

Letter of Agreement  
Between the  
Novi Community School District  
And the  
Novi Transportation Association

Article 21 – Leave Plan (Attendance Incentive)

The parties have agreed to modify the language in Article 21, Section 1 – Attendance Incentive. In the 2015-17 Master Agreement, specifically Article 21, Section A, the language is as follows:

A non-probationary Transportation Employee shall receive attendance incentive pay as follows:

<u>0 Absences</u>	<u>1 Absence</u>	<u>2 Absences</u>
\$100.00	\$80.00	\$60.00

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

The parties have agreed to modify the language in Section A as follows:

<u>0 Absences</u>	<u>1 Absence</u>	<u>2 Absences</u>
\$400.00	\$200.00	\$100.00

In addition to the above, an additional \$100.00 bonus will be provided if the employee has 0 absences from September 18, 2015 through March 4, 2016 (date of the 2<sup>nd</sup> trimester period). There will be an additional \$200.00 bonus if the employee has 0 absences from 9/16/15 through the end of the school year.

The absences above shall be for personal illness, family illness and/or personal business. To clarify the language in Article 21, Section B, 4, "family illness" should be added to this Section.

To clarify, ½ day call in counts as ½ day absence. It will take 2 – ½ day absences to equal 1 day. However, if only ½ day has been used at the count days, the Incentive pay will be for 1 Absence.

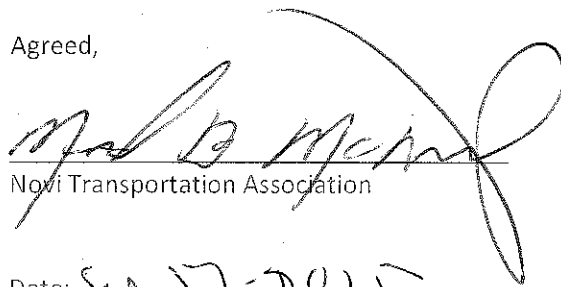
This modification is for the 2015-16 school year only. The remainder of Article 21 remains unchanged.

Agreed,

  
Novi Community School District

Date: Oct. 2, 2015

Agreed,

  
Novi Transportation Association

Date: Aug 17, 2015