

**CONTRACT AGREEMENT BETWEEN THE
NOVI COMMUNITY SCHOOLS
AND THE
INTERNATIONAL UNION
OF
OPERATING ENGINEERS
LOCAL 324 – A-D, G, H, P, S, RA – AFL-CIO**

**Contract Amendment and Extension
December 1, 2011 – June 30, 2014
Revised January 2012**

ARTICLE XXI - WORKING HOURS AND SHIFT PREMIUM

- A. Premium Pay
 - 1. 25 cents per hour for all second shift Employees.
 - 2. 30 cents per hour for all third shift Employees.
- B. The second shift is any shift that starts on/or after 12:00 noon but before 7:00 p.m.
- C. The third shift is any shift that starts on/or after 7:00 p.m. but before 4:00 a.m. In the event the Employer determines to actually add and/or start a third shift at any building, the positions shall be posted. If no one (1) applies for the posted shift change, the Employer shall assign members of the bargaining unit to the necessary position in inverse seniority order.
- D. The regular work week shall consist of eight (8) consecutive hours each day for five (5) consecutive days, Monday through Friday, lunch period excluded.

Article XXXI-Medical Coverage and other Fringe Benefits

- A. Health Insurance
 - 1. The Board agrees to contribute for each Employee who requests such protection by filling the proper authorization form, the payment of premiums in the amounts hereinafter provided. Such protection shall be available under the following categories:
 - a. Single
 - b. Subscriber and Spouse
 - c. Family

The Board shall select the insurance carrier and shall make available to the Employee requesting the protection a comparable plan to hospitalization and major medical protection, a \$10/\$40 drug rider co-pay with mail order of 2x for a 90-day supply (MOPD2), for the Employee in each category above as provided under a BCN \$500/\$1000, 80/20 plan.

For full-time employees the District will contribute no more than the hard cap as defined by Public Act 152 for single, two-person (spouse) or family coverage under the plan.

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 plan shall not be eligible for the Board provided hospital/medical coverage.

2. 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 \$150. The cash option received by the eligible employee may be utilized to purchase a tax deferred annuity.
3. The Board shall pay monthly premiums per Employee selecting protection. The Board shall pay such monthly premiums to provide coverage for the full twelve (12) month period. All new Employees shall be allowed thirty (30) days following the date of hire to enroll for coverage effective the first day of the following month. Upon termination of employment during the school year, the Board shall not provide insurance protection past the termination date.
4. 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 coverage shall bear full responsibility for applying for same and completing necessary forms for same. The Board's only responsibility shall be 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.

APPENDIX A

JOB CLASSIFICATIONS

Classification 1	Building Custodian
Classification 2	Maintenance Helper Assistant High School Daytime Building Engineer
Classification 3	Elementary Building Engineer ESB Building Engineer (12 mo. Step) Truck Driver
Classification 4	Maintenance Man Assistant High School Engineer Assistant Middle School Engineer Assistant Meadows Engineer
Classification 5	High School Building Engineer Middle School Building Engineer Meadows Building Engineer
Classification 6	Semi-skilled Maintenance
Classification 7G	Grounds
Classification 7	Maintenance – Skilled (HVAC, Electrician, Carpenter)

APPENDIX A

SALARY SCHEDULE


STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7G	Class 7
4	19.09	19.79	21.25	21.70	22.01	22.52	23.45	24.45
3	18.42	19.13	20.59	21.06	21.34	21.85	22.80	23.80
2	17.78	18.46	19.94	20.40	20.69	21.19	22.15	23.15
1	17.13	17.83	19.28	19.77	20.04	20.55	21.52	22.52
Start	16.47	17.18	18.64	19.12	19.38	19.90	20.86	21.86

Revised Rate effective December 1, 2011 through June 30, 2014

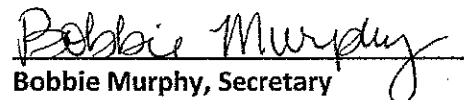
The Grounds position is class 7G, HVAC, Electrician and Carpenter are class 7. Utility position is class 6.

All other Articles remain as negotiated per the agreement of July 1, 2011-June 30, 2013.

NOVI COMMUNITY SCHOOL DISTRICT




Bruce Bagdady, President




Bobbie Murphy, Secretary


OPERATING INTERNATIONAL UNION OF ENGINEERS
LOCAL #324, A-D, G,H,P,S,RA-AFL-CIO



Business Manager



President



Secretary

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