Workers' Compensation checks are based on a prorated part of an employee's weekly wage, the employee may wish to use a portion of leave days to supplement Workers' Compensation to his/her full daily rate.
3. Workers' Compensation payments may be used as an offset for weekly indemnity insurance.

SECTION 15:

The Board shall pay to the carrier the full premium cost of term life insurance coverage of \$45,000.

SECTION 16:

The Board shall pay to the carrier the full premium cost of a Co-Pay Optical Plan for all full time Employees and their Dependents as follows:

1. Examination	\$30.00
2. Regular Lenses	\$20.00 per lens
3. Bi-focal Lenses	\$24.00 per lens
4. Tri-focal Lenses	\$30.00 per lens
5. Frames	\$24.00
6. Contact Lenses	\$100.00 per year

Examinations, frames and one (1) set of corrective lenses (regular glasses, prescriptive sunglasses, photogrey lenses, or contact lenses) will be provided once in a twelve (12) month policy year for each eligible member of the family.

SECTION 17:

The Board shall pay the cost of physical exams required for bus driving positions and may designate the medical personnel or facility where such exams will be provided.

SECTION 18:

The Board shall pay to the carrier the premium of a Co-Pay Dental plan as described in the Appendix.

SECTION 19:

The Board, by payment of the premium payments required to provide the insurance coverage, shall be relieved from all liability with respect to the benefits provided by the insurance coverage above described. The terms of any contract or policy issued by an insurance company herein shall be controlling as to all matters including, but not limited to, benefits, eligibility, commencement and termination of coverage.

The failure of an insurance company to provide any of the benefits for which it has contracted, for any reason whatsoever, shall not result in any liability to the Board or to the Association, nor shall such failure be considered a breach by either of them of any obligation under this contract.

SECTION 20:

Beginning January 1, 2004, the Board shall pay the carrier 70% of the premium cost of the income protection coverage under a long-term disability plan, with a thirty (30) day elimination period, monthly benefits representing sixty-six and two-third percent (66-2/3%) of normal wages capped a five thousand dollars (\$5,000.00) per month for each Employee eligible for coverage under the Terms of this Agreement.

SECTION 21:

Subject to the terms of the contracts with the respective insurance carriers, it is the intent of the parties that insurance benefits provided for in this Agreement shall commence on the first compensable working day of employees and that coverage shall remain in effect continuously for the duration of this Agreement so long as the employee is actually employed or granted a health leave by the Board of Education.

SECTION 22:

**ARTICLE VII: LEAVES OF ABSENCE**

HEALTH LEAVE

1. Health leaves for periods up to one (1) calendar year may be granted to any employee who has completed his/her probationary period and who presents a written statement from a reputable physician attesting to his/her inability to carry out his normal duties.
2. An employee may be placed on an involuntary health leave after the employee has accumulated thirty (30) workdays of absence during the calendar year or has exhausted accumulated leave days.
3. Insurance granted under the provisions of this Agreement shall remain in force throughout the period of such leave. The seniority position of the employee shall accumulate during such leave and during absences covered under Workers' Compensation.

4. A statement from a reputable physician acceptable to the Board of Education and to the employee stating that the person on leave is physically and mentally able to fulfill his normal duties shall be required upon that person's return to work.
5. At the expiration of the health leave, or the absence covered under Workers' Compensation, the employee shall be restored to his/her position or to a position of like nature, seniority, status and pay provided the employee is able to return to work under the terms of this Agreement.

#### FAMILY AND MEDICAL LEAVE

1. Except as expressly conditioned by the terms of this provision, an eligible R.U.C.B.D.A. member shall be granted a leave under the Family and Medical Leave Act for the purposes and subject to the terms and conditions of said Act and its implementing regulations.
2. Any unpaid leave, which is otherwise available under the provisions of this Agreement for the same purposes for which leave is required to be provided under the Family and Medical Leave Act, shall be used concurrently with the leave provided under the Family and Medical Leave Act and credited toward the leave entitlement of an eligible R.U.C.B.D.A. member under the Family and Medical Leave Act to the extent permitted by said Act and its implementing regulations. An eligible R.U.C.B.D.A. member shall not be required to substitute his/her paid leave days for any period of leave provided through the Family and Medical Leave Act, but shall not be able to use paid leave to extend the twelve weeks of benefits provided under said Act.
3. If a R.U.C.B.D.A. member fails to return from an unpaid leave during which the R.U.C.B.D.A. member received a continuation of paid benefits under the Family and Medical Leave Act, the amount paid for continuation of these benefits shall be repaid to the Board unless the R.U.C.B.D.A. member was otherwise entitled to the continuation of the benefits under other sections of this Agreement. Repayment shall be made within fifteen (15) days after a demand for payment or according to a repayment plan agreed upon between the R.U.C.B.D.A. member and the board. The repayment amount, or any portion thereof, will be deducted from any wage or other payments owing to the R.U.C.B.D.A. member. Any deficiency shall be collectible by initiating legal action if not remitted within fifteen (15) days after demand for payment is made.
4. Employees are eligible for one twelve (12) week period of leave under the act in any 12- month period.

## PERSONAL LEAVE

1. A leave of absence for up to one (1) year, without pay, may be granted to any member of the R.U.C.B.D.A. for personal reasons, upon a written request by the Member.
2. A Member who has requested and been granted a personal leave may, after giving notice of at least five (5) days of his/her intent to return, return from said leave and be assigned to the same job description which he/she held at the time the leave commenced or to a position of like nature, seniority, status and pay, whenever he/she is capable of fulfilling his/her professional obligations. If the leave lasts for fewer than forty-five (45) days, the Member upon return, will be reinstated to his/her previous position and the leave shall not result in a loss of experience on the salary schedule.
3. The Member shall retain all seniority rights while on leave, and retains his/her place on the pay scale, but no increment is granted for the period of absence if the leave is over forty-five (45) days.
4. To accrue full vacation and leave day entitlement for a given year, an employee must have been on paid status for that entire year. Unpaid time shall result in a corresponding proration of vacation time and leave days.

## **ARTICLE VIII: MISCELLANEOUS**

### SECTION 1:

If any provision of this Agreement is contrary to existing or future Federal or State Legislation, that provision shall be null and void, and the remainder of this Agreement shall not be affected thereby.

### SECTION 2:

The Board of Education is concerned for the health and safety of all employees, and consequently shall strive to maintain working conditions that are conducive to their safety and well-being.

### SECTION 3:

A leave day taken will be considered as a day worked in the determination of a basic forty (40) hour week.

When an absence occurs where the employee does not have any leave days, he/she will be required to work his/her basic forty (40) hours before any overtime compensation will be paid.

### SECTION 4:

Before the Management puts new rules concerning the working conditions into effect, such rules will be discussed with the Association's executive committee.

SECTION 5:

An employee who is called for jury duty and for whom the district is not able to gain deferment shall be compensated for the difference between the regular salary and the salary received for the performance of such obligation. In addition, no leave days shall be charged for such absence. Immediately upon receiving a summons for jury duty, the employee must notify the Human Resources and Labor Relations Office. If attempts at deferment do not succeed, the employee, in order to receive payment, must supply satisfactory evidence that he/she performed jury duty, with the specific days indicated. No employee shall be entitled to such payment for voluntary jury duty.

In those cases in which an employee is summoned to appear as a witness in any legal proceeding growing out of job related situations, he/she will receive the same consideration as if he/she were called to jury duty.

SECTION 6:

Meetings of employees are essential for the purpose of organization and in order to facilitate integration of work schedules and to meet emergency situations. Such meetings shall be held as mutually agreed upon by the Association and the Board of Education.

When a meeting is called, attendance is required and employees will be paid if in attendance. Employees who are not in attendance and who have not been excused by their Supervisor will forfeit that portion of their pay that is commensurate with the time spent in the meeting.

SECTION 7:

Sub-Contracting -- The Board agrees that in the event any work presently performed exclusively by an R.U.C.B.D.A. Employee is assigned to individuals or companies outside of the bargaining unit, such changes will be discussed with the R.U.C.B.D.A. before they occur.

An R.U.C.B.D.A. employee must be present to perform normal duties and security for the building, both during and after normal working hours or weekends while outside contractors are working in the building.

SECTION 8:

The estate of an employee who dies during the school year shall receive a pro-rata amount of the present year's leave day and vacation allowance based on the length of his/her employment during the school year plus the full amount of any leave day allowances, disability bank and comp day bank accumulated.

SECTION 9:

Before an employee returns to work after recuperating from a work-related injury, a statement from a physician indicating that the employee is physically able to return may be required.

**SECTION 10:**

Employees will attend up to 8 hours of Board paid training each year outside of their normal work schedule, with no additional compensation. Any training over 8 hours will occur during normal working hours or be paid at the normal hourly rates. Any training that is scheduled during normal working hours will be compensated in the normal course.

**ARTICLE IX: EMPLOYEE RESPONSIBILITY**

It is recognized that service to the public, especially service involving children, requires of those providing such services the maintenance of a high level of personal conduct and standards. As such, employees of the Redford Union Schools are expected to so conduct themselves and to present such an appearance that they will reflect credit upon themselves and the Redford Union Schools.

It is also recognized that employees must accept the obligation of maintaining their full working status in accordance with statutory requirements. This includes, but is not limited to, a tuberculin test and/or physical examination as required. Proof of a tuberculin chest X-ray or Mantoux test must be filed with the Human Resources and Labor Relations Department as required by law in the State of Michigan. Failure to satisfy such requirements shall be construed by the Board as being just grounds for suspension of the employee with loss of pay.

**ARTICLE X: EVALUATION**

First and second year employees shall be evaluated at least once a year.

Employees who have over three (3) years in the system shall be evaluated at least once every two (2) years.

**ARTICLE XI: TERMINATION CLAUSE**

This Agreement shall be for a period of five (5) years that is from July 1, 2005 to June 30, 2010. The Parties mutually agree that for the 2006-2007 and the 2008-2009 school years, a wage re-opener and one (1) economic and one (1) non-economic issues may be introduced by either Party for purposes of modifying the current Agreement.

**ARTICLE XII: OTHER CONTRACT SETTLEMENTS**

It is mutually agreed between the Board and the R.U.C.B.D.A. that should the R.U.E.A. or the R.U.A.A. bargaining units receive a salary increase above those outlined in this agreement for the 2003-2004, 2004-2005, 2005-2006, and/or 2007-2008 school years, the R.U.C.B.D.A. shall receive an identical salary increase.

**APPENDIX A  
SALARY SCHEDULES**

**HIRED BEFORE 4-15-96**

	<b>02-03 Day &amp; Classified</b>				<b>HRLY RATE</b>	<b>OT RATE</b>	<b>BIWEEKLY</b>	<b>ANNUAL</b>
					<b>1/1/2004</b>	<b>1/1/2004</b>	<b>1/1/2004</b>	<b>1/1/2004</b>
First Year	16.07	24.10	1351.99	35151.84	16.90	25.35	1351.99	35151.84
Second Year	16.63	24.94	1399.28	36381.24	17.49	26.24	1399.28	36381.24
Third Year	17.96	26.94	1511.36	39295.39	18.89	28.34	1511.36	39295.39
Fourth Year	18.55	27.83	1561.27	40593.09	19.52	29.27	1561.27	40593.09
Fifth Year	19.80	29.70	1666.37	43325.65	20.83	31.24	1666.37	43325.65
Seventh Year	20.04	30.06	1686.21	43841.43	21.08	31.62	1686.21	43841.43
Twelfth Year	20.37	30.55	1714.16	44568.22	21.43	32.14	1714.16	44568.22

	<b>02-03 Aft &amp; Bus Drivers</b>				<b>HRLY RATE</b>	<b>OT RATE</b>	<b>BIWEEKLY</b>	<b>ANNUAL</b>
					<b>1/1/2004</b>	<b>1/1/2004</b>	<b>1/1/2004</b>	<b>1/1/2004</b>
14.98	22.48	1260.93	32784.10	15.76	23.64	1260.93	32784.10	
15.55	23.32	1308.21	34013.50	16.35	24.53	1308.21	34013.50	
16.88	25.32	1420.29	36927.65	17.75	26.63	1420.29	36927.65	
17.47	26.21	1470.21	38225.35	18.38	27.57	1470.21	38225.35	
18.69	28.03	1572.59	40887.41	19.66	29.49	1572.59	40887.41	
18.92	28.38	1592.43	41403.19	19.91	29.86	1592.43	41403.19	
19.26	28.88	1620.38	42129.98	20.25	30.38	1620.38	42129.98	

**HIRED AFTER 4-15-96**

	<b>02-03 Day &amp; Classified</b>				<b>HRLY RATE</b>	<b>OT RATE</b>	<b>BIWEEKLY</b>	<b>ANNUAL</b>
					<b>1/1/2004</b>	<b>1/1/2004</b>	<b>1/1/2004</b>	<b>1/1/2004</b>
13.52	20.27	1137.46	29573.99	14.22	21.33	1137.46	29573.99	
13.98	20.98	1176.87	30598.49	14.71	22.07	1176.87	30598.49	
15.09	22.63	1269.68	33011.77	15.87	23.81	1269.68	33011.77	
15.59	23.38	1311.71	34104.57	16.40	24.59	1311.71	34104.57	
16.62	24.93	1398.56	36362.60	17.48	26.22	1398.56	36362.60	
16.81	25.22	1414.79	36784.60	17.68	26.53	1414.79	36784.60	
17.09	25.64	1438.24	37394.16	17.98	26.97	1438.24	37394.16	

	<b>02-03 Aft &amp; Bus Drivers</b>				<b>HRLY RATE</b>	<b>OT RATE</b>	<b>BIWEEKLY</b>	<b>ANNUAL</b>
					<b>1/1/2004</b>	<b>1/1/2004</b>	<b>1/1/2004</b>	<b>1/1/2004</b>
12.43	18.65	1046.39	27206.25	13.08	19.62	1046.39	27206.25	
12.90	19.35	1085.80	28230.75	13.57	20.36	1085.80	28230.75	
14.01	21.01	1178.62	30644.03	14.73	22.10	1178.62	30644.03	
14.50	21.76	1220.65	31736.83	15.26	22.89	1220.65	31736.83	
15.52	23.27	1305.68	33947.81	16.32	24.48	1305.68	33947.81	
15.71	23.56	1321.92	34369.81	16.52	24.79	1321.92	34369.81	
15.99	23.98	1345.36	34979.37	16.82	25.23	1345.36	34979.37	



**CLASSIFIED POSITIONS**

The classified positions are as follows:

1. Carpenters
2. Dispatcher
3. Fields and Grounds
4. Food Service Driver
5. General Maintenance
6. High School Gym/Pool Operators
7. High School Head Custodian
8. Mail/Day Man
9. Mechanics
10. Plumbers

Those employees acting as assistants to the classified positions will receive the classified position rate for those hours working as an assistant.

Employees who on a temporary basis, perform the duties of a "classified position" or a "Day Custodian", after five (5) consecutive days in that position shall receive the pay scale of the position, for the remainder of their service in that position.

Employees moving between the positions of "Custodian & Bus Driver", "Day Custodian" and "Classified Position" shall be placed on the same step or longevity pay level as they were in their previous position.

**RESPONSIBILITIES OF THE BUILDING DAY CUSTODIAN**

The responsibilities of the Building Day Custodian will include the following:

1. Electrical - Replacement and repair of outlets, toggles, ballasts, tombstones, appliance cords and other light electrical duties.
2. Plumbing - Replacement and repair of plumbing fixtures, sloan valves, vacuum beakers, and other light plumbing duties.
3. Carpentry - Replacement and repair of panic bars, door locks, window handles, casework, door hinges, facia boards, and other light carpentry duties.
4. Boilers and heating systems - Replacement and repair of leaking copper pipes, thermostats, calibration of thermostats and other light duties related to boilers and heating systems.
5. General maintenance - Replacement and repair of floor tiles, ceiling tiles, window glass, minor roof repair, walkway repair, molding, gutters, caulking, walkways, painting and other light general maintenance duties.

PART-TIME EMPLOYEESPay Schedule:

- Step 1: \$13.00 to Start
- Step 2: \$13.50 after 6 months probationary period
- Step 3: \$13.75 after 1.5 years from hire date
- Step 4: \$14.00 after 2.5 years from hire date

Part-time employees are permitted to make up his/her 40 hour workweek by performing the duties of an absent full time employee after his/her driving responsibilities have been tallied for the week. Part-time employees may only exceed 40 hours a week by performing these duties in the case of an emergency.

Part-time employees are permitted to perform full time bus driver duties in the absence of a full time driver, including but not limited to the down time assignment. Part-time employees may only exceed 40hours a week in the case of an emergency.

Part-time Employees will be members of the R.U.C.B.D.A. and will receive the following benefits:

1. Single Blue Cross and Blue Shield Community Blue PPO Plan.
2. A \$5.00 deductible prescription drug plan will be provided, which may be provided through a separate provider.
3. Dental & Vision - Full Family
4. Life Insurance - \$25,000.00
5. Paid Leave Days - Five (5) days per year at six (6) hours per day. Maximum accumulation of 30 days
6. Vacation Days - Zero (0)
7. Paid Holidays - Nine (9) at six (6) hours per day:
  - Labor Day
  - Thanksgiving Day
  - Day after Thanksgiving Day
  - Day before Christmas
  - Christmas Day
  - Day before New Years
  - New Years Day
  - Memorial Day
  - Good Friday
8. Paid Snow Days - When school is closed due to inclement weather six (6) hours per day. If classes are cancelled early, employees will be paid for the actual time worked.

## COMPREHENSIVE DENTAL PLAN

## LIST OF DENTAL SERVICES

This list of Dental Services applies to a person's insurance under coverage when so indicated in the Coverage Schedule for the insurance.

This list includes only those services listed below. Any services not listed will be excluded except as provided in the following paragraph.

If a charge is incurred for a service not included in this list, in connection with the dental care of a specific condition and if this list contains one or more services which, according to customary dental practices, are separately suitable for the dental care of that condition, then a charge for the least expensive of such services as are included in this list will be considered to have been incurred in lieu of the charge actually incurred.

If two or more services included in this list are separately suitable for the dental care of a specific condition, according to customary dental practices and if a charge is actually incurred for one of such services, then a charge for only the least expensive of such services will be considered to have been incurred.

## BASIC SERVICES

## A. VISITS AND EXAMINATIONS

- Office visit during regular office hours for treatment and observation of injuries to teeth and supporting structure (other than for routine operative procedures)
- Professional visit after hours (payment will be made on the basis of services rendered or visit, whichever is greater.
- Special consultation by a specialist for case presentation when diagnostic procedures have been performed by a general dentist.
- Prophylaxis for children under age 14 (limited to two (2) treatments each calendar year).
- Prophylaxis for individuals age 14 or over, treatments to include scaling and polishing (limited to two (2) treatments each calendar year).
- Topical application of sodium fluoride, including prophylaxis (limited to a single treatment and to children under age 4).
- Topical application of stannous fluoride, including prophylaxis, per treatment (limited to one (1) treatment per year for children under age 18).
- Emergency palliative treatment, per visit.

## B. X-RAY AND PATHOLOGY

- Except for injuries, film fees include examination and diagnosis
- Single film
- Additional films (up to 12), each
- Entire denture series consisting of at least 14 films, including bite wings if necessary (limited to once every (3) three years)
- Intra-oral, occlusal view, maxillary or mandibular, each
- Superior or inferior maxillary, extra-oral, one (1) film
- Superior or inferior maxillary, extra-oral, two (2) films
- Bite wing films, including examination (not more than twice each calendar year)
- 2 films
- 4 films
- Panoramic survey, maxillary and mandibular, single film (considered an entire denture series)
- Biopsy and examination of oral tissue
- Microscopic examination

## C. ORAL SURGERY

Includes local anesthesia and routine post operative care

### EXTRACTIONS

- Uncomplicated (single)
- Each additional tooth
- Surgical removal of erupted tooth
- Post operative visit (sutures and complications) after multiple extractions and impaction

### IMPACTED TEETH

- Removal of tooth (soft tissue)
- Removal of tooth (partially bony)
- Removal of tooth (completely bony)

### ALVEOLAR OR GINGIVAL RECONSTRUCTIONS

- Alveolectomy (edentulous) per quadrant
- Alveolectomy (in addition to removal of teeth) per quadrant
- Alveoplasty with ridge extension, per arch
- Removal of palatal torus
- Removal of mandibular tori, per quadrant
- Excision of hyperplastic tissue, per arch
- Excision of pericoronal gingival

### CYSTS AND NEPLASMS

- Incision and drainage of abscess
- Radical resection of mandible with bone graft
- Removal of cysts or tumor over 1/2"

## OTHER SURGICAL PROCEDURES

- Stalohinotomy: removal of salivary calculus
- Closure of salivary fistula
- Dilation of salivary duct
- Transplantation of tooth or tooth bud
- Removal of foreign body from bone (independent procedure)
- Maxillary sinusotomy for removal of tooth fragment or foreign body
- Closure of oral fistula or maxillary sinus
- Sequestrectomy for osteomyelitis or bone abscess, superficial
- Condylectomy of temporomandibular joint
- Meniscectomy of temporomandibular joint
- Removal of foreign body from soft tissue
- Frenectomy
- Suture of soft tissue injury
- Crown exposure for orthodontia
- Injections of sclerosing agent into temporomandibular joint
- Treatment of trigeminal neuralgia by injection into second and third divisions

## D. ANESTHESIA

General, only when provided in conjunction with a surgical procedure

## E. PERIODONTICS

- Emergency treatment (periodontal abscess, acute periodontitis, etc.)
- Subgingival curettage, root planing, per quadrant (not prophylaxis)
- Correction of occlusion related to periodontal problems, per quadrant
- Gingivectomy (including post-surgical visits) per quadrant
- Gingivectomy, osseous or muco-gingival surgery (including post-surgical visits) per quadrant
- Gingivectomy, treatment per tooth (fewer than six (6) teeth)

## F. ENDODONTICS

- Unless otherwise indicated, the limit shown is for one tooth
- Pulp capping
- Therapeutic pulpotomy (in addition to restoration)
- Vital pulpotomy
- Remineralization (Calcium Hydroxide, temporary restoration) as a separate procedure only
- Root canals including necessary X-rays and cultures but excluding final restoration
- Single rooted canal therapy
- Bi-rooted canal therapy
- Tri-rooted canal therapy
- Apicoectomy (including filling of root canal)
- Apicoectomy (separate procedure)

**G. RESTORATIVE DENTISTRY**

Excluding inlays, crowns (other than stainless steel) and bridges. (Multiple restorations in one surface will be considered as a single restoration.)

**AMALGAM RESTORATIONS - Primary Teeth**

- Cavities involving one (1) surface
- Cavities involving two (2) surfaces
- Cavities involving three or more surfaces

**AMALGAM RESTORATIONS - Permanent Teeth**

- Cavities involving one (1) surface
- Cavities involving two (2) surfaces
- Cavities involving three (3) or more surfaces

**SYNTHETIC RESTORATIONS**

- Silicate cement filling
- Plastic filling
- Composite filling

**PINS**

Pin (Retention) when part of a restoration is used instead of gold or crown restoration

**CROWNS**

Stainless steel (when tooth cannot be restored with a filling material)

**FULL AND PARTIAL DENTURE REPAIRS, ACRYLIC**

- Broken dentures, no teeth involved
- Replacing missing or broken teeth, each tooth

**H. SPACE MAINTAINERS (Applicable only for covered individuals under age 19)**

- Includes all adjustments within six (6) months after installation
- Fixed space maintainer (band type)
- Removable acrylic with round wire rest only
- Stainless steel clasps and/or activating wires, in addition to basic allowances, per wire or clasp
- Study models
- Removal inhibiting appliance to correct thumb sucking
- Fixed or cemented inhibiting appliances to correct thumb sucking

**MAJOR SERVICES**

**RESTORATIVE**

Gold restorations and crowns are covered only when teeth cannot be restored with a filling material

**INLAYS**

- One (1) surface
- Two (2) surfaces
- Three (3) or more surfaces
- Onlay, in addition to inlay allowance

**CROWNS**

- Acrylic
- Acrylic with metal
- Porcelain
- Porcelain with metal
- Gold (full cast)
- Gold (3/4 cast)
- Gold dowel pin

**DENTAL INSURANCE**

**MAJOR SERVICES** (Effective January 1, 1982)

Prosthodontics Work: Bridges, partial and complete dentures

**ORTHODONTIC SERVICES**

Orthodontic Services include all necessary treatment and procedures required for the correction of malposed teeth for subscribers and dependents to age 19.

**COVERAGE SCHEDULE**

Benefit Year -- a calendar year (January 1 through December 31)

**DENTAL EXPENSE INSURANCE**

**Basic Benefits**

Percentage	80% Co-pay
Lifetime Amount	\$25
Incentive Plan Increments	10% each succeeding benefit year, not to exceed Basic benefits percentage of 80%

**Additional Benefits (Major Services)**

Percentage	80% Co-pay
Deductible Amount	\$50
Incentive Plan Increments	10% each succeeding benefit year not to exceed Major Services Benefits percentage of 80%

Maximum Annual Dental Benefit each covered individual	\$1,200
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**Orthodontic Expense Insurance**

Percentage	50% Co-Pay
Deductible Amount	\$50
Lifetime Maximum Benefit	\$1,200



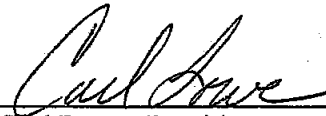
**REDFORD UNION SCHOOLS DISTRICT NO. 1  
AND WAYNE COUNTY MEA/NEA RUCBDA**

**MEMORANDUM OF AGREEMENT**

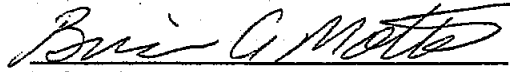
**RE: Four Ten Hour Work Week**

**In reference to Article VI, Section 2, Item #3**

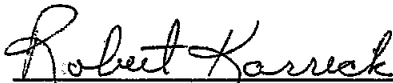
In the event that the four ten and one-half(10 ½) hour work week causes any interruption in building coverage, the four ten and one-half hour work week option will be eliminated. Article VI, Section 2, Item 3 will become null and void in the current contract five(5) working days after the union is notified.



Carl Lowe, President



Brian A. Motter  
Superintendent of Schools



Robert Karrick, Executive Trustee



Frank R. Thomas, Exective Director  
Fiscal & Operational Services

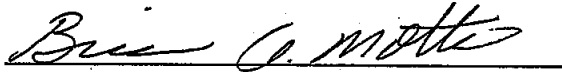
1/26/05

This Agreement shall be binding on the Parties hereto, their Executors, Administrators, Successors, and Assigns for the period of February 15, 2005 through June 30, 2010. If any provision or any application of the Agreement to any Employee or group of Employees shall be found contrary to law by a court of competent jurisdiction or by a registered opinion of the Michigan Attorney General, then that portion of the Contract will be opened for immediate negotiation so as to conform with law, but all other provisions or applications shall continue in full force and effect.

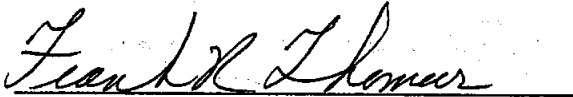
It is further agreed that the Board will pay all benefits incorporated within this Agreement subject, however, to applicable federal law, or rules, regulations or orders under such law.

IN WITNESS WHEREOF, the Parties hereto have set their hands and seals on the day and year first written above.

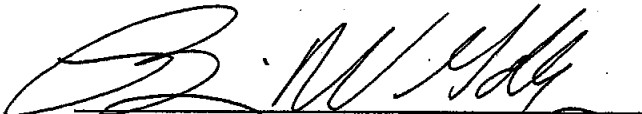
BOARD OF EDUCATION, REDFORD  
UNION SCHOOLS, DISTRICT NO. 1  
ASSOCIATION



Brian A. Motter  
Superintendent of Schools



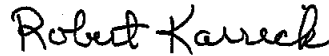
Frank R. Thomas, Executive Director  
Fiscal & Operational Services



Brian Goby, Director  
Transportation, Building & Grounds

DATED: JUNE 27, 2005

REDFORD UNION CUSTODIANS  
AND BUS DRIVERS



Robert Karrick, President



Robert Gafford, Secretary

Joanne Kulich, Treasurer

Richard Backus, Trustee



Michael Chubb, Trustee



Carl Lowe, Trustee



Joe St. Peter, Trustee

DATED: JUNE 27

**REDFORD UNION SCHOOL DISTRICT No. 1  
AND  
REDFORD UNION CUSTODIANS AND BUS DRIVERS ASSOCIATION**

**SETTLEMENT AGREEMENT**

This Settlement Agreement is entered into this 5 <sup>September</sup> day of August, 2002 by and between the Board of Education of the Redford Union Schools No.1, hereinafter "Board" and the Redford Union Custodians and Bus Drivers Association, hereinafter "Union" as follows:

WHEREAS, the Union filed unfair labor practice charges and amended charges with the Michigan Employment Relations Commission in MERC Case No. C01 J-209 making certain factual and legal allegations and claiming violations of Section 10(1)(a) and (c) of the Act, MCL 423.210(1)(a) and (c) and the Board answered the charges and amended charges denying the allegations, and

WHEREAS, there are pending grievances and arbitration proceedings between the Union and the Board, and

WHEREAS, the Board and the Union desire to settle and resolve all of these matters without any further proceedings and/or litigation between them, including any claims, complaints, charges or grievances, of any kind with respect to the factual or legal allegations asserted in the unfair labor practice charges or the grievances now pending between them.

NOW, THEREFORE, in consideration of the mutual covenants and undertakings of the parties as recited below, the Board and the Union agree as follows:

(1) Upon ratification and execution of this Settlement Agreement by the Board and the Union, the Union will withdraw the unfair labor practice charges and amended charges filed in this matter, being MERC Case No. C01 J-209, as well as any and all grievances and arbitration proceedings now pending between the Board and the Union. Specifically, the Union will withdraw with prejudice the following grievances currently pending arbitration between the Board and the Union:

1997/98	Sequence #003*	*These three (3) grievances (#003, #005, #006) have been consolidated for hearing
1997/98	Sequence #005*	
1998/99	Sequence #006*	
1998/99	Sequence #010	
1998/99	Sequence #014	
1998/99	Sequence #015	

The Union will not pursue any further proceedings and/or litigation of any kind regarding the factual and legal allegations contained in the specific claims asserted in the unfair labor practice charges and amended charges and regarding the factual and legal allegations contained in the specific claims asserted in any and all grievances and arbitration proceedings now pending between them and hereby withdrawn by the Union at any time and by any means or in any legal forums, including those available through any administrative agency or contractual procedures. The withdrawal of these charges and amended charges and the withdrawal of these grievances and arbitration proceedings shall be without any disposition or remedy other than the assurances and commitments contained in the terms and conditions of this Settlement Agreement, which will become enforceable upon ratification and execution of this Settlement Agreement by the Board and the Union. The Board and the Union agree that this Settlement Agreement may be presented by either party in any subsequent proceeding as conclusive evidence of the full settlement, accord and satisfaction of these claims to preclude any further proceedings with respect to these claims.

It is acknowledged and agreed by and between the Board and the Union that entering into this Settlement Agreement and the withdrawal of the now pending unfair labor practice charges and amended charges and the now pending grievances and arbitration proceedings by the Union shall not in any way prevent or preclude the Union from filing and pursuing any claims, other than the specific claims hereby withdrawn, in any other like or similar circumstances at any time in the future, alleging a violation of law or a violation of the collective bargaining agreement according to the facts prevailing at that time, nor does entering into this Settlement Agreement or the withdrawal of the now pending unfair labor practice charges and amended charges and the now pending grievances and arbitration proceedings by the Union and the consent thereto by the Board in any way prevent or preclude the Board from defending against any such allegations or claims made by the Union.

(2) Beginning with the 2002-2003 school year, (July 1, 2002 through June 30, 2003), and continuously thereafter, unless otherwise modified by mutual agreement between the Board and the Union, the Transportation Department shall continue to operate with full time and part-time personnel as determined by the Board and its administration to be necessary to meet the operational needs for student transportation, subject only to the specific limitations of this Settlement Agreement for preserving the hours of presently assigned regularly scheduled forty (40) hour work week bus drivers hired on or before February 22, 1999. Beginning August 1, 2002, unless otherwise modified through subsequent negotiations between the Board and the Union, the Transportation Department shall continue to operate with additional assignments outside of the regular schedule to be assigned daily, according to procedures based on seniority rotation to achieve the equalization of assignment of additional hours opportunities among the regularly scheduled bus drivers, with part time drivers being given the opportunity to work additional assignments first until each part time driver has obtained forty (40) hours of work each work week prior to any full time bus drivers being assigned to the additional assignments. However, a part-time driver who has not worked at least forty (40) hours in the work week will not be assigned an additional hours run if it can be predicted with reasonable certainty that the assignment of the additional run would result in the part-time driver exceeding forty-two (42) hours of work in the work week. Then, after all part time drivers have had the opportunity to obtain forty (40) hours of work in the work week through a seniority rotation procedure for achieving equalization of assignment of additional hours opportunities among them, full time drivers will participate with part time drivers in the opportunity to be assigned additional assignments outside of their regular schedule according to an assignment procedure based on seniority rotation to achieve the equalization of assignment of additional hours opportunities beyond forty (40) hours in a work week among them. The Board and the Union hereby mutually acknowledge and agree that the assignment of additional hours opportunities made prior to the effective date of this Settlement Agreement and its ratification and execution are valid and shall not be challenged or contested by the Union nor become the subject of any grievance, complaint or claim of any kind between them.

(3) No full time bus driver hired on or before February 22, 1999 will be reduced in hours until given the opportunity to accept a custodial/maintenance position. The commitment for no reduction of hours of full time bus drivers hired on or before February 22, 1999 is to maintain those bus drivers in not less than a regularly scheduled forty (40) hours of work each week until provided with an opportunity to accept a custodial position by the procedures established herein. The commitment to maintain a regularly scheduled forty (40) hours of work each week may be accomplished by assignment to non-consecutive work hours during each work day between the hours of 6 a.m. and 6 p.m. The commitment to maintain the regularly scheduled forty (40) hours work week for these bus drivers applies only to the specific individuals employed on or before February 22, 1999 and is not a commitment to maintain any bargaining unit positions that may be vacated by these individuals for any reason as full time positions.

(4) Effective immediately, when a custodial/maintenance vacancy arises it will be posted to be filled by the most senior qualified applicant from the custodians and from the full time bus drivers hired on or before February 22, 1999. If the custodial/maintenance vacancy is filled by a full time bus driver, the bus driving position vacated by the bus driver becomes a part time position. If the custodial/maintenance vacancy is filled by a more senior qualified custodian, the position vacated by the custodian will be posted and filled by the most senior qualified applicant from the custodians and full time bus drivers by the same process. When there is a custodial/maintenance vacancy.

remaining unfilled after posting for applicants from existing custodians and full time bus drivers hired on or before February 22, 1999, the custodial/maintenance vacancy will be offered to the least senior full time bus driver hired on or before February 22, 1999. That bus driver must either accept or decline the offer of the custodial/maintenance position. If that bus driver accepts the custodial/maintenance position, the bus driver position vacated shall become a part time position. If that bus driver declines the custodial/maintenance position, that bus driver and position become subject to part time assignment of hours. If that bus driver declines the custodial/maintenance position, the custodial/maintenance position shall then be offered to the next least senior full time bus driver hired on or before February 22, 1999, being the next more senior full time bus driver from the bus driver declining the custodial/maintenance position. The next full time bus driver offered the custodial/maintenance vacancy must either accept or decline the vacancy in the same manner as the offer to the previous full time bus driver. If that bus driver accepts the custodial/maintenance position, the bus driver position vacated becomes a part time position. If that bus driver declines the custodial/maintenance position, that bus driver becomes a part time bus driver subject to part time assignment. Each time the custodial/maintenance vacancy is declined by a full time bus driver hired on or before February 22, 1999 the bus driver declining the position becomes a part time bus driver subject to part time assignment and the custodial/maintenance vacancy is then to be offered to the next least senior full time bus driver in the same manner and with the same consequences until the custodial/maintenance vacancy is filled by a full time bus driver hired on or before February 22, 1999. When a full time bus driver declines the custodial/maintenance vacancy and thereby becomes a part-time driver, that part-time driver will be given the opportunity to bid on a part-time run held by a less senior part-time driver at the beginning of the next semester after being reduced to part-time status.

(5) Beginning with the 2003-2004 school year effective July 1, 2003, the School District may determine that it is necessary to convert any or all remaining full time bus drivers hired on or before February 22, 1999 to part time assignments. The assignments to part-time runs will be determined through seniority bid. Prior to any reduction to part time assignment, each of the remaining full time bus drivers hired on or before February 22, 1999 will be given the opportunity to accept a custodial position. The custodial positions to be offered shall be made available by a reduction in personnel among the least senior custodial maintenance personnel provided there is a more senior full time bus driver that is qualified for the position held by the less senior custodial maintenance employee. The least senior custodial maintenance employees laid off by this process will be given the first opportunity to be trained and become part time bus drivers for the available vacancies. Should the School District determine that it is necessary to convert any or all of the remaining full time bus drivers hired on or before February 22, 1999 to part-time status by this method, assignments to part-time runs will be made among the part-time drivers by seniority bid at the beginning of a semester.

(6) Any previous full time regularly scheduled forty (40) hour work week bus drivers hired on or before February 22, 1999 who become subject to part-time assignment of hours in accordance with the term of this Settlement Agreement will be paid an hourly rate of not less than their present hourly rate of pay or a rate of pay determined by mutual agreement between the Board and the Union for hours worked as a part time bus driver and without a reduction in insurance benefits, paid leave, paid holidays, and paid vacation previously provided to them as a full time employee. Also, should the Board determine that there is a need for additional personnel to perform custodial/maintenance work in the summer months, previous full time regularly scheduled forty (40) hour work week bus drivers who become subject to part time assignment of hours will be provided the first opportunity to accept or decline the available work, provided they are qualified to do the work to be done.

(7) The Board and the Union hereby acknowledge and agree that the Union shall be voluntarily recognized as the exclusive bargaining representative for all full time and regularly scheduled part time bus drivers, excluding substitute bus drivers. Further, the Board and the Union acknowledge and agree that the wages, hours, and working conditions presently implemented for the recently employed part time bus drivers hired after February 22, 1999 have been appropriately implemented and constitute the established wages, hours and working conditions applicable to them, but remain subject to future negotiations between the Board and the Union.

(8) The Board and the Union acknowledge and agree that the second maintenance position at the high school will be posted as a vacancy to be filled according to the currently applicable procedures.

(9) It is mutually understood by and agreed by and between the Board and the Union that by entering into this Settlement Agreement and taking the respective actions pursuant to its provisions, no admissions of error or wrongdoing or admissions of fact or law have been made by any party or person and no concessions have been made with respect to any positions, perspectives or convictions of any persons. Further, it is understood and agreed by and between the Board and the Union that the terms and conditions of this Settlement Agreement do not constitute or establish any practice or precedent between them with respect to any future situation or dealings that may arise between them with respect to any matter or dispute and that this Settlement Agreement shall not be presented in any future proceedings between them as any evidence thereof, except as may be necessary to enforce the terms and conditions of this Settlement Agreement.

(10) The terms of this Settlement Agreement constitute the entire and complete Agreement between the Board and the Union with respect to this matter and supercede and supplant any prior agreement, understandings or established practices between them that would otherwise be applicable. It is mutually recognized and acknowledged by the Board and the Union that the terms of the terms of this Settlement Agreement satisfy any applicable duty to bargain with respect to any modifications or changes in any previously established working conditions which would otherwise be applicable.

This Settlement Agreement is entered into this 5 day of <sup>September</sup> ~~August~~, 2002 by and between the Board and the Union, whose authorized representatives have affixed their signatures attesting thereto as follows:

REDFORD UNION SCHOOLS DISTRICT No. 1  
BOARD OF EDUCATION "BOARD"

REDFORD UNION CUSTODIANS AND BUS  
DRIVERS ASSOCIATION "UNION"

By: Brian G. Matthe

By: Robert Karrick

It's Superintendent

It's President

Dated 9-5-2002

Dated 9-5-2002

**REDFORD UNION BOARD OF EDUCATION  
AND  
WAYNE COUNTY MEA/NEA**

**MEMORANDUM OF AGREEMENT**

**RE: Clarification to the R.U.C.B.D.A. Contract**

This Memorandum of Agreement is by and between the Board of Education of Redford Union School District No. 1, hereinafter "Board" and the Wayne County MEA/NEA R.U.C.B.D.A., hereinafter "Union" as follows:


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 2005 through 2010, and whereas, the parties mutually agree that some changes are needed that require modifications to the contract, and

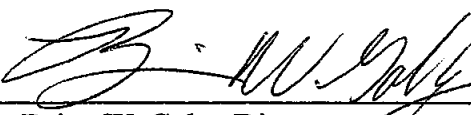
WHEREAS, it is hereby mutually acknowledged and agreed by and between the Board and the Union that the R.U.C.B.D.A. contract will be clarified as follows:

1. For the 2005 / 2006 School Year one Mechanic and the Drivers of bus runs 3, 7, 12, 25, and 36 will observe December 23 as a paid holiday and return to work on January 3, 2006.
2. All other full time employees will be expected to work, use a leave day or vacation day on December 23, 2005. This day will be considered one (1) of the four (4) required workdays over the Christmas and Easter breaks.


This Memorandum of Agreement is entered into this 31st day of October, 2005 by and between the Board and the Union whose authorized representatives have affixed their signature(s) attesting thereto as follows:

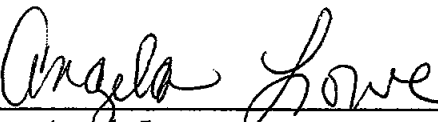
**Board of Education  
Redford Union Schools, District No. 1**

By:   
Donna L. Rhodes, Superintendent

By:   
Brian W. Goby, Director  
Transportation, Buildings and Grounds

**Wayne County MEA/NEA and RUCBDA**

By:   
Carl Lowe  
RUCBDA President

By:   
Angela Lowe  
RUCBDA Secretary