

AGREEMENT

between the

**NOVI
COMMUNITY SCHOOL DISTRICT**

and the

**INTERNATIONAL UNION
OF
OPERATING ENGINEERS
LOCAL 547 - A, B, C, E, H - AFL-CIO**

**TRANSPORTATION
BARGAINING UNIT**



JULY 1, 1996 - JUNE 30, 1999

Novi Community School District

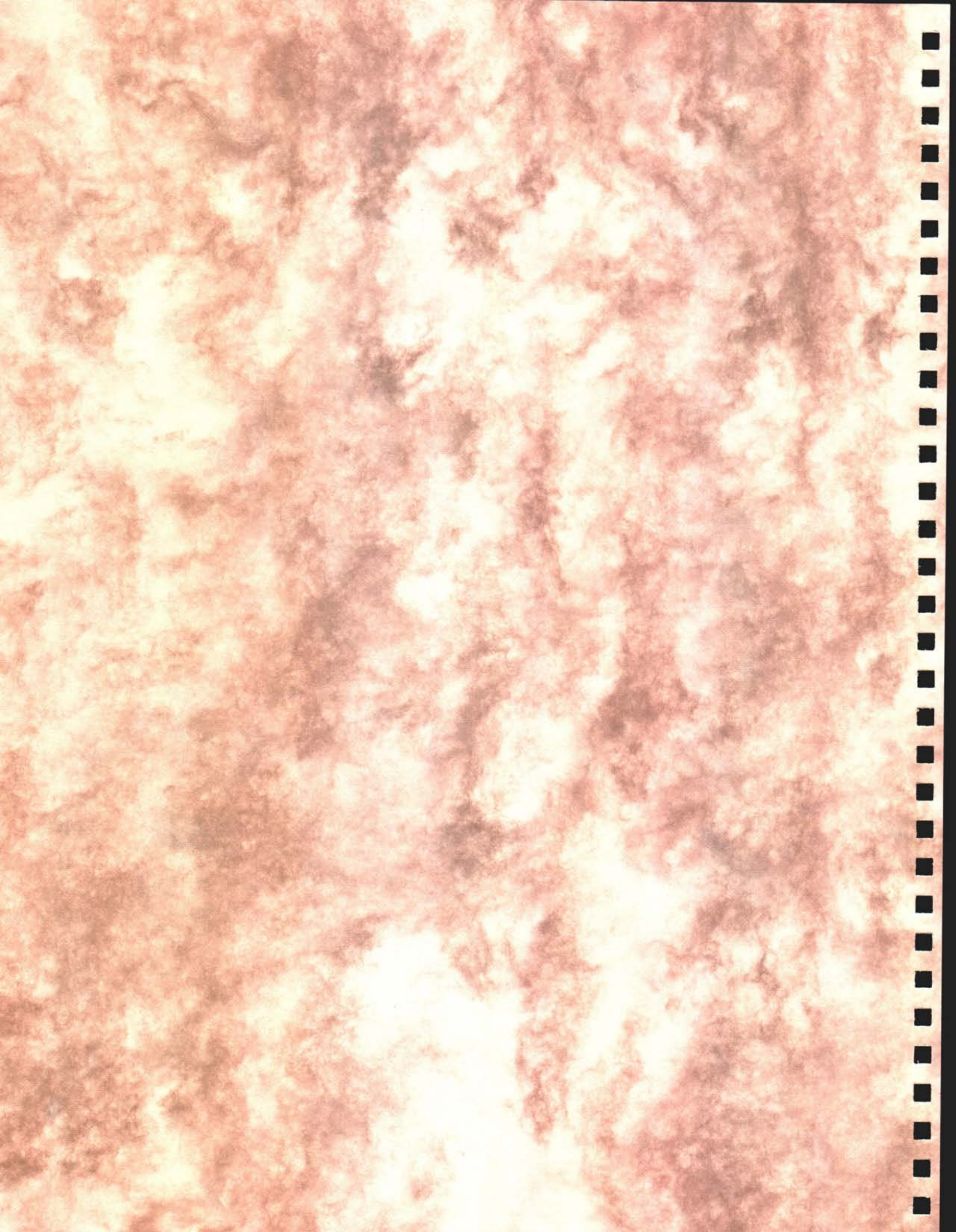


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AGREEMENT

This Agreement entered into this twentieth (20) day of June, 1996, between the Novi Community School District (hereinafter referred to as the "Employer" or "Board"), and the International Union of Operating Engineers, Local 547A, 547B, 547C, 547E, 547H, AFL-CIO (hereinafter referred to as the "Union"), Transportation Unit.

ARTICLE I - RECOGNITION

The Employer recognizes the International Union of Operating Engineers, Local 547A, 547B, 547C, 547E, 547H, AFL-CIO, as the sole and exclusive representative for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment or other conditions of employment for the entire term of this Agreement for all Transportation Employees in the Novi Community School District excluding the Transportation Director, Mechanic, Mechanic Helper and substitutes.

ARTICLE II - MANAGEMENT RIGHTS

A. It is expressly agreed that all rights which ordinarily vest in and have been exercised by the Board, except those which are clearly and expressly relinquished herein by the Board, shall continue to vest exclusively in and be exercised exclusively by the Board without prior negotiations with the Union either as to the taking of action under such rights or with respect to the consequence of such action during the term of this Agreement. Such rights shall include, by way of illustration and not by way of limitation, the right to:

1. Manage and control its business, its equipment, and its operations and to direct the working forces and affairs of the District.
2. Continue its rights, policies, and practices of assignment and directions of its personnel, determine the number of personnel and scheduling of all the foregoing, but not in conflict with the specific provisions of the Agreement, and the right to establish, modify or change any work or business of school hours or days.
3. The right to direct the working forces, including the right to hire, promote, suspend and discharge Employees, transfer Employees, assign work or duties to Employees, determine the size of the work force and to lay-off Employees, but no conflict with the provisions of this Agreement.
4. Determine the services, supplies and equipment necessary to continue its operations and to determine all methods and means of distributing, disseminating and/or selling its services, methods,

schedules and standards of operation, the means, methods and processes of carrying on the work including automation or contracting thereof or changes therein, the institution of new and/or improved methods or changes therein.

5. Adopt reasonable rules and regulations.
6. Determine the qualifications of Employees including physical conditions.
7. Determine the number and location or relocation of its facilities, including the establishment or relocations of new school buildings, departments, divisions or sub-divisions thereof and the relocation or closing of offices, departments, divisions or sub-divisions, buildings or other facilities.
8. Determine the placement of operations, production, service maintenance or distribution of work, and the source of materials and supplies.
9. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations.
10. Determine the size of the management organization, its functions, authority, amount of supervision and table of organization, provided that the Board shall not abridge any rights from Employees as specifically provided for in this Agreement.

The above are not to be interpreted as abridging or conflicting with any specific provision in this Agreement.

B. Notwithstanding any provision of this Agreement, the Board shall have the right to take whatever steps may be necessary in order to comply with the Americans With Disabilities Act (ADA) and other similar state or federal legislation. It is understood and agreed that such steps will be taken in consultation and agreement with the Union. In the event any provision of this Agreement or application of this Agreement conflicts with the ADA or similar state or federal legislation, the legislation shall prevail. In the event of a claim by Union alleging that this provision has been misinterpreted or misapplied, this provision shall be interpreted in a manner consistent with the purposes underlying the ADA and other similar state and federal legislation.

C. Notwithstanding any provisions of this Agreement, the Employer shall have the right to take whatever steps may be necessary in order to comply with any and all state or federal legislation. Nothing contained in the Agreement shall be construed to limit directly, or indirectly, the Board's management rights under the Public Employment Relations Act (PERA). In the event of any conflict between this section and any provision of this Agreement, this section shall prevail.

The matters contained in this Agreement and/or the exercise of any such rights of the Board are not subject to further negotiations between the parties during the term of this Agreement.

ARTICLE III - EMPLOYEE RIGHTS

A. The Union and its members shall have the right to use the school building facilities outside of school hours, according to District policy, for Union business.

B. Bulletin boards, school equipment and other District established media of communication, with the exception of the District's internal mail system, shall be made available to the Union and the Union shall be responsible for proper operation of all such equipment.

C. The Board agrees to furnish to the Union, in response to reasonable requests from time to time, all regularly available information concerning the financial resources of the District, allocations and such other public information as will assist the Union in developing intelligent, accurate, informed and constructive programs on behalf of the members of the bargaining unit.

D. The Union shall receive once a year a report of all Employees covered under this Agreement stating name, classification, step, date of hire, and the number of weeks worked each year. Every effort will be made to compile this report by February 1 each year. The Union shall receive all Board of Education meeting Agenda and Minutes of its meetings.

E. Members of the bargaining unit shall have the right to review the contents of their personnel file, excluding letters of recommendation and employment credentials, and to have a representative of the Union accompany them in such a review. They shall have the right to file a written reply to any evaluative or disciplinary report placed in their file.

F. All material placed in an Employee's personnel file must bear the date and have affixed the signature of the writer and the proper identification as to the source. The Employee shall be provided the opportunity to sign this material to indicate awareness and not necessarily agreement.

G. The Employee alone, or with the Union Representative, shall, upon request, be allowed to make copies of material from his/her files. The Employer shall, at its discretion, charge the Employee a nominal fee per page.

H. Any material relating to reprimands or suspensions dated three (3) years before the date of the personnel file review by the Employee may be removed by the Employee with notification to the Employer.

I. Employees shall be entitled to full rights of citizenship and no religious or political activities of any Employee, or lack thereof, shall be grounds for any discipline or discrimination with respect to the employment of each Employee as long as such religious or political activities are not carried on in the school setting during the Employee's hours of work.

J. Any case of assault and/or battery upon an Employee on District property shall be promptly reported to the Board. The Board will provide legal counsel, if, in the reasonable opinion of the Board it becomes necessary, to advise the Employee of his/her rights and obligations in connection with handling of the assault and/or battery by law enforcement and judicial authorities. The obligation to provide legal counsel to advise the employee shall be limited to a single consultation during which the employee's rights and obligations can be reviewed and discussed.

1. Should the Employee suffer any loss, damage or destruction of clothing or personal property as a result of an assault and/or battery while on duty on District property, the District will reimburse the Employee excluding any areas under insurance coverage for any loss up to a maximum of \$200 per incident.

2. In case of an alleged physical attack on an Employee by a student, both the Employee and the administrator will utilize the procedure advocated by the Novi Student Code of Conduct to remedy the situation.

3. If an employee is required to meet with his/her attorney, police, or judicial authorities, or attend court proceedings as a result of an assault and/or battery upon the employee by a student, the employee will be provided with paid leave to do so and shall not be changed for such leave.

K. The Board shall exert every effort consistent with the available facilities and resources to maintain buildings at a comfortable temperature and in a clean, safe and healthful manner.

L. The Employer will take measures in order to prevent or eliminate any hazards which the Employees may encounter at their place of work in accordance with the provisions of OSHA and MIOSHA.

M. The representatives of the Union shall, at all times, be present when an Employee is being reprimanded or disciplined, unless the employee specifically requests that the Union not be present.

ARTICLE IV - NON-DISCRIMINATION

A. The Union will continue to represent all Employees without discrimination on the basis of race, creed, color, national origin, sex, or marital status, and will represent all Employees equally without regard to membership or participation in or association with the activities of any Employee organization. The Board

agrees to continue its policy of not discriminating against any Employee on the basis of race, creed, color, national origin, gender, handicap, marital status or membership or participation in, or association with the activities of, any Employee organization.

B. The Employer and the Union both recognize their responsibilities under Federal, State and local laws pertaining to fair employment practices as well as the moral principles involved in the area of Civil Rights. Accordingly, both parties reaffirm by this Agreement the commitment not to discriminate against any person or persons because of race, creed, color, religion, gender, age or national origin, marital status or handicap. In agreement with the Union, where gender is a bona fide occupational qualification, it shall not constitute a violation of this provision to consider an employee's gender in such situations.

ARTICLE V - BULLETIN BOARDS

The Employer will provide bulletin board space in the Transportation Center which may be used by the Union for posting notices of the following types:

1. notices of recreational and social events;
2. notices of elections;
3. notices of results of elections;
4. notices of meetings.

ARTICLE VI - STEWARDS

A. Employees may be represented by one (1) Chief Steward and designated Assistant Steward whose identity shall promptly be made known to the Employer.

B. The Steward may investigate and present grievances to the Employer.

C. All new Employees shall be introduced to the Chief Steward during the first week of employment. The Chief Steward shall be supplied with the following information: name, address, classification, job location and shift assignment.

D. The Steward and Alternate will be granted one (1) day off with pay per year for Steward Training. Every effort will be made not to have both employees off on the same day.

ARTICLE VII - SENIORITY

- A. New Employees hired in the unit shall be considered as probationary Employees for the first twelve (12) consecutive weeks of their active employment. The probationary period shall be accumulated within not more than one (1) twelve (12) month period. When an Employee completes the probationary period, he/she shall be entered on the seniority list of the unit and shall rank for seniority from the first day employed. There shall be no seniority among probationary Employees.
- B. The Union shall represent probationary Employees for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth in Article I of this Agreement. The Employer shall have the right to discharge and discipline probationary Employees and the action is not subject to appeal or grievance.
- C. Employees shall be laid-off or recalled according to their seniority in their classification. An Employee on scheduled lay-off shall have the right to displace a lesser seniority Employee who is in a lower classification provided the senior Employee is qualified to hold the position held by the lesser seniority Employee.

ARTICLE VIII - SENIORITY LISTS

- A. Seniority shall not be affected by the race, gender, handicap, marital status, or dependents of the Employee.
- B. The seniority list on the date of this Agreement will show the names and job titles of all Employees of the unit entitled to seniority and the pertinent dates for determination of system and classification seniority.
- C. The Employer will keep the seniority list up to date at all times and will make it available to the local Union and/or Council Office upon reasonable request.

ARTICLE IX - LOSS OF SENIORITY

An Employee shall lose his/her seniority for the following reasons:

- A. He/She quits;
- B. He/She is discharged and the discharge is not reversed through the grievance procedure set forth in this Agreement;
- C. He/She is absent for five (5) consecutive working days without notifying the Employer unless such absence is beyond his/her control; (Such absence results in automatic discharge and the Employer will send written notification to the Employee at his/her last known address that his/her employment has been terminated and he/she has lost seniority);

- D. He/She does not return to work when recalled from lay-off as set forth in the recall procedure;
- E. Failure to return from leave of absence without notification to Employer will be treated the same as (C) above;
- F. He/She retires.

ARTICLE X - LAY-OFF

- A. Lay-off means a reduction in the working force.
- B. If a lay-off becomes necessary, the following procedure shall be followed:
 - 1. Probationary Employees will be laid-off first.
 - 2. Non-probationary Employees will be laid-off according to seniority as defined in Article VII, C.
- C. Notice of lay-off and bumping shall be as follows:
 - 1. Employees to be laid-off for an indefinite period of time by the Employer will have at least three (3) weeks notice of lay-off.
 - 2. If the laid-off Employee desires to bump another Employee in a lower classification, he/she must advise the Assistant Superintendent within two (2) working days after receipt of Notice of Lay-Off which less senior Employee is to be bumped pursuant to Article VII, C.
 - 3. The bumped Employee shall be given two (2) working days written notice of his/her lay-off by reason of bumping.
 - 4. An Employee bumping a less senior Employee shall have twenty (20) working days to establish that he/she is qualified to perform the job of the bumped Employee.
 - 5. When the identity of Employees to be laid-off or bumped has been determined, the financial Secretary of Local #547, 547A, 547B and 547C, 547E, 547H, AFL-CIO shall be advised promptly.

ARTICLE XI - RECALL PROCEDURE

When the working force is increased after a lay-off, Employees will be recalled in a reverse order as that outlined in Article VII. Notice of recall shall be sent to the Employee and the Union at his/her last known address by registered or

certified mail. If an Employee fails to report for work within ten (10) working days from date of mailing of notice of recall, this shall constitute the employee's resignation from employment and automatic termination of his/her employment relationship with the Employer.

ARTICLE XII - WAGE SCALE

Refer to Appendix B.

ARTICLE XIII - VACANCIES

Unless a vacancy is filled through the recall of a laid off employee, vacancies shall be posted in a conspicuous place in the Transportation Center for at least one (1) week prior to filling such vacancies, provided however, that vacancies may be filled on a temporary basis during the posting period. In the event the Employer determines to fill such vacancy, notice shall be posted within ten (10) working days after the vacancy occurs.

ARTICLE XIV - VETERANS

Veterans will be re-employed in accordance with applicable law.

ARTICLE XV - DEFINITIONS

A. A full time driver shall be one who is employed for the school year and who drives the hours he/she is scheduled to drive which shall be a minimum of five (5) hours per day.

The Board agrees not to reduce any runs in existence as of 7-1-96 so as to have the effect of reducing existing employees (those employed as of 7-1-96) below the five hour limit as status for qualifying as a full-time driver.

B. A regular day/regular run shall consist of a high school run, a middle school run and an elementary run, or any combination thereof; and shall be no less than three (3) hours total. If, in the event the Employer is unable to put together a regular day consisting of at least three (3) hours, then it shall be the prerogative of the Employer to utilize Kindergarten runs, Oakland Technical Center- SouthWest Campus runs, late runs and/or all other extra runs to schedule a regular day run of at least three (3) hours. The assignment of all other extra runs shall be as provided in "K" below.

C. All extra runs, Kindergarten runs, Oakland Technical Center - SouthWest Campus (OTC-SW) runs, late runs and/or all other extra runs shall be bid on or assigned on the basis of seniority, except when a driver turns down the extra run.

D. A special trip is any trip that is not defined as a regular run or an extra run.

ARTICLE XVI - SPECIAL TRIPS

A. All special trips shall be authorized by the Superintendent, or his/her designee, one (1) week in advance and posted in the Transportation Center immediately following authorization, if at all possible.

B. Special trips shall be bid on or assigned on a continual year round basis for regular drivers when not in conflict with regular runs. If a driver declines a special trip, he/she shall be placed at the bottom of the rotation list.

C. Regular drivers shall bid on or be assigned to the special trips when not in conflict with regular runs.

D. Special trips shall be cancelled if roads are considered by the Transportation Director, after consultation with driver and legal authorities, to be hazardous.

E. Special trips shall not be made unless supervised by a teacher-sponsor or other adult as designated by the Building Principal.

F. In the event a driver shows up for a special trip and has not been notified that the trip is cancelled, he/she will be entitled to one (1) hour pay.

G. If trips are cancelled by the sponsor, the sponsor shall immediately notify the driver and the driver shall not lose any forfeited regular time in order that the special trip might have been taken.

H. On extended trips (over two (2) hours) drivers may stop for a ten (10) minute rest period every hour.

I. Provisions will be made for gas and oil, emergency services and supplies when drivers are on field trips.

J. Drivers shall periodically check their bus while waiting on special trips. The bus shall be warmed up and ready for reloading after the event.

K. In the event the Employer schedules an overnight field trip, the following shall be in effect:

1. The Employer shall pay all costs incurred by the driver for room and meals; an estimate of these costs shall be determined by the Employer prior to the field trip and an advance provided.
2. The driver shall be paid for actual time spent driving during said trip.
3. In the event a driver does not drive his/her normal number of hours during any day spent at the destination, he/she shall receive eight (8) hours pay.

4. On overnight trips drivers shall not be required to act as student chaperones and, if possible, drivers will be provided sleeping accommodations apart from the students.

ARTICLE XVII - NEW JOBS

A. The Employer shall notify the Union, in writing, when new jobs or revised job duties are required during the term of this Agreement. In the event they cannot be properly placed into an existing classification by mutual agreement between the parties, the Employer shall place into effect a new classification and rate of pay for the job in question, and shall designate the classification and pay rate as temporary. The Employer shall notify the Union in writing of any such temporary job which has been placed into effect upon the institution of such job.

B. The new classification and rate of pay shall be considered as temporary for a period of thirty (30) calendar days following the date of written notification to the Union. During this thirty (30) calendar day period, but not thereafter during the life of this Agreement, the Union may request, in writing, the Employer to negotiate the classification and rate of pay. The negotiated rate, if higher than the temporary rate, shall be applied to the date the Employee first began working in the temporary classification, except as otherwise mutually agreed. In a case where the parties are unable to agree on the classification and/or rate of pay, the issue may be submitted to Arbitration. The Arbitrator shall render his/her decision based solely upon the final position of either of the parties. When a new classification has been assigned a permanent rate of pay, temporary classification during the specified period of time, or as a result of final negotiations, or upon resolving the matter through arbitration, the classification shall be added to and become a part of this Agreement.

ARTICLE XVIII - DUES CHECK-OFF

A. Membership in the Union is not compulsory. Employees have the right to join, not join, maintain, terminate their membership in the Union or, in the alternative, pay a fee as herein established.

B. The authorized deduction of dues or fees shall be made from a regular paycheck each month. With respect to all sums deducted by the Board of Education pursuant to authorization of the Employee for membership dues, the Board agrees promptly to remit to the Union the amount deducted accompanied by an alphabetical list of Employees for whom such deductions have been made, and indicating any changes in personnel from the list previously furnished. The Union agrees promptly to advise the Board of all members of the Union in good standing from time to time and to furnish any other information needed by the Board to fulfill the provisions of this Article and not otherwise available to the Board.

C. Employees in the bargaining unit shall, on or before the ninetieth (90th) day following either the beginning of their employment or the execution of the collective bargaining Agreement, whichever is later, as a condition of employment or of continued employment, either:

1. Become members of the Union, or
2. Pay to the Union a service fee equal to the dues of the Union, less any amounts not permitted by law.

In the event that an Employee shall not pay such fees or dues to the Union or authorize payment through payroll deduction, the Board shall cause the termination of the Employee.

D. In the event an Employee shall not pay the required amount as scheduled:

1. The Union shall notify the Employee of non-compliance. Said notice shall detail the non-compliance and shall provide ten (10) days for compliance and shall further advise such Employee that a request for discharge may be filed with the Board in the event that compliance is not effected.
2. If the Employee fails to comply, the Union may file charges, in writing, with the Board and may request termination of the Employee's employment. A copy of the notice of non-compliance and proof of service shall be attached to said charges
3. The Board, upon receipt of said charge and request for termination, shall conduct a hearing thereon. In the event of compliance at any time prior to discharge, charges will be withdrawn. The Union in the processing of charges, agrees not to discriminate between or among various persons who may have refused to pay the fees.

E. In the event that any claim is made or any action is brought against the Board in a court of law or before any administrative agency or tribunal because of the Board's agreement to or compliance with this Article, the Union agrees to and shall defend such claim or action, at its own expense and through its own legal counsel; provided that the Board shall:

1. Give timely notice to Union of such claim or action; and
2. Give full and complete cooperation to the Union and its counsel in securing and presenting evidence, obtaining witnesses and making relevant information available at the hearing or trial, as well as at the appellate level.

The Union further agrees that as to any such claim or action so defended by it, or relative to which it was given timely notice and an opportunity to defend, it will indemnify and hold harmless the Board including each individual member of the Board of Education from any and all liability for damages, expenses or costs imposed by or resulting from any determination, award or judgment of a court or administrative agency or tribunal, as the consequence of the Board's agreeing to or complying with this Article.

F. Upon appropriate written authorization from the Employee, the Board shall deduct from the salary of any Employee and make appropriate remittance for annuities, credit union, or any other plans or programs jointly approved by the Union and the Board.

G. The Union will indemnify and save harmless the Employer, its Board of Education, individual members of the Board of Education, both past and present, and the Employer's administrative employees and agents, both past and present for all sums improperly checked off and remitted to the Union.

ARTICLE XIX - PAYDAY

Employees shall receive pay checks every two (2) weeks during month worked. The Employer shall make every effort to assure Employees of the utilization of uniform payroll procedures. When the Employer deems it necessary to change the present payroll procedures, he/she will notify both the Union and the Employees at least thirty (30) calendar days prior to the implementation of any procedural change.

ARTICLE XX - PAYROLL DEDUCTIONS

The Employer agrees to deduct from the salaries of Employees when voluntarily authorized in writing by each Employee:

1. Tax Deferred Annuities
2. U.S. Savings Bonds
3. Credit Union Monies
4. Union Dues
5. Other such deductions that the Employer makes available
6. Union Political Action Committee

Individual authorization forms shall be furnished by the appropriate organization involved and, when executed, filed individually or cooperatively with the Business Office in the manner prescribed by the Business Office. The Employer agrees to disburse these deductions for the purposes intended. All procedures for these payroll deductions shall be established by the Assistant Superintendent.

ARTICLE XXI - NORMAL HOURS OF EMPLOYMENT - REGULAR SCHOOL YEAR

A. Drivers shall be paid for actual hours worked in transporting students to and from school, authorized special trips, extra runs, and shuttle runs. In the event temporary rescheduling of school hours requires students to be taken home during the middle of the day, the driver shall be paid one (1) hour for the additional time driven or normal day's wage and the normal time spent in lay over will be deducted at the comparable rate. Any special trip or extra run less than one (1) hour driving time and not connected to a regular run will be compensated for at full one (1) hour rate.

B. Drivers shall be paid the regular hourly rate in addition to number A, above, for time spent in taking buses for repairs and for waiting time connected with said repairs.

C. Drivers shall be paid the regular hourly rate for time spent on maps, routes and student list as directed and approved by the Transportation Director.

D. One (1) hour per week, at the regular hourly rate, shall be added to the driver's time, for each regular driver, to compensate for cleaning the inside of the bus.

E. A regular day's pay at the regular hourly rate shall be paid for each occurrence when school is closed because of inclement weather.

F. The driver shall be paid one-half (1/2) hour per day for required Employer inspection, gassing, oiling, warming engines, clearing windows, tires and mirrors. Drivers shall arrive no less than fifteen (15) minutes before the start of their run.

G. Drivers are required to wash buses. The driver shall be paid his/her regular hourly rate per said wash but no more than one (1) hour per wash. Buses shall be washed when necessary but no more than once per week nor less than once per month. The Transportation Director shall decide on bus washes other than the once a week and no less than once a month. Weather and road conditions shall be the determining factor.

H. In the event the Employer requires each driver to, once a year, hose down and/or otherwise thoroughly wash the complete interior surfaces of their bus, they shall be paid three (3) hours at their regular hourly rate.

I. Clean-up time after special trips may be added to driving time and listed accordingly on the trip time sheet.

J. The Transportation Director shall assign all regular day runs including special education on the basis of ability, past performance and seniority. A driver with less service in the employ of the Board shall not be assigned a regular day run unless his/her qualifications shall be determined to be substantially superior. In the event the senior driver shall not be given the

regular day run request, reasons for the denial shall be given to the Employee in writing.

K. It is expressly understood that, as a requirement, the special education driver shall either enroll and successfully complete a special education driver's class or have previously successfully completed said class.

L. An attempt shall be made to establish equal driving time insofar as it is possible.

M. Every attempt shall be made to select runs prior to the first (1) Monday following the second (2) Friday of school but in any event by the fourth (4) Friday. All assigned runs shall be considered permanent after the first four (4) weeks and new runs shall be assigned temporarily until the end of the school year. Every attempt shall be made to formulate all Kindergarten, OTC-SW and late runs prior to the beginning of the school year. Drivers shall be able to select these extra runs as per Article XV, C.

N. If any run passes completely through the seniority twice and apparently is unacceptable by all the drivers, then it will be assigned by the Transportation Director to the person last hired by the Employer. However, the Transportation Director may use his/her discretion in omitting drivers with one (1) or more extra runs.

O. If a run of a senior driver is terminated after the run has been made permanent, he/she shall be able to bump the last driver hired.

P. Vacated extra runs created by a retirement, a driver leaving this bargaining unit or the employment of the school district will be posted and may be bid upon by and awarded according to the most senior position within the bargaining unit provided:

1. It does not conflict with their regular run or extra run schedule.
2. It represents an increase in hours.
3. It does not constitute a lateral move or create a bumping situation.

If no driver requests a change in assignment, the school district may fill the vacancy temporarily until the end of the school year. If the school district is aware that the vacancy is permanent, then the school district shall fill the vacancy with a permanent regular driver.

ARTICLE XXII - OVERTIME

A. Time and one-half (1/2) shall be paid for all over eight (8) hours of driving in any one (1) day. Cleaning and washing shall not be included in the computation of eight (8) hours for purposes of overtime.

B. Time and one-half (1/2) for Saturday, double time for Sunday will be paid without regard to the eight (8) hours requirement. However, warm-up time will not be paid during these days.

ARTICLE XXIII - HOLIDAYS

A. If the full time employee works on a regular scheduled run on the first scheduled day before the holiday and the first scheduled day after the holiday, the driver shall be paid for the holiday at the regular daily rate.

B. All full-time Employees shall be entitled to be paid for the following holidays if they fall within their normal work year. Authorized holidays are:

1. New Year's Day
2. Good Friday
3. Memorial Day
4. 4th of July
5. Labor Day
6. Thanksgiving Day
7. Friday after Thanksgiving
8. Christmas Eve Day
9. Christmas Day
10. New Year's Eve Day

C. If the holiday falls on Sunday, Monday shall be the paid holiday. If the holiday falls on Saturday, Friday shall be the paid holiday, unless such day is already a holiday and then the additional holiday will be determined by management.

D. An exception to the above shall be made if school were in session on the aforementioned days. In such case this shall not imply a double pay situation.

E. If a driver is required to drive on the above holidays, they shall be paid double time, except as provided in XXIII, D.

ARTICLE XXIV - LEAVE PLAN

A. A non-probationary driver shall receive attendance incentive pay as follows:

| | | |
|------------|-----------|------------|
| 0 absences | 1 absence | 2 absences |
| \$80.00 | \$60.00 | \$40.00 |

Attendance incentive pay shall be granted three (3) times during the school year. For this purpose the school year shall be divided into thirds.

Leave days granted under Article XXIV, B, 4, b, 2 or Article XXV - JURY DUTY shall not be considered as absences in determining attendance incentive pay.

B. Leave With Pay

1. Personal leave time with pay will be granted to the Employee at the rate of fifteen (15) days per year.

2. Unused personal leave time shall be accumulated to a total of 135 days, during the school year, to be known as a paid leave bank. The paid leave bank is in addition to B, 1, above.

3. An Employee who qualifies for retirement under the State of Michigan MIP or Basic Retirement Plan, has a minimum of ten (10) years of service with the Novi Community School District (per the anniversary date of hire), and has accumulated 118 days or more in their sick leave allowance bank, will be paid for a maximum of up to thirty (30) days at the rate of fifty percent (50%) of the average daily rate of their pay at the time of retirement.

4. Each member of the bargaining unit will be provided a statement of available leave time by the 15th of August, each year, which shall include any previously accumulated leave time and the advance leave time credited for the current year.

5. Leave time with pay will be granted and deducted from leave bank for personal illness, injury, critical illness or death in immediate family, personal business. In addition to accumulated bank limitations, the following time limits shall prevail:

a. Personal illness and/or injury - Leave time with pay shall be granted to the Employee for the number of days the Employee is required to stay home due to illness or injury to a maximum of the full amount available in the Employee's accumulated leave bank at the time the illness or injury occurs.

b. Specific annual limitations on use of personal leave days shall be as follows:

- 1) Critical illness of member of immediate family may be granted up to five (5) days.
- 2) Death in immediate family may be granted up to three (3) days for any occurrence with no limitation as to number of occurrences. Additional leave time may be requested for funeral leave if necessary. Additional leave time will be deducted from the personal leave bank.
- 3) For the marriage of Employee, son or daughter, one (1) day may be granted if within 200 miles; if over 200 miles up to three (3) days may be granted depending on distance.
- 4) Other personal business - up to five (5) days.
- 5) Up to three (3) days per year may be used for religious holiday observances.

6. Criteria for fulfilling requirements of participating in personal leave with pay:

a. Personal illness and injury - Employees who are absent due to illness or injury shall call the Transportation Center.

1) The Board, at its own expense, may require an examination, performed by a Board designated physician, of a person whose injury or sickness is the basis of a claim for personal leave or the claim for leave benefits. If upon such examination it appears the person is not sick or injured, all personal leave with pay benefits for such person shall be terminated forthwith. Further, any person falsely claiming illness or injury in order to receive personal leave shall have all such benefits terminated forthwith.

2) An Employee absent five (5) or more consecutive working days because of illness or injury shall, upon his/her return and before resuming his/her duties, furnish the administrator in charge of personnel with a statement signed by a competent physician indicating the nature of the illness or injury and a certification of fitness for the Employee to resume his or her normal duties.

3) An Employee will not be permitted to return to his/her assignment without permission of the Assistant Superintendent if it is necessary for the Employee to use crutches, or if portions of his/her body are encumbered by bandages or in slings, or if the condition of his/her body is such as to be deemed hazardous in the performance of his/her work.

4) In cases where an Employee is absent from employment by reason of an injury compensable under the Worker's compensation Act, such Employee shall be paid the daily amount which would be normally earned minus the amount of daily compensation received under the Act. Upon written request from the Employee, paid leave days in such cases shall be deducted from the Employee's leave time bank in proportion to the daily amount paid by the district.

5) When an Employee resumes duties following an absence, the Employee shall complete and sign an Employee Absence Report Form the first full day of employment following an absence. Failure to do so shall cause the Employee to lose his/her "leave" rights with pay. The Employee Absence Report Form shall be obtained from and returned to the Transportation Director.

b. Critical illness or death in immediate family or other personal business, description and the requirements:

1) Immediate family includes spouse, children, grandchildren, father, mother, grandparents, brother, sister, father-in-law and mother-in-law of the Employee. Individual adjustments may be made by the Assistant Superintendent to cover specific and unusual circumstances.

2) Critical illness of a member of the immediate family that shall require care, attention, and presence of the Employee.

3) Other personal business leave may be granted for personal or private business, provided such leave is necessary, if for a reason beyond the control of the individual requesting it, and is sought for a legitimate activity that can be accomplished only during school hours.

4) Personal business leave will not be granted in the first or last weeks of the school year or within three (3) days prior to or following a vacation period. No more than two employees per day may be off for personal business reasons unless approved by the Supervisor.

5) All requests for personal leave shall be in writing, shall state the circumstances, and shall be initiated with the unit administrator. Except in cases where extreme circumstances prevent, approval of the Employee request for personal business leave must be obtained from the unit administrator and the Assistant Superintendent in advance of the absence. A denial at any level of a request for personal business leave shall include a written reason for denial, in which event the Employee shall have the right to appeal directly to the Superintendent, or his/her designee, for approval or disapproval.

6) In unusual cases involving particularly private or confidential circumstances, the unit administrator and Assistant Superintendent may act on the basis of a verbal rather than a written statement of circumstances. However, the request for personal business leave shall be in writing.

7) Except in cases of extreme emergency, failure to submit a written request for personal business leave and to have such leave approved in advance of the absence will result in forfeiture of pay for the absence and possible other discipline.

c. Personal Leave of Absence Without Pay

1) Health Leave - Personnel may be granted a health leave when his/her health or the health of a member of the immediate family, which shall be interpreted as father, mother, husband, wife, child, sister, brother, father-in-law, mother-in-law, or dependent of the immediate household residence, warrants it, after one (1) year of service, and up to a maximum of one (1) year plus an unfinished year, at the end of which leave, the personnel must either return or resign unless a special extension is recommended by the Superintendent, or his/her designee. When the health of a person or that of the member of his/her immediate family, as defined above, permits his/her return, he/she shall so request the Superintendent, or his/her designee, in writing and submit a statement from a physician certifying his/her fitness to return.

2) An Employee, full-time, with at least one (1) year of regular driver service, may request a personal leave of absence without pay, not to exceed two (2) weeks duration. He/She shall so request to the Superintendent, or his/her designee, in writing, clearly stating the reason at least four (4) weeks in advance. Such request shall not be in conflict with any other section of this Agreement. The above time limits may be waived by the Superintendent. Confirmation or denial of request shall be given in writing fifteen (15) days before requested date of leave.

d. Maternity Leave

1) A request for maternity leave shall be made in writing by the Employee. Request for a maternity leave must be made at least four (4) months prior to the expected birth of the child. Medical certification of the pregnancy by the Employee's physician is required. Such certification shall state the expected time of birth of the child.

2) Maternity leaves shall begin at the time requested by the Employee provided medical certification by the Employee's physician indicates that the Employee may continue to perform her regular duties without harm or injury to the parties involved.

3) Increment credit for salary purposes shall not be allowed in this type of leave.

4) The maximum length of a maternity leave is limited to one (1) full school year following the birth of the child. Return to duty will be requested by the Employee, in writing, to the Personnel

Department and be supported by the attending physician's certification of the Employee's ability to resume her assigned duties. The Employee will then be considered first on the list of candidates when a position is open requiring a person with her qualifications. Driver shall return with full seniority.

5) An Employee who suffers a still-birth or the death of any child for whom she received a maternity leave, may, upon approval of the Assistant Superintendent, be returned to service after appropriate medical certification by her attending physician and/or the school physician.

e. **Family and Medical Leave Act (FMLA)**

A leave of absence of up to twelve (12) weeks during any twelve (12) month period shall be granted to any bargaining unit member in accordance with the conditions and requirements of the Family Medical Leave Act (FMLA) of 1993.

ARTICLE XXV - JURY DUTY

In situations arising from the calling of an Employee for jury duty or subpoenaed as a witness as a result of a ticket being issued to a citizen involved in a bus incident, the Employee and the administrator in charge of personnel shall arrange a schedule of necessary leave and the Employee shall be paid the difference between the salary paid as a juror and that being paid by the Employer. In no case shall the combined salary be greater than the salary paid by the Employer.

ARTICLE XXVI - SPECIAL CONDITIONS RELATING TO WAGE SCALE

A. Drivers hired on/or before December 31 of any school year will be placed on Step 1 of the Salary Schedule at the completion of their probationary period, and will move to Step 2 on July 1 of the next school year.

B. Drivers hired and assigned to a regular run on/or after January 1 of any school year will be placed on Step 1 at the completion of their probationary period, and will move to Step 2 at the completion of the next full school year.

C. Drivers shall be paid their regular hourly rate for required attendance at bus driver training school. In the event that any required State testing is implemented, the driver shall be paid their regular hourly rate.

D. The Employer shall pay the cost of the required 1)CDL license, with Class 3 Endorsement, and 2)the annual state required physical when performed by the Employer designated physician. The Employer will pay a maximum of \$10.00 when annual physical examination is performed by the Employee's

family physician. In all annual physical examinations the Employer's physical forms shall be used.

E. All annual raises and continued employment are subject to the completion of state bus driver training school requirements.

F. In the event a "double trip" is scheduled and the teacher sponsor directs the driver not to return for the pickup return, the driver shall be paid the same amount for the return trip as the drop trip.

In those instances in which the Employer schedules a "double trip" the driver shall be paid three (3) hours or actual driving time, whichever is greater.

ARTICLE XXVII - SUMMER DRIVING

A. Drivers do not regularly work during the Summer months. However, whenever Summer driving is available, qualified drivers from the bargaining unit who indicate their availability will be used. Assignment will be according to Article XXI, Sections J-P.

B. Those drivers selected as per A, above for regular Summer driving shall also drive all extracurricular field trips associated with their particular Summer school program.

C. When field trips become available during the Summer months, drivers who indicate their availability as per A, above shall be assigned to drive those trips on a seniority rotation basis. The Summer seniority rotation list shall continue from the last day of school.

D. Drivers who are assigned to a regular Summer school run shall not be available for Summer field trips unless no regular driver is available.

E. All Summer driving runs will be posted by the end of the school year at one (1) time but no later than June 15.

ARTICLE XXVIII - MEDICAL COVERAGES AND OTHER FRINGE BENEFITS

A. The Board agrees to provide for each Employee who requests such protection by filing the proper authorization form, full family health care insurance benefits. Such benefits shall be available under the following categories:

1. Single
2. Self and Spouse
3. Family
4. Self and Children

A-1. The employee and the District will share the cost of health insurance premiums as follows:

- 5 to 8 hour employees: Provided without cost to the Employee
- 4 to 4.99 hour employees: The District will contribute sixty (60) percent; the Employee will contribute forty (40) percent.
- Less than 4 hour employees: The District will contribute thirty (30) percent; the Employee will contribute seventy (70) percent

B. The Board shall select the insurance carrier and shall make available to the Employee requesting the protection a comparable plan to full hospitalization and major medical protection for the Employee in each category above as provided under MVF-II, MM-II, PDP, FAE & VST, Preferred Rx \$5.00 Blue Cross/Blue Shield-PPO.

C. The Board shall provide a cash option in lieu of health insurance benefits for those employees who are eligible to receive health insurance pursuant to Section A, but choose not to do so. To accomplish this, the Board shall formally adopt a qualified plan document pursuant to Section 125 of the Internal Revenue Code. The monthly cash option shall be \$100. The cash option received by the eligible employee may be utilized to purchase a tax deferred annuity.

D. Dual Coverage: The parties agree that dual coverage of hospital/medical insurance is prohibited. Employees who are covered by another employer's (i.e., spouse's employer) hospital/medical plan which is at least comparable to that provided by the Board (Blue Cross/Blue Shield-PPO) shall not be eligible for the Board provided hospital/medical coverage.

Employees who are discovered to have provided false certification shall immediately be removed from the Board's hospital/medical coverage program and shall not be eligible for the option to health provisions for the remainder of the fiscal year.

E. The Board shall pay such monthly premiums to provide coverage for the full twelve (12) month period commencing September 1, or October 1 for new enrollees, and ending August 31. Upon termination of employment during the school year, the Board shall not provide insurance protection past the termination date.

F. Commencement and duration of benefits and amount and nature of benefits will be governed by the terms of the group insurance policy and the rules and regulations of the carrier. All bargaining unit members desiring the above outlined medical coverages shall bear full responsibility for applying for same and completing necessary forms for same. The Board's only responsibility shall be for payment of premiums as above set forth.

G. The Board shall provide to all full-time Employees Group Term Life Insurance protection and Accidental Death and Dismemberment Insurance in the amount of \$30,000.00 that will be paid to the Employee's designated beneficiary. All bargaining unit members desiring the above outlined insurance coverages shall bear full responsibility for applying for same and completing necessary forms for same. The Board's only responsibility shall be for payment of premiums as above set forth.

H. The Board shall select the insurance carrier and shall make available to each Employee requesting the protection a dental care insurance plan. Such plan will provide a benefit level of fifty percent (50%) basic, ten percent (10%) incentive, effective beginning January 1 each year, each subsequent year to one hundred percent (100%) maximum in five (5) years.

The Board shall provide as part of the above program the major dental services with benefit level of fifty percent (50%).

All Employees desiring the above outlined insurance coverages shall bear full responsibility for applying for same and completing necessary forms for same. The Board's only responsibility shall be for payment of premiums as above set forth. Such protection shall be available under the following categories: 1) Single, 2) Self and Spouse, 3) Family, and 4) Self and Children.

I. The benefits shall be limited to full-time drivers.

J. The Board shall select the insurance carrier and shall make available to the Employee and their eligible dependents requesting the protection a vision plan with the benefits as described in APPENDIX A. (i.e. 80% coverage of reasonable and customary - one time benefit per year, sixty four dollars (\$64.00) limit on contact lens.) SEE APPENDIX A - VISION PROGRAM.

K. The Board shall select the insurance carrier and provide Employees the right, at their own expense, through payroll deduction a disability insurance protection plan.

ARTICLE XXIX - JURISDICTION

Employees of the Employer not covered by the terms of this Agreement may temporarily perform work covered by this Agreement only for purposes of instructional training, experimentation or in cases of emergency. This shall not restrict the Employer's right to use substitute drivers under the provisions of this Agreement.

ARTICLE XXX - CONTRACTUAL WORK

The right of contracting or subcontracting is vested in the Employer. The right to contract or subcontract shall not be used for the purpose of undermining the Union nor to discriminate against any of its members, nor shall it result in the reduction of the present work force as is now in effect.

ARTICLE XXXI - BENEFITS

A seniority Employee who is absent due to an illness or injury which is compensable under the Michigan Worker's Compensation Law shall continue to receive benefits without proration for not longer than one (1) year.

ARTICLE XXXII - DISCHARGE AND SUSPENSION OF NON-PROBATIONARY EMPLOYEES

A. Notice of discharge or suspension - The Employer agrees upon the discharge or suspension of a non-probationary Employee to promptly notify the Union and Steward in writing. Discipline and discharge shall be only for good and sufficient reason.

B. The discharged or suspended non-probationary Employee will be allowed to discuss his/her discharge or suspension with the Steward and the Employer will make available an area where he/she may do so before he/she is required to leave the property of the Employer. Upon request, whenever possible, the Employer or his/her designated representative will discuss the discharge or suspension with the Employee and the President or his/her designated Union Representative. If not resolved at this meeting, it can then be appealed in writing to the Superintendent, or his/her designee. The Superintendent, or his/her designee, will review the discharge or suspension and give his/her answer in writing within three (3) regularly scheduled working days after receiving the complaint. If the decision is not satisfactory to the Union, the matter may be processed through the grievance procedure beginning with STEP 4.

ARTICLE XXXIII - GRIEVANCE PROCEDURE

A. A grievance is a complaint by a bargaining unit Employee, or by the Union on its own behalf, concerning 1) any alleged violation of this Agreement; or 2) any disciplinary action.

1. The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits may be extended by mutual consent.
2. For purposes of this Article, the term "working days" shall be defined to mean days when the School District's business office is open.

B. Informal Conference

The Employee shall within five (5) working days of the alleged occurrence discuss his/her problem informally with his/her supervisor.

C. All grievances must be handled by the following procedure:

Step 1

If the problem is not resolved in the informal conference it shall be reduced to writing, clearly stating the claimed basis for the grievance and shall be signed by the Employee and the Steward and presented to the Transportation Director within ten (10) working days following the decision reached at Section B of this procedure. (Informal Conference)

Within ten (10) working days after receiving the written grievance, the Transportation Director shall communicate his/her decision in writing, together with the supporting reasons, to the Employee and the Steward.

Step 2

Within ten (10) working days after delivery of the Transportation Director's decision the grievance may be appealed to the Superintendent, or his/her designated representative, by the Employee and the Steward. The appeal shall be in writing and shall set forth specifically the act or condition and the grounds on which the grievance is based and shall be accompanied by a copy of the decision at Step 1. Within ten (10) working days after delivery of the appeal, the Superintendent, or his/her designee, shall investigate the grievance and shall communicate his/her decision in writing together with the supporting reasons to the Employee, Steward and to the Transportation Director. As a part of his/her investigation, the Superintendent, or his/her designee, may give an opportunity to be heard to the aggrieved Employee and the Union.

Step 3

Within five (5) working days after the delivery of the Superintendent's decision, the grievance may be appealed to the Board of Education by the Employee and Union Representative. The appeal shall be in writing and shall set forth specifically the act or condition and the grounds on which the grievance is based, and shall be accompanied by copies of previous decision. Within fifteen (15) working days after delivery of the appeal, the Board shall give the Employee and Union Representative the opportunity to be heard. The Board shall render its decision in writing together with the supporting reasons within twenty (20) working days after the delivery of the appeal.

Step 4

If the Union is not satisfied with the disposition of the grievance by the Board, or if no disposition has been made within the period above provided, the Union shall have twenty (20) working days to notify the Board in writing that arbitration will be pursued. The parties shall have ten (10) working days from the notification date that arbitration will be pursued to attempt to agree upon an arbitrator. If the parties cannot agree upon an arbitrator during that ten (10) working day period, the arbitrator shall be selected by the American

Arbitration Association in accord with its rules which shall likewise govern the arbitration proceeding. The Union must file its demand within ten (10) working days from the date of notification that arbitration will be pursued. The Board and Union shall not be permitted to assert in an arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party.

D. 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 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 to establish wage rates.
3. He/She shall have no power to rule on the termination of services of or failure to re-employ any probationary Employee.
4. The arbitrator shall confine his/her opinion to the sole question of whether or not there has been a violation of this Agreement or whether any disciplinary action was unjust or improper. He/She shall give no opinion with respect to any matter left by this Agreement or by law to the discretion of the Board of Education.

The fees and expenses of the arbitrator shall be shared equally by the parties

E. Time Limits - Failure at any step of the grievance procedure to communicate the decision on a grievance within the specified time limit shall permit lodging an appeal at the next Step of the procedure within the time which would have been allotted had the decision been given. Failure to file a grievance within the time specified shall bar the grievance. Failure to file an appeal to a decision within the specified time limits shall be deemed an acceptance of the decision and shall bar further appeal. Time limits may be extended in any specific instance by mutual agreement in writing. Any Employee desiring an extension of time in any of the above procedures must give proof that he/she had no knowledge of the grievance.

F. Notification to Union - Compliance with the provisions set forth above concerning notification to the Union on dispositions of individually processed grievances shall be deemed to satisfy the requirements of that portion of Section II of the Public Employment Relations Act (Act 336 of 1947, as amended) which provides that the bargaining representative shall be given "opportunity to be present" at adjustments of such individually processed grievances.

G. If a grievance arises from an alleged action of authority higher than the Transportation Director, the grievance may be originally presented at the appropriate Step of the grievance procedure.

H. Withdrawal of Grievance - A grievance may be withdrawn at any step without prejudice or record. However, if the grievance effects a group of Employees, the Union may process the grievance at the appropriate Step.

I. Hearings and conferences called by the Employer or arbitrator and held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, entitled to be present to attend. When such hearings and conferences are held during the working day, all Employees whose presence is required shall be excused for that purpose.

ARTICLE XXXIV - NO STRIKE

The Union fully recognizes that the statutes of the State of Michigan confer upon public Employees and their organizations not only certain rights and privileges but also certain duties and responsibilities, the latter including particularly the duty to maintain and continue the functions of government, in this case the operation of the public schools, without interruption or interference due to strikes. Accordingly, the Union agrees, on behalf of itself and all those whom it represents, that the no-strike provisions of the Public Employment Relations Act (Act 336 of 1947, as amended) will be faithfully observed at all times.

ARTICLE XXXV - MAINTENANCE OF CONDITIONS

Conditions of employment in effect at the execution of this Agreement shall, except as improved herein, be maintained during the term of this Agreement.

ARTICLE XXXVI - RESPONSIBILITIES

A. The Superintendent, or his/her designee, shall insure that the transportation service is operated in accordance with the Department of Education Bulletin No. 431, and the policies of the Board of Education.

B. The following factors should be considered in determining the need of pupil transportation:

1. The time required to walk to and from school or to bus routes.
2. Weather and road conditions.
3. Traffic hazards.
4. Age, health and physical condition of the child. Under normal conditions, elementary pupils can be expected to walk a half (1/2) mile and high school pupils one (1) mile to the bus routes. No state allowance is given for the transportation of non-handicapped pupils who live within one (1) mile and a half (1/2) of the school they attend.

C. Drivers shall not put any student off a bus other than at school or his/her regular stop, except in an emergency.

D. Any student may be suspended from riding the bus, with the approval of his/her principal and/or the Superintendent, or his/her designee. Any student who has been suspended from riding the bus shall be reinstated on the bus only by written approval of the principal and/or the Superintendent, or his/her designee. Bus drivers shall be informed by the principal and/or Superintendent, or his/her designee, of all disciplinary and reinstatement action concerning student bus problems.

E. All drivers shall be hired and/or released with the approval of the Superintendent, or his/her designee,.

F. All school hours and routes shall be approved by the Superintendent or his/her designee.

G. Drivers shall be at their bus when students are loading. The normal place of duty shall be in the driver's seat or adjacent to the entry door.

H. The Superintendent's Office shall publish and distribute each school year the student bus responsibilities and/or procedures for disciplinary action.

I. After consulting with the drivers, responsibility for locating, determining and etc., of each bus stop and run shall rest solely with the Employer. However, the Employer will consult with each driver prior to making a change of stops or the run. If, during the school year, the driver believes a stop or run should be changed for any reason, the driver shall notify the Transportation Director in writing. In all instances, the final decision shall be the responsibility of the Employer.

J. When run sheets are finalized in the beginning of the year, drivers shall be provided a copy of same. Drivers shall keep said run sheets in a place provided in the Transportation Center and shall be responsible to keep them up-to-date according to information provided them by the Transportation Director.

K. The Employer shall select and provide, without cost, to each driver a Spring and Winter bus driver's jacket to be worn by the driver during his/her driving time. The Spring jacket shall be selected in September and the Winter jacket in June. The Employer shall not be required to provide more than one (1) Spring jacket or Winter jacket every two (2) years. Drivers shall keep jackets clean and in good repair and at their own expense. The Employer shall decide on replacement.

L. The Assistant Superintendent and the Director of Transportation shall meet with the total Transportation Employee Bargaining Unit, or a committee designated by their Steward, for the purpose of discussing mutual problems three (3) times per year. The Steward of the Union shall be responsible for the arrangements of said meetings.

M. The Board of Education will make every attempt consistent with available funds, vehicles, facilities and personnel to maintain a student load on each bus consistent with Michigan Department of Education recommendations.

N. Drivers shall not be required to work under unsafe or hazardous conditions.

O. To the extent permitted by law and that the information is available to the Employer, the district shall inform transportation personnel of identified unique individual characteristics of students relevant to behavioral handling techniques, health alerts and other inherent characteristics which might occur or manifest themselves during the students use of district transportation services.

ARTICLE XXXVII - SCOPE, WAIVER AND ALTERATION OF AGREEMENT

Section 1

No Agreement, alteration, understanding, variation, waiver or modification of any of the terms or conditions contained herein shall be made by any Employee or group of Employees with the Employer unless executed in writing between the parties hereto and the same has been ratified by the Union.

Section 2

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions herein.

Section 3

If any Article or Section of this Agreement or any supplement thereto should be held invalid by operation of law or by any tribunal or competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal, the remainder of this Agreement and the Supplements shall not be effected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

ARTICLE XXXVIII - TERMINATION AND MODIFICATION

A. This Agreement shall continue in full force and effect until June 30, 1999.

B. If either party desires to modify or change this Agreement it shall, ninety (90) calendar days prior to the termination date or any subsequent termination date, give written notice of amendment in which event the notice of amendment shall set forth the nature of the amendment or amendments desired. If notice of amendment of this Agreement has been given in accordance with the paragraph, this Agreement may be terminated by either

party on ten (10) calendar days written notice of termination. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.

D. The effective date of this Agreement is July 1, 1996.

In Witness whereof, the parties hereto have caused this Agreement to be executed.

NOVI COMMUNITY SCHOOL DISTRICT

INTERNATIONAL UNION OF OPERATING ENGINEERS' LOCAL #547 - A,B,C,E,H - AFL-CIO

John D. Streit
John Streit, President

Bo Selberg
Business Manager

Raymond Byers
Raymond Byers, Vice President

Joseph L. Pudeau
President

Julia Abrams
Julia Abrams, Secretary

Daniel O'Rourke
Secretary

Daniel O'Rourke
Business Representative

Sandra R. Maresh
Steward

Delores Barber
Alternate Steward

MEMBERS OF THE BOARD OF EDUCATION

Julia Abrams
John Balagna
Raymond Byers

Carol Elfring
George Kortland
Ann Newton

John Streit

Novi Community Schools Bargaining Team Members

I.U.O.E. Bargaining Team Members

Robert Schram
Jim Koster
Ginny Burnham

Dan O'Rourke
Sandra Maresh
Delores Barber

APPENDIX A
VISION PROGRAM

- | | | |
|------|--------------------|----------------------------------------------------------------------------------------|
| I. | Examination: | 80% of R&C one time every 12 months |
| II. | Regular Lenses: | 80% of R&C one time every 12 months |
| III. | Bifocal Lenses: | 80% of R&C one time every 12 months |
| IV. | Trifocal Lenses: | 80% of R&C one time every 12 months |
| V. | Lenticular Lenses: | 80% of R&C one time every 12 months |
| VI. | Frames | 80% of R&C one time every 12 months |
| VII. | Contact Lenses: | 80% of R&C; Contact lenses are allowed under the program in either of these instances: |
| | 1. | following cataract surgery; or, |
| | 2. | when visual acuity cannot be corrected to 20/70 in the better eye except by their use. |

If you choose contact lenses in lieu of the glasses available under this program, an allowance of **\$64.00** will be made toward their cost.

Examination, frames and one (1) set of corrective lenses (regular glasses, prescription sunglasses, photogrey lenses, or contact lenses) will be provided once in a twelve (12) month policy year (July 1 to June 30 of the following year) for each eligible member of the family.

R&C = Reasonable and Customary charges.

APPENDIX B
SALARY SCHEDULE

| | <i>July 1, 1996</i> | <i>July 1, 1997</i> | <i>July 1, 1998</i> |
|------------------------------------------------|---------------------|---------------------|---------------------|
| Probationary Scale (60 driving days) | \$12.47 | \$12.59 | \$12.72 |
| Step 1 | \$13.00 | \$13.13 | \$13.26 |
| Step 2 | \$13.38 | \$13.51 | \$13.65 |
| Step 3 | \$13.98 | \$14.12 | \$14.26 |
| Step 4 | \$14.81 | \$14.96 | \$15.11 |
| Step 5 | \$15.77 | \$15.93 | \$16.09 |

Off Schedule Wages:

In addition, for each year of this Agreement, all Employees will receive a one-time yearly payment of 1% of the previous year's hourly wage times the yearly scheduled hours of work, to be included in the last paycheck in June of each year. This amount will not be incorporated into any future salary schedules.

Should the District receive a reduction (less than \$140/student increase) in any given year of its per pupil foundation grant as a result of a Governor's Executive Order and/or legislative action, the parties shall meet upon request of either one of them to mutually determine how the Agreement provisions will be modified with regards to off-schedule wages.

Longevity:

The hourly rate of all full time, regularly employed Employees employed before July 1, 1996, shall be increased as follows:

- an additional 4% of the Employee's base salary beginning the 10th through the 14th year;
- an additional 6% of the Employee's base salary beginning the 15th through the 19th year; and,
- an additional 8% of the Employee's base salary beginning the 20th year.

The hourly rate of each Employee hired on or after July 1, 1996, shall be increased by the percentage indicated below as of the anniversary date of hire based on continuous service:

- an additional 2% of the Employee's base salary after 9 years;
- an additional 4% of the Employee's base salary after 14 years; and,
- an additional 6% of the Employee's base salary after 19 years.



