

7/1/2023-6/30/2026

Agreement

Between

Board of Education

**Douglas County School District
RE-1**

and

Local 1737

Amalgamated Transit Union

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I. GENERAL PROVISIONS

A. PREAMBLE

This Contract/Agreement is made and entered into by and between Local 1737 Amalgamated Transit Union, hereinafter referred to as the “Union” or the “ATU,” and the Board of Education of the Douglas County School District RE-1, hereinafter referred to as the “District” or the “Board.” The Douglas County School District assists parents in fulfilling their responsibilities by providing a quality education program to the students of the District. The employees covered by this Agreement support that mission by providing important transportation services in support of the attainment of the District’s overall goals. **The District recognizes the Union during the existence of this Agreement as a collective bargaining agency for all present and future employees of the District who are within job classifications set forth in Article IV, Section A of this Agreement.**

B. MANAGEMENT RIGHTS and DISCIPLINE

1. The Union recognizes that the management of the business, including the right to direct the work force, to prescribe, effectuate and change service and work schedules consistent with and not contrary to any specific provisions contained in this Agreement, to plan and control District operations, to introduce new or improved facilities or operating methods, to relieve employees from duty because of lack of available work or for other legitimate reasons, to transfer them, to determine the minimum qualifications of experience, health and physical and mental fitness for any job covered by this Agreement, and to appraise the qualifications of any individual therefore, is vested exclusively in the District; subject however, to the grievance procedure hereinafter set forth as concerns by any employee to whom this Agreement is applicable and who may be relieved from duty or transferred or whose qualifications may be questioned.

2. The District shall have the right to require medical examinations from time-to-time **to include DOT, fit for duty, pre-employment drug & alcohol testing exams, random drug testing, and reasonable suspicion** by doctors selected by the District in order to maintain adequate and safe standards of service to the public, to adhere to all CDL/CDE **rules and regulations** and District policies, and to minimize employee accidents. Employees to whom this Agreement is applicable and who may be adversely affected in his/her position or earnings as a result of an adverse medical report by the District doctor, shall have the right to present as a grievance for action in accordance with the grievance procedure hereinafter set forth in Article I, Section O, **with the exception of the employee’s inability to pass the DOT physical or a positive drug and/or alcohol test. Employees who are unable to pass the DOT physical or a drug & alcohol testing exam are unable to drive for the District or hold a CDL per DOT rules and regulations.**

3. The Union further recognizes that the power of discipline is vested exclusively in the District and it will not attempt to interfere with or limit the District in the discharge or discipline of its employees for just cause, subject however, to the right of any employee to whom this Agreement is applicable and who may be discharged or disciplined, to present as a grievance for action in accordance with the grievance procedure as set forth in Article I, Section O, the question whether he/she has been discharged or disciplined for just cause, but neither:

- a. The appointment, promotion, demotion, discharge or discipline by the District or any individual to or in any official, supervisory or other classification excluded from the collective bargaining unit of employees to which this Agreement is applicable, nor
- b. The retention in service, discharge or suspension by the District of a probationary or temporary employee as defined in Subsection c) below, shall present a grievance hereunder or be subject to the provisions of this Agreement, the District's actions in relation to this matter shall be final, nor shall any other discipline be imposed upon a probationary or temporary employee presenting a grievance under this Agreement or be subject to the provisions in this Agreement unless it is claimed that the discipline thus imposed violates any other provision of this Agreement.
- c. For the purpose of this Agreement, a probationary employee is an employee who has not completed ninety (90) working days from date of qualification for drivers. A probationary employee may be terminated by the District for any reason that the District, in its judgment, deems sufficient.

“Qualification” is defined as the point at which an employee is released to drive without supervision.

4. The Union covenants that its members shall render faithful service in their respective positions and will cooperate with the management in the efficient operation of the business and in fostering friendly relations between the District and the general public, and that they will be courteous to passengers and to others with whom they come into official contact. Representatives may accompany employees in non-disciplinary meetings with management as observers, providing representatives can arrive in a timely manner. In the event an ATU representative is not available, the employee may select an available alternative witness.

5. Corrective action documents may remain in an employee's file, but shall not be considered after twelve (12) months for the purpose of progressive discipline except in cases of gross negligence or misconduct. In cases of gross negligence or misconduct, corrective action documents may remain in the file and may be used in an employee's evaluation. The employer shall meet with the employee and notify the employee in writing before any disciplinary action(s) is/are placed in the employee's file.

6. Employees shall cooperate with Management when called upon in all matters of mutual interest, but no employee to whom this agreement is applicable shall be called before an official in connection with the investigation of a matter which may involve his/her discharge, suspension or other discipline unless so informed of the issue within ten (10) work days after the supervisor knew or should have known of the matter, Monday through Friday, except holidays.

7. If, after discussion with the employee, it is evident that disciplinary action is indicated, the employee will be informed of his/her right to Union representation before finalization of the disciplinary action. It is understood that the employee has the right to waive Union representation if he/she so desires.

8. In the case of a complaint against an employee, the supervisor shall work with the employee to address the concerns about the employee's performance. The goal is to maintain professional relationships and support employee performance, while remaining responsive to students and the community. Complaints by an individual other than the **supervisor** shall not be used as the basis for disciplinary action unless the following conditions have been met:

- a. The **supervisor** shall reduce the complaint to writing and paraphrase the issues as specifically as possible. If this is impossible, the employee will be informed verbally of the allegation.
- b. The employee will be informed of the complaint within the ten (10) workdays after the supervisor knew or should have known of the matter, Monday through Friday, except holidays.
- c. An employee may make a written response, which shall be attached to and become part of the original complaint.
- d. The District shall investigate the complaint to determine whether the complaint is inconclusive, valid, or invalid. The investigator shall provide the employee with a written record of his/her determination in a timely manner.

Any investigation of employee conduct, which is invalid or inconclusive as to employee fault, will not be the basis of a negative rating in the employee's evaluation.

9. The District and the Union agree that the progressive discipline **process** should apply in the Transportation Department to ensure a fair application of rules of behavior and standards of conduct. Consistent with the progressive discipline **process** outlined here, serious offenses may result in immediate termination without the need for successive or multiple infractions. What discipline the District chooses will depend on the facts, nature and severity of the problem to be addressed. The District reserves the right to exercise any or all of the actions outlined below. When informal coaching conversations fail to bring about a sustained improvement in job performance or positive change in behavior issues, absenteeism, or violation of work rules, a supervisor may issue formal corrective action, including one or a combination of the following:

Discipline Process for Behavior:

- **Step One: Documented Verbal Warning** – This is the first step in the progressive discipline process. The warning will identify the offense, the expectations, time frame, if applicable, and what the outcome will be if the expectations are not met.
- **Step Two: Written Warning** – This is the second step in the progressive discipline process. If the behavior continues after the documented verbal warning, a written warning will be issued notifying the employee of the inappropriate behavior and the consequences if the employee continues to engage in the behavior.
- **Step Three: Final Warning** – This is the third step in the progressive discipline process. If the behavior continues after the documented verbal and written warnings, a final warning will be issued giving the employee one last chance to correct the behavior.
- **Step Four: Termination of Employment** – If the behavior continues following the final written warning, the employee's employment with the District will be terminated.

Discipline Process for Performance:

- **Performance Improvement Plan (PIP)** - The performance improvement plan provides employees with performance concerns the ability to succeed by providing employees with specific goals to address the performance concerns. Performance improvement plans are put in place for 30, 60, or 90 days and may be extended by the supervisor. Failure to complete a performance improvement plan or maintain performance after completing a performance improvement plan, may result in termination of employment.

The above corrective actions are not meant to be punitive, but rather, to build openness and mutual respect and promote problem solving and learning. When providing corrective feedback, the supervisor should describe the performance or behavior concern, clearly communicate expectations, and state the impact of the employee's performance or behavior. Together, the supervisor and employee should identify the causes for the employee's performance or behavior concerns. And finally, the employee should identify strategies for improvement.

The employee will be advised that failure to make the necessary improvements may lead to further corrective action, up to and including termination. Copies of corrective action letters are maintained in the employee's personnel file.

10. The District will take sufficient time to communicate work expectations to new employees and review updated information with employees annually or as necessary. In the interest of preventing workplace problems, the District will communicate through in-service meetings, memos and training sessions. The District will provide training in the areas of progressive discipline and internal investigations on an annual basis to Transportation Managers.

C. UNION RECOGNITION AND SECURITY

The District recognizes the Union during the existence of this meeting Agreement as a collective bargaining agency for all present and future employees of the District who are within job classifications set forth in Article IV, Section A of this Agreement.

The Union will not include or retain in its membership any employee who is appointed to a permanent position conferring the power of discipline in the way of hiring, suspending or discharging employees under them, or any employee who, by promotion or otherwise, comes within a job classification not set forth in Article IV, Section A of this Agreement, provided that if any such exempted employee is demoted to or reclassified into a job classification set forth in Article IV, Section A of this Agreement, the employee shall be subject to the Union security provisions hereinafter in this Section contained on the day following the effective date of such demotion or reclassification.

D. UNION RIGHTS

1. Union Activity on District Property or Time. Duly accredited officials of the union shall have access during working hours to District transportation property for the purpose of conducting the business of the Union. Union officials are permitted to post notices on the Union bulletin boards and distribute Union materials to the employees, and employee mailboxes.

The Union will initially give notice to the District, in advance and in writing, including the anticipated length of time, of any Union official who will be requiring regular access to the facilities. After receiving written notification of these individuals, the District will not require further notice.

Upon entry, the Union official will sign in on the form designated for visitors. In the event the form is not in the presence of administrative staff, the Union official will physically check in with administrative staff and alert them to their presence at the facility.

The Union official's access shall not interfere with the transportation operations of the District.

2. Union Orientation/Recruitment. Before completion of new employee training, the Union shall be allowed a scheduled time period of one-half (½) hour. The purpose of this time is to provide orientation information about the Union, including the national ATU organization, the Local Union, Union Benefits, Union Dues, the Union/District Relationship, and to answer questions.

3. Union Leave Reimbursement. The purpose of Union Leave Reimbursement (ULR) is to permit Union officials and/or members to perform approved work for the benefit of the Union/bargaining unit. Upon completion of the approved work, the District will pay the approved employee for the hours worked. The union will in turn reimburse the District at the employee's hourly rate, plus the percentage of deductions attached to that rate, including BOE Medicare and BOE PERA (involuntary deductions). Union Leave Reimbursement approval is granted by the local Union President or in the President's absence, by the Vice President or the Financial/Secretary. All requests for ULR shall be submitted on the approved form, including all appropriate information and signatures.

4. Notice to Employees. The District will provide the Union President a copy of any communication to drivers that pertain to any terms of this Agreement.

5. BOE/Administrative Policy Information Board and Administrative policy information is available online through the District's Board website. The link is below:

<https://www.dcsdk12.org/board-of-education>

E. LABOR DISTURBANCE/DISPUTES

The Union and the Board subscribe to the principle that any and all differences between the parties should be resolved by peaceful means without interruption of the District's operations or the employees' job status and income. Accordingly, the parties agree and it is understood to be a condition of employment, that for every employee to whom this Agreement is applicable:

1. There shall be no lockouts, strikes, walkouts or interference with, or interruption of service during the period of this Agreement; and
2. Any alleged grievance of any individual employee, which may arise hereunder, shall be subject exclusively to, and dealt with under the grievance/arbitration procedure set forth in Article I, Section O.

F. UNION BULLETIN BOARDS

The District will provide bulletin board space (one in each unit work at location) for the Union at proper locations. No material shall be posted thereon except notices of meetings and elections, results of elections, changes in the governing laws of the Union, notices of social occasions of employees and similar Union notices, letters and memoranda, and the same shall be signed by an officer of the Union. Each bulletin board may be 30" x 24," more or less.

G. DUES DEDUCTION

Per Board policy HB, Douglas County School District shall not collect, or participate in the collection of dues or fees of any kind from its employees for, or on behalf of, any labor-union affiliated organization.

H. NON-DISCRIMINATION

1. Discrimination Prohibited. Neither the Union nor the District shall discriminate against any employee covered by this Agreement in a manner which would violate any applicable laws.

2. Union Membership or Activity. The Union recognizes its responsibility as the bargaining agent and agrees to fairly represent all employees in the Bargaining Unit. Neither the District nor the Union shall interfere with the right of employees covered by this Agreement to become or not become members of the Union, and there shall be no discrimination against any such employees because of lawful Union membership or non-membership activity or status.

I. TERM OF AGREEMENT

This Contract shall be in full force and effect from July 1, 2023 through June 30, 2026. **Salary negotiations will be opened each year in January for increases to take effect at the beginning of the next school year on July 1st.** Either party may request reopening of Salaries, Insurance Contributions, and Negotiation of up to six (6) additional items for each **negotiation period** during the term of this Agreement by providing a written notice to the other of request for reopening on or before December 31st immediately prior to the fiscal year in question.

J. AGREEMENT, EXECUTION AND COPIES

This Agreement will be available online through the District HR website. See link below.

<https://sites.google.com/a/dcsdk12.org/human-resources/>

K. NEGOTIATIONS PROCEDURE

1. General. The Board and the Union recognize that each has an interest in the compensation, time-off benefits and working conditions of bus operation employees. Of necessity, a variety of topics will arise related to these joint interests. Both parties reaffirm their commitment to attempting whenever possible to reach agreement with regard to those matters utilizing the processes set forth in this Article.

2. Representatives. The procedures set forth in this Article for the discussion and resolution of mutual concerns shall be carried out by the Board and the Union through representatives of their choosing.

3. Negotiations Procedures.

a. Commencing Negotiations

1. Other Issues. Either party may initiate negotiations on a successor agreement not later than six (6) months prior to the date this Agreement expires.

2. Proposed Topics. Two weeks prior to the beginning of the negotiation period, both parties will meet to exchange information about the requested negotiations and identify the topics or concerns they desire to negotiate. Either prior to, or during the initial meeting, the parties will generate a written list of such concerns. The list need not be lengthy but should serve to identify the nature of the concern prompting the request for negotiation.

a. The parties agree not to introduce entirely new topics without mutual agreement. This does not preclude extending topics already opened as long as extension is reasonably related to the matters under discussion.

b. The party bringing a topic forward may remove the topic at any time during the negotiation process. If a topic is brought forward by both parties, the topic may only be removed with mutual consent.

5. Negotiation Process. Both parties have an interest in a negotiation process that is effective in resolving problems arising in or relating to negotiations. Toward this end, the parties agree that based on available information, the best negotiation procedure would include the steps outlined in this section. The parties may agree to alter this procedure as deemed appropriate to deal with circumstances as they arise.

- (1) Both parties assure themselves that they understand the concerns and interests of the other party;
- (2) The negotiating teams identify alternatives to address the identified concerns;
- (3) The parties identify criteria and standards for evaluating available alternatives;
- (4) The parties review and evaluate the available alternatives and identify the recommended course of action;
- (5) The parties place in writing any items agreed upon for and formal action by the transportation employees and the Board of Education.

6. Facilitation. The Board and the Union recognize that from time to time the negotiating teams of the parties may find it difficult to readily achieve agreement. Whenever it is deemed appropriate or beneficial to do so, the parties may engage the services of one or more experts, consultants or facilitators as they may jointly agree would benefit the process of reaching agreement on that item or items. It is specifically contemplated that the parties might engage individuals with demonstrated knowledge or expertise in a given topic under discussion, or skills and abilities in dispute resolution to serve as a facilitator to assist the parties in reaching resolution. Fees and expenses of consultants and facilitators jointly agreed upon will be shared equally by the Board and the Union.

7. Mediation. If the parties concur that agreement cannot be reached without outside intervention, impasse is considered to have occurred. In such an event, the parties shall initiate facilitation provided they agree on this process and the facilitator. In the absence of such agreement, the parties shall move directly to mediation. If the parties are unable to agree on a mediator, then a mediator shall be requested through the Federal Mediation and Conciliation Service.

8. Fact-finding. In the event the parties are unable to reach agreement through negotiation, facilitation or mediation with regard to one of the topics of negotiation, then the dispute may be submitted to advisory fact-finding by either party.

- a. Selecting Fact Finder. The Board and the Union will attempt to mutually agree upon a fact finder. If the parties are not successful in selecting a desired neutral in this fashion, either party may submit a request to the Federal Mediation and Conciliation Service for selection of a neutral or neutrals according to its then current rules. The Federal Mediation and Conciliation Service will submit identical lists of names of Five (5) skilled in the resolution of transportation labor disputes and who are members of the National Academy of Arbitrators to each party within seven (7) calendar days. Five (5) days after receipt of the list or lists, the parties shall convene either personally, **virtually**, or by telephone, and shall alternately strike names until one (1) name is left. The remaining name shall be the neutral. The party striking first shall be determined by **flipping a coin**. The format, dates, and times of meetings will be arranged by the fact finder.
- b. Time Limits. Whenever an issue involved in fact-finding concerns wages or benefits or has a cost impact, the parties must declare impasse and exchange final offers prior to the date that District must adopt its preliminary budget under State law. Thereafter the timing shall be consistent with the rules and procedures of the Federal Mediation and Conciliation Service. At the commencement of negotiations, the parties will jointly determine the deadline for final offers.
- c. Hearings. The fact finder shall convene a hearing upon at least ten (10) days written notice to both parties at which both parties may appear to present the facts and argument with regard to those matters remaining in dispute. Hearings shall be conducted in accordance with FMCS rules, and shall be open to the public. The formal rules of evidence will not apply. The fact finder's written recommendations with reasons therefore shall be served on both parties. The parties will promptly take action with regard to the advisory report.
- d. Responsibility and Authority of the Fact Finder. The fact finder shall select as his/her recommendations either the final formal offer of the District or that of the Union on each issue remaining in dispute, unless the fact finder is persuaded that another intermediate position would be more appropriate. The fact finder shall state the reasons in support of the recommendations.

The fact finder shall consider each of the following factors:

- 1) State and federal laws that may apply;
- 2) Any stipulations of the parties;
- 3) The interest and welfare of the public;

- 4) The ability of the District to finance economic adjustments and the effect of such adjustments on the normal existing standard of public services provided by the District;
- 5) A comparison of the wages, compensation, hours and working conditions of persons performing similar services, and also other employees in public and private employment in comparable situations;
- 6) Economic factors including the general level of wage increases in public and private employment;
- 7) The goal of providing excellence in the component of the District's educational services; and
- 8) The responsibility and skill level of the job.

e. Fees and Expenses of Fact-Finding. All fees and expenses of fact-finding proceedings shall be shared equally by the Board and the Union. If either party requests to have a transcript of the hearing prepared, that party shall be responsible for the cost of said transcript and shall furnish a copy to the finder. The other party shall be responsible for the cost of its' copy of the transcript, should it desire one.

9. Tentative Agreements. It is understood and agreed that all tentative agreements reached by the parties' representatives (or resulting from mediation or fact-finding) are subject to formal ratification by the Board prior to presentation to the Union Membership, and that subsequent formal ratification by the Union Membership shall constitute the conclusion of negotiation activities.

If approved by both the Union membership and the Board, those tentative agreements will constitute a Master Collective Bargaining Agreement between the Board and the Union.

10. Negotiating in Good Faith. The term "negotiate in good faith," shall mean the mutual obligation to meet at reasonable times and places with the willingness to examine the other party's concerns and points of view on any matter which is a topic of negotiations, however, neither party shall thereby be compelled to agree to a specific proposal nor to make a concession.

I. ENTIRE AGREEMENT

The District and the Union acknowledge that during the negotiations which resulted in this Agreement, each had an opportunity to raise issues and propose solutions with respect to any subject matter within the area of collective bargaining. The understandings and agreements arrived at by the parties are set forth in this Agreement. There are no agreements or understandings between the parties not set forth in this Agreement. For the duration of this Agreement, both

the District and the Union agree that the other shall not be obligated to collectively bargain with respect to any matter, whether covered by this Agreement or not, except that either party may initiate negotiations concerning the impact on a class or group of employees in the bargaining unit arising because of unforeseen legislation or an unanticipated economic crisis. This Agreement may be amended during its term by the parties only by mutual agreement in writing and ratification, or in accordance with the provisions set forth in Article I, Section K, Negotiations, and Article I, Section I, Term of Agreement.

M. MEETINGS WITH THE SUPERINTENDENT

At the request of either party, the Superintendent or his/her designee will meet with up to three (3) authorized representatives of the Union.

N. PAST PRACTICE

This Agreement supersedes and cancels all prior practices and agreements whether written or oral, unless expressly stated to the contrary herein.

O. GRIEVANCE PROCEDURE

1. Purpose. The purpose of this procedure is to secure equitable solutions at the lowest possible administrative level to resolve problems that may arise.

Once a grievance has been filed, ATU may conduct its own independent investigation; however, no employee or witness will be compelled, taken away from his or her duty time, nor paid by the District to cooperate with ATU investigation.

2. Definitions.

a. Grievance. A “grievance” shall mean a written complaint by an employee or employees in the Bargaining Unit alleging there has been a violation, misinterpretation, or inequitable application of the contract, or that the employee has been treated in a manner which is contrary to established District policy related to employee rights or benefits or any procedure or process available to employees, or an allegation that one or more employees have been treated unequally. Unless otherwise provided in this Agreement, an Employee may grieve an alleged violation, misinterpretation, or inequitable application of the provisions of this Agreement, but only cognizable violations, misinterpretations, or inequitable applications of the Agreement may go beyond Level II upon the request of the Union. The term “Grievance” shall not apply if (1) the method of review of a matter is prescribed by law, (2) the District is without authority to act on the matter, or (3) a Grievance is specifically prohibited or limited by the terms of this Agreement.

- b. Party of Interest. A “Party of Interest” shall mean any person who might be required to take action or against whom action might be taken in order to resolve the claim.
- c. Grievant. shall mean an Employee, group of Employees or the Union asserting a Grievance.
- d. Day. For purposes of the grievance procedure, the term “day” will not include Saturday, Sunday, or a holiday.

3. Procedure. Since it is important that Grievances be processed as quickly as possible, the number of days indicated at each level is a maximum. Every effort should be made to expedite the process. Specified time limits will be strictly enforced, and a Grievance not presented in a timely manner will be considered waived. The time limits specified may however, be extended by mutual written agreement.

Timing. Only Grievances filed in a timely manner as outlined below will be heard. Any Grievance that is not addressed by the Employer in the timeline specified, will automatically proceed to the next level. If the Union determines that a Grievance affects a group of Employees, the Union may submit the Grievance in writing at Level II. No Grievance shall be recognized at Level II unless the Union files a Grievance with the Director of Transportation and the Director of Human Resources within twenty (20) business days after the Grievant knew or should have known of the circumstances upon which the Grievance is based.

The District agrees to make available to the Grievant and the Grievant’s Union representative all information in its possession or control, not privileged or confidential under law that is relevant to the issue(s) raised by the Grievant. The Union agrees to make available to the District and its representatives all information in its possession or control that is relevant to the issue(s) raised by the Grievant. Printed materials related to grievances will be maintained in the HR department, but will be kept separate from the employee personnel file.

If the Union identifies an Employee as a witness whose testimony will be required at a meeting or hearing pursuant to Article 5 during the Employee’s workday, the Union shall notify the Director of Transportation at least five (5) business days prior to the date of the meeting or hearing, absent extenuating circumstances. As long as the Union provides the requisite notice, the Employee will be released without loss of pay for such time as his or her attendance is required at such a meeting or hearing.

A Grievance as defined above, shall be resolved using the following process:

- a. Level I. A Grievant shall first present a written Grievance to their immediate supervisor in an attempt to resolve the matter. Only Grievances filed within fifteen (15) business days of when the Grievant knew or should have known of the circumstances upon which the Grievance is based will be heard. The Grievant may be accompanied by a Union

representative during the Level I meeting and the Director of Transportation or designee may attend the Level I meeting in an effort to resolve the Grievance at the lowest possible administrative level. The parties will document the date of the meeting. If such grievance is presented in a timely manner and is not adjusted to the Employee's satisfaction within five (5) business days thereafter, the employee may proceed to Level II of the grievance procedure.

- b. Level II. If the Grievant is dissatisfied with the resolution of the Grievance at Level I, the Grievant may file a grievance in writing with the Director of Transportation and the Director of Human Resources within five (5) business days of the Level I meeting. Both the Grievant and their immediate supervisor shall sign the Grievance Form. The Grievant's immediate supervisor shall also have the opportunity to provide comments related to the Level I process on the Grievance Form. No additions to the Grievance form may be made after it has been signed by the Grievant and their immediate supervisor. Upon receipt of a Grievance, the Director of Transportation and the Director of Human Resources or Designee will meet with the Union in an effort to resolve the grievance. This meeting will take place no later than (10) business days after the receipt of the written grievance. If, after the Level II meeting, there is an agreed-upon resolution to the Grievance, the resolution will be documented in writing and signed by the Grievant, the Director of Transportation, and the Director of Human Resources. Any resolution reached as a result of the Level II meeting shall be final, and no continuation of the Grievance will be necessary. If no resolution is reached during the Level II meeting, the grievance will progress to Level III.
- c. Level III. If the Grievant is dissatisfied with the resolution of the Grievance at Level II, the Union may appeal to the Superintendent by filing a written appeal on the approved Grievance form within five (5) business days after the District official at Level II has acted or should have acted. The Superintendent or designee shall render a decision in writing within ten (10) business days of receiving the appeal. If the Grievant is not satisfied with the resolution of the Grievance at Level III, or if no decision has been rendered within ten (10) business days, the Grievant may submit the Grievance to Level IV, arbitration or mediation.
- d. Level IV. If the Grievant is dissatisfied with the resolution of the Grievance at Level III the Grievant may file a written appeal to the Union on the approved Grievance form within five (5) business days after the Level III decision was rendered. The Union may then submit a written demand for arbitration to the Superintendent within thirty (30) business days of the Union's receipt of the Grievant's request for arbitration. The demand for arbitration must refer specifically to the articles of the Agreement that the Grievant alleges were violated, misinterpreted, or applied inequitably; explain how the articles were violated, misinterpreted or applied inequitably; and indicate the reason why the Level III decision is unsatisfactory.

- e. Advisory Arbitration. Arbitration will be conducted in accordance with the arbitration policies and procedures of the Federal Mediation and Conciliation Service Office of Arbitration Services (FMCS), except as otherwise provided in this agreement or by mutual agreement of the parties. Whenever the Union has served a written request for arbitration under the provisions of this article, the parties will promptly confer and attempt to prepare a joint request for an arbitration list or panel to be submitted to the FMCS. At that time, the parties may consider any special qualifications or requirements of the arbitrator for the given dispute. In the absence of agreement, either party may request a list of arbitrators from the FMCS. The method for selecting an arbitrator from an FMCS list will be by alternately striking names from the list until one remains; that individual will serve as the arbitrator. The party to strike first shall be determined by the flip of a coin. Upon appointment, an arbitrator shall promptly schedule and give notice of a hearing, with at least two (2) weeks' notice to both sides. The conduct of the arbitration shall be determined by the arbitrator in accordance with the FMCS rules.

Within thirty (30) days of the closing of the hearing, the arbitrator will issue his/her decision by mailing or serving a copy of the decision on the District and the Union.

Arbitration decisions pertaining to a grievance concerning employee terminations and suspensions shall be final and binding on the parties. As used in this section, "suspension" shall be defined as the placing of an employee, for disciplinary reasons, in a temporary status without duties and pay for any period of time. "Suspension" shall not include any form of District leave, to include administrative leave. Any and all other arbitration decisions concerning any other matter subject to grievance under this agreement shall be advisory only and binding on neither the District or the Union. With regard to advisory arbitration decisions, the District and the Union will promptly consider the grievance and the arbitrator's recommended solution and inform the other side whether it will implement the recommendation.

- f. Expedited Arbitration. To invoke expedited arbitration or mediation, the Union must serve written notice upon the District within seven (7) working days of the decision of the Director of Human Resources stating its desire to invoke the expedited arbitration procedure. The Director of Human Resources will promptly confer with the Union President. Upon mutual agreement to use the expedited arbitration process, the parties will promptly schedule the matter for determination in accordance with this process. All time limits concerning expedited arbitration may be changed or modified in a particular case by the express mutual agreement of the parties.

(1) The District and the Union will maintain a list of mutually acceptable arbitrators who may be contacted directly for the expedited arbitration or mediation. Should this not have been done or should no arbitrator on the list be available, and should the parties be unable to agree upon an arbitrator within 24-hours, they shall submit a joint request for an arbitration panel indicating a request for expedited arbitration to the Federal Mediation and Conciliation Service. Expedited arbitration will be conducted in accordance with then-current rules adopted by the FMCS.

(2) The recommendation of the arbitrator shall issue forthwith and in no event, later than seven (7) days after the conclusion of the hearing. The arbitrator's recommendation shall be promptly referred to the Board of Education and the Union for consideration. The parties will meet within forty-eight (48) hours of Board action to consider whether resolution of the grievance is possible in light of the arbitrator's recommendation.

- g. Mediation. The parties may mutually agree to mediate a grievance that is otherwise filed within the time line under this procedure. Once a grievance reaches **Level III**, the parties may agree to mediate the issue(s). In the event mediation is used, **Level IV** of the grievance procedure will be **suspended** for a period of sixty (60) days to permit mediation to occur. In the event mediation is not successful in resolving the dispute, the District will render a response that will have the effect of a **Level III** answer. Thereupon, the grievance may proceed in accordance with the requirements of this Agreement. The Union and the Director of Human Resources will determine the format and timetable of mediation, including the process for selection of a mediator, by mutual agreement. The expenses of the mediator will be shared jointly by the parties.

If the parties agree to mediation, the parties shall jointly select a mediator from a list provided by the American Arbitration Association. Alternatively, by mutual consent, the parties may utilize the Federal Mediation and Conciliation Service (FMCS). If the parties cannot agree on a mediator, the Grievance shall be submitted to arbitration.

At the conclusion of the mediation process, the parties will implement any action agreed to through the mediation process. If the mediation process is unsuccessful, the **Level IV** timeline resumes.

4. General Provisions.

- a. The arbitrator will act in a judicial, not legislative capacity, and shall have no right to recommend, to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall only consider and make a decision with respect to the specific issue(s) submitted and shall have no authority to make a decision on any other issue not so submitted to him/her. The arbitrator/mediator shall be without

power to make a decision contrary to or inconsistent with, or to modify in any way the application of laws and rules and regulations having the effect of law. The arbitrator's decision shall be based solely upon his/her interpretation of the meaning, application, and the express terms of this Agreement or Board Policy to the facts of the grievance presented.

- b. The fees and expenses of the arbitrator and the cost of a written transcript for the arbitrator, if agreed by the parties, shall be divided equally between the District and the Union, provided however, that each party shall be responsible for compensating its own representatives and witnesses and purchasing its own copy of the written transcript.

5. Representation. Nothing in this Agreement prevents the Employee from presenting a written grievance to the District and having the grievance heard and settled without the intervention of the Union, provided that any settlement made shall not be inconsistent with the terms of this Agreement. The District shall provide the Union a copy of any such written grievance settlement.

6. Grievance Forms.

- a. A Grievance must be filed in writing on the form approved by both the Union and the District.
- b. The District response to a grievance will be recorded on the Grievance Response form approved by the Union and the District.

7. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort shall be made to expedite the process. The time limits specified may, however, be extended by mutual agreement of the parties. Such an agreement must be in writing.

8. The Union and the District may mutually agree to settle, compromise, dismiss or resolve any dispute, disagreement, claim, controversy or at any time or at any grievance step before the arbitrator issues his/her advisory decision.

9. Conflict Between Contract and Policy. Where the provisions of School District Policy and this Agreement are in conflict, the provisions of this Agreement will control.

P. TEMPORARY ASSIGNMENTS

The District may temporarily assign or reassign an employee from one job to another on a temporary basis when, in the judgment of the District, circumstances require it. The District will endeavor in good faith to limit the time of temporary assignment to the time necessary. When a driver is so reassigned, the District will consider the driver's preference of available vacant routes and equipment when making a reassignment. **In the event there is a need to fill a temporary assignment**

immediately, a driver qualified for the temporary assignment may be selected by management to fill the position for a maximum period of one (1) week. If the assignment goes beyond one (1) week, the temporary assignment will be posted via the bidding process. A candidate will be selected based on their being qualified to perform the job duties or the candidate can be trained in a reasonable amount of time. Employees who are unable to work due to medical reasons or who are temporarily non-insurable may be moved into a temporary position, where available, without having to go through a selection process. An employee who is moved to a temporary assignment due to operational necessity will be paid at the rate of their old job or the new job, whichever is higher, for the period of the assignment.

In the event an employee is moved to a temporary assignment due to being non-insurable, they will be paid at the rate of their old job or the new job, whichever is lower.

1. Temporary assignments will last no more than 90 days.
2. Some situations that may result in a temporary assignment may include, but are not limited to:
 - a. Management requests a driver to fill in and perform job duties of a different job type;
 - b. Medical issues with restrictions;
 - c. Temporarily uninsurable.
3. Job types that a driver may be temporarily assigned may include, but are not limited to:
 - TEA
 - Dispatcher
 - Scheduler
 - Office Personnel
 - Parts Specialist
4. When the temporary assignment has concluded, the employee will return to the route they were on at the time they began the temporary assignment unless the employee bids on and is awarded a different route while on temporary assignment. In this case, the employee would move to the new route after completing the temporary assignment.

Q. REDUCTION IN FORCE

A reduction in force (RIF) may become necessary due to financial, operational, or other budgetary reasons impacting the operations of the District. A RIF, as defined here, occurs when one or more employees will become unemployed as a result of the elimination of positions or headcount and in which no other position within that job classification exists at the time of the RIF.

When a RIF occurs, one or more of the following selection criteria will be used to determine which positions/employees will be impacted:

- Performance evaluation ratings
- Disciplinary action records
- Attendance records
- Special skill sets that meet the operational needs of the route/department

When the above criteria do not sufficiently differentiate, employees being considered for reduction in force, then years of service will be used to make the final selection decision.

In the event of a RIF, a Committee will be formed to apply the above selection criteria and determine which positions will be impacted. The RIF Committee will consist of an equal number of ATU and District representatives.

Employees selected for reduction in force will be given as much notice as is required by law or as much as is reasonable under the circumstances.

R. LEAVES OF ABSENCE

Leave of Absence. A leave of absence is time allowed away from work, generally for a defined period of time, to cover medical or other limited circumstances occurring in an employee's life. DCSD offers the following types of leaves of absence:

- Family and medical leave (FMLA)
- Medical leave (non-FMLA qualified)
- Other leaves of absence

Detailed information including forms needed for FMLA leave can be found on the Benefits and Wellness web page. Click on the Leave of Absence link or select the link below. For other leaves, a request should be submitted by the employee through Workday. Other leaves may be requested for up to 30 days, and must be approved in advance of the leave by the employee's supervisor.

<https://www.dcsdk12.org/cms/One.aspx?portalId=220484&pageId=6334431>

1. Applications. The District shall have the right to grant or deny a request for leave of absence and extensions of a leave of absence.

An approved leave of absence shall not constitute a break in the continuous service record. The Benefits Department will process and administer FMLA leave, which will run concurrently with all applicable leave of absences.

Leaves are generally without pay, although in some circumstances, paid leave may be allowed as set forth in this Section or other Sections of this Agreement.

2. Sick Leave.

- a. Employees who are scheduled to work a minimum of 20 hours per week or a .5 full-time equivalent (FTE) and at least nine (9) months are eligible for sick time. Employees within their first year of employment may receive up to three (3) days advancement of their sick leave within the school year for coverage related to a serious medical condition. Documentation must be provided to your supervisor. An employee will move to the next accrual rate on the next payroll following the qualifying anniversary of their employment. Sick days accumulate without limit. Employees will not earn sick leave for hours worked in excess of 40 hours per week. Sick leave will accrue per pay date as follows:

Sick Accrual Calculation

MONTHS IN DCSD	ACCRUAL PER SCHEDULED HOUR (FTE)
0-59	0.0334
60-83	0.0381
84-107	0.0477
108+	0.0526

Sick time is accrued based on the following schedule:

# of MONTHS WORKED	COVERED MONTHS
9 Month	August – April
10 Month	August – May
11 Month	July – May

Sick time accrual is calculated as follows:

(Scheduled annual hours = scheduled hours in Workday/5 * scheduled days per year)
 (Scheduled annual hours * multiplier (above)/months of accrual

b. Use. Full-time employees may use up to a maximum of seven (7) hours of sick leave per day and a part-time employee may use up to four (4) hours of sick leave per day based on what has been earned and is available to provide salary continuation during periods of temporary illness or disability of the employee or a member of his/her immediate family. "Immediate family" includes the employee's spouse, domestic partner, child, or parent. Extenuating circumstances may be considered by the supervisor.

Employees can be required to provide proof of illness, fitness to return to duty or proof of fitness to continue to perform duty. Employees who are out sick the day before or day after a holiday must provide a note from the doctor verifying that the employee or a member of the employee's immediate family was eligible for sick leave. This note must be submitted to the management team on the first day of the employee's return to work in order for the employee to be paid for the holiday. At any time, DCSD may require an employee to be examined by a physician designated by DCSD at DCSD's expense.

Sick leave may only be taken on scheduled work days.

All use of sick leave shall be reported and recorded in actual time.

c. The attendance policy may not be changed or modified without the mutual consent of both parties.

3. Personal Leave

From time to time employees must take care of personal or emergency matters that cannot be handled outside of scheduled work. Such occasions may be home maintenance, family events, mortgage closings and other personal matters.

To avoid hardship on fellow employees, personal time should be scheduled and approved in advance by your supervisor. On occasions, requests may be denied due to organizational needs.

a. Eligibility. Employees scheduled to work 20 hours or more per week and for 9-months are eligible. **Three (3)** personal days will be granted every July 1 for employees who are paid on a salary basis and August 1 for employees who are paid on an hourly or accrual basis. Personal days accumulate up to a limit of 4

days and any personal days granted in excess of this limit will be added to an individual's sick leave accrual. Pay will be based on an employee's average scheduled hours worked per day. Three (3) additional personal leave days may be subtracted from the employee's sick leave balance. Employees must submit supporting documentation to their supervisor for approval in order to convert additional sick leave days for extenuating circumstances. All use of personal leave shall be reported and recorded in fifteen (15) minute increments in accordance with procedures set by the District.

Start of Work	Days of Personal Leave Granted
July 1 – September 30	3 Days
October 1 – December 31	2.5 Days
January 1 – March 31	2 Days
April 1 – June 30	1 Day

- b. Personal leave may not be taken for recreational or personal pleasure reasons.
- c. Personal leave may only be taken on scheduled work days.

4. Jury Duty Leave. When an employee is summoned for jury duty or is required to appear in a work-related legal proceeding, an employee will be granted time off with full pay to perform his or her duty. Employees should provide documentation to their supervisor to validate this time off request. If the employee is excused from jury duty during his/her regular work hours, he/she is expected to report to work promptly. When an employee is required to appear in a non-work related legal proceeding, employees can use available personal time or otherwise take the time off unpaid. In limited situations, paid time off may be considered for non-work related legal proceedings.

5. Bereavement Leave.

Employees will be provided up to five (5) days of bereavement pay following the death of an employee's family member. Before taking bereavement, employees should discuss their time off with their supervisor. If additional time off is needed or in cases of death of a person who is not a family member, employees may take available personal time or unpaid time off with supervisor approval.

6. Other Leave.

Employees may apply for “Other Leave” for up to 30 days in Workday for personal time that extends beyond the number of personal days allotted. Other Leave is unpaid leave and must be approved by Management based on staffing constraints. Some reasons to request “Other Leave” include:

- Attending workshops and training programs or taking classes designed to promote employee growth, enhance performance, and add value to the organization.

7. Union Leave.

Union Leave of more than one (1) day must be requested in writing by a duly elected officer of the Union. Requests should be submitted at least one (1) week prior to the leave effective date, and shall state the name of the employee to be absent, the duration of the leave, and the expected date of return to work. The District will attempt to reasonably accommodate for Union business leave, provided that the District can reasonably accommodate the employee(s) request to be absent without a significant or major disruption of service. Requests shall be directed to the employee’s direct supervisor.

All Union business leaves are without pay unless expressly provided otherwise in this Agreement.

Union leave includes required international ATU conventions (President and one delegate attend), steward training, financial training, and contract language classes.

9. Vacation Leave.

Currently drivers are not eligible for vacation. To be eligible for vacation, an employee’s position must be listed as a .5 full time equivalent (FTE) and 260 annual work days. Hours worked from multiple positions and from the same budget will be combined for eligibility purposes. Should a driver become eligible for vacation, annual vacation time and accrued rates are detailed in the employee guide.

10. Holiday Pay. (See table below.)

9-Month Employees (169 –249 Days Worked/Year)

Holidays Awarded Based on Months of Service	Holidays Recognized
0-48 mo. = 5 holidays	Labor Day (1) Thanksgiving (1) Christmas (2) New Year’s Day (1)
49+ mo. = 10 holidays	Same as above plus: Martin Luther King Day (1) President’s Day (1) Memorial Day (1) Independence Day (1) The day after Thanksgiving (1)

12-Month Employees (250-261 Days Worked /Year or work a 4- track calendar)

Holiday	Number of Days
Labor Day	1 Day
Thanksgiving	2 Day
Christmas	2 Days
New Year’s Day	1 Day
Martin Luther King Day	1 Day
President’s Day	1 Day
Memorial Day	1 Day
Independence Day	1 Day

- a. Holiday Observed. Whenever a holiday falls on a Saturday, the previous day will be considered a holiday. Whenever a holiday falls on a Sunday, the following day will be allowed as a holiday. Should the 2-day Christmas holiday fall on a Saturday and Sunday, the previous day and the following day will be observed as the holidays. The New Year holiday will align with the District calendar.
- b. Whenever an employee works on a District observed holiday, the employee will be paid for a minimum of three hours at a rate of time and one half for all hours worked or an on-site cancellation.
- c. A holiday must fall on an employee’s scheduled work day in order to receive full holiday pay.
- d. An employee must have worked their regularly scheduled work day

immediately before and after the holiday in order to qualify for holiday pay with the exception of any pre-arranged time off. Holiday time is not counted as hours worked in the computation of overtime.

S. RETURN FROM LEAVES OF ABSENCE

1. Return from Short-Term Leave of Absence. An employee returning to Transportation after a leave of absence for **sixteen (16) weeks** or less will return to the same position and bus route which he/she held prior to taking leave.
2. Return from a Long-Term Leave of Absence. An employee who has been cleared to return to work and has passed the DOT physical after a leave of absence of more than **sixteen (16) weeks** will be returned to the same position, rate of pay, and location he/she held prior to commencement of the leave, but not the same bus route. The employee may be long-term assigned at any terminal until a route opens.
3. Pay on Return from Leave of Absence. An employee returning from a leave of absence will receive any **applicable** range adjustment.

T. INSURANCE BENEFITS

https://www.dcsdk12.org/about/our_District/departments/benefits

1. Worker's Compensation. The parties agree to abide by all applicable laws with respect to Worker's Compensation. This section is not subject to the grievance procedure set forth in this agreement.

Employees who are injured on the job must complete and submit a worker's compensation claim form to the Transportation Supervisor within 24 hours. The Transportation Supervisor will submit the claim form to the **Director of Risk Management**. Failure to file a report within the 24 hour period may result in the denial of the claim. Below is a link to the claim form:

<https://docs.google.com/document/d/10kO0u4W8FJHe2d90cJz4vZB7oOSfStEdFECZiCnoA/edit>

U. PHYSICAL EXAMINATION PAY

Employees required to have physical examinations (except preliminary examination of an applicant for employment) will be paid the actual time required up to two (2) hours, for their actual physical examination at the employee's straight hourly rate of pay. Administrative Assistants will do their best to schedule physical examinations during work hours, or within one (1) hour before or after the start or end of the employee's shift. Such time spent will be used in the computation of overtime after forty (40) hours of work.

It is not the responsibility of staff to remind the driver of his/her physical or other expiration dates. Employees are responsible for maintaining their CDL and DOT physicals; and this is a condition of employment.

The District will pay for one DOT physical **per driver** each year or at year of renewal. **If the physician requires additional testing and provides the driver with an extension, the District will pay for one extension.** Any additional cost to maintain the DOT during that year is the responsibility of the driver. Employees may go to their own doctor for any additional testing that is required, and provide the DOT with the test results.

The driver is responsible for his/her transportation to and from the DOT physical location. District vehicles are not provided nor does the District pay mileage for the employee to drive their personal vehicle to and from the testing site.

V. BREAKS, LOCKERS and OTHER FACILITIES

1. Breaks.

- a. Employees who work thirty-five (35) hours or more per week will be allowed one-half (½) hour uninterrupted unpaid lunch period, except in emergencies.
- b. Driving employees will be allowed a paid fifteen (15) minute break for four (4) hours of paid work time per day. Driving employees who work (6) or more hours in a day will be provided a total of two (2) fifteen (15) minute breaks. The District will attempt to reasonably accommodate employee needs for breaks with operational and transportation needs in the District.

2. Lockers and Other Facilities.

- a. Operations. The District will attempt to secure and identify adequate restroom facilities for transportation employees to access and use on established District routes.

W. District-DECLARED ADVERSE WEATHER DELAYS AND CLOSURES

1. A closure occurs when the District closes a school, work site, an area of the District or the entire District due to adverse weather conditions.
2. Essential Personnel are those employees designated by the District as “essential” that may be required to work due to the adverse weather closure. Essential personnel are limited to those employees designated by the Director of Transportation or by the appropriate Terminal Manager.

a. Premium rate: Essential personnel will be paid their regular rate of pay plus one and one half (1 ½) times their regular rate for the hours actually worked.

b. Essential personnel reporting to work will be paid a minimum of 2 hours.

3. In the event of an adverse weather closure the following apply:

a. Only essential personnel are to report to work at the affected sites. Essential personnel are those employees pre-determined by the site supervisor. Additional essential personnel will be selected off of the short-term list. Responsibilities of essential employees include responding to the type of situation causing the closure or performing a time sensitive or critical DCSD function that would have an adverse impact on DCSD if not performed on a specific day.

b. No other employees are to report to work. Non-essential employees who are full-time or part-time will be paid their regular hourly wage for their normal work hours **for up to three adverse weather days**. Emergency closure days do not qualify for extenuating circumstances to transfer sick leave to personal leave.

c. **If the school District experiences more than three snow days/or emergency closure days in a year, the Superintendent may elect to increase the number of paid closure days on a case-by-case basis.**

If school days are added to the end of the year to make up for snow/emergency days, licensed and classified staff will be paid for their additional time at their per diem or normal hourly rate.

d. Non-essential employees who report to work before the emergency closure/snow day was called must clock out immediately and will only be paid from the start of their scheduled shift up until the time the emergency closure/snow day was officially called. If employees clock in earlier than the 5-minute rounding window of their scheduled shift, this will be considered fraudulent time reporting and the employee will not be paid for this time. In addition, this act will be subject to disciplinary action.

The one exception to this is, if there is an accumulation of fresh new snow or the temperature is below 10 degrees, employees will be paid as if their start time was 30 minutes earlier. Drivers are to ascertain if these conditions exist from where they live and make the decision whether or not to come in 30 minutes earlier than their route hours. This also includes District 90-minute delay directives. See the Drivers Handbook-Section 10 – Adverse Weather Conditions/School Closings for more information.

e. Essential personnel who are notified by their supervisor not to report or who are unable to report to work will be treated as non-essential personnel.

f. If, because of state attendance requirements, the District is required to schedule make-up time due to adverse weather closures, employees affected will be required to work the make-up days so scheduled with pay.

X. REQUIRED OPERATING LICENSES, PERMITS, AND CERTIFICATIONS

1. It will be the responsibility of the employees to see that their licenses and certifications are kept current.

2. The District will pay for the initial cost and renewal of permits and certifications which employees may be required to have as a condition of employment. The District will not pay any additional personal endorsements or processing fees associated with the cost and renewal of permits and certifications.

3. The employee is responsible for paying for the cost of a Commercial Learner's Permit.

Y. DAMAGE TO PERSONAL PROPERTY

1. The District may repair, replace, or reimburse employees for the actual value of those items that are damaged or destroyed while an employee is on duty and the item affected was reasonably used in the course of the employee's work and looked after by the employee.

2. The District has the right to require a statement concerning the circumstances of the loss, the acquisition or ownership of the item by the employee, as well as factors that may relate to its value. Loss or damage to personal items that are the fault of the employee, will not be reimbursed.

Refer to the [Risk Management](#) website for further information.

AA. TRAVEL TIME

All travel time must be approved by Terminal Management and must be for a time sensitive event or emergency situation. The District shall allow for and pay the actual travel time to employees who have been approved by the Terminal Management. The District shall make reasonable efforts to provide a District vehicle for the travel. In order to drive a small vehicle (see Transportation Handbook for definition of a small vehicle), you must have a small vehicle certification. When a District vehicle is not available, the District shall provide

secondary liability insurance coverage to cover employees while they perform District services while using their privately-owned vehicle. When employees use their personal vehicle, mileage will be paid equal to the amount allowable by the IRS.

BB. REQUIRED TRAINING

1. Upon hire, new Bus Operators will be required to sign a New Bus Operator Training Agreement. See Appendix B for a copy of the Agreement.
2. **Bus driver training will be conducted at one of the Transportation terminals or at PHS depending on availability and nature of the training.**
3. An employee who attends District required training or education classes will be paid at his/her regular straight-time rate of pay for the time spent in the training program or class, consistent with the requirements of the Fair Labor Standards Act, as amended. Paid training hours will be used in the computation of overtime.

CC. STANDING COMMITTEES

1. Labor-Management Committee. The parties agree to establish a Labor Management Committee (“LMC”), to represent bus drivers. The group will serve as the Umbrella Committee to provide focus, direction and guidance toward the resolution of non-contractual workplace issues, and may submit recommendations to be acted upon by the appropriate authority (s) for contractual issues. The intent of the committee is to reach decisions by consensus and all issues will be addressed in a non-adversarial manner.
 - a. At least two members of Transportation Management, a District facilitator, and two ATU members must be present at each meeting.
 - b. Guests at meetings will be agreed upon by the LMC Committee prior to the meetings.
 - c. Additional meetings will be at the discretion of the committee.
 - d. The Umbrella LMC Committee shall meet a minimum of once a month for nine months (September through May) each year unless date changes are agreed upon by both sides. Meetings will be limited to one and a half (1-1/2) hours in length unless extended by mutual consent of the parties. Bargaining unit members appointed to serve on the Umbrella LMC Committee shall be paid for attending the meetings.
 - e. The Committee may, as needed, appoint subcommittees to assist in their efforts. Subcommittees shall be made up of an appropriate cross-section of the employees. Subcommittees shall study the issue(s) assigned to them and their findings and suggestions to the Umbrella LMC Committee.

2. Accident Review Committee (ARC). The District and the Union will work together to create an accident free environment, by developing a supportive venue for drivers who have been involved in any accident. The committee will be outlined as follows:

- a. The committee will consist of a manager, one trainer, and one driver designated by an ATU representative.
- b. Attendance will be mandatory for any driver involved in any accident that was deemed preventable during that month.
- c. The committee is not punitive, and gives no recommendation on any disciplinary action.
- d. The role of the committee is to offer support through a review of the accident details and assistance with any additional training, and coaching needed to help prevent future accidents.
- e. The ARC shall meet a minimum of once a month at each terminal, for nine (9) months (September through May) each year, unless there are no accidents for review.

3. Employees involved in accidents determined to be non-preventable will not be required to go before the Accident Review Committee. The accident investigation information packets of such accidents will be sent to the ARC to be used for training purposes.

4. Route Verification Process

Prior to routes being announced to drivers each school year, Transportation management will communicate with union officers on changes such as policy changes or route cancellations, etc. that impact routes for the school year.

When a driver questions the validity of a route award, a union representative will contact Human Resources to review the evaluation scores of the drivers to ensure that the route was awarded according to policy.

II. TRANSPORTATION

A. DEFINITIONS:

For purposes of this Article, the following terms will have the meaning indicated:

1. A “9-Month Employee” works at or between one hundred sixty- nine (169) days and one hundred ninety-nine (199) days per school calendar year. A “12-Month Employee” works at or between two hundred fifty-two (252) days and two hundred sixty (260) days per school calendar year.

2. Full-time employees, as defined by the District, work a minimum of one hundred sixty-nine (169) days per year and thirty (30) hours each week. The employee is eligible for leave, holiday, and insurance benefits. There are two types of Full-time employees:

a. Full-time Driver:

- Meets eligibility requirements described above and can get additional hours through field trip assignments and additional work.
- Full-time drivers follow the “Voluntary Revolving Work List” procedures addressed in the Contract.
- Part-time employees are scheduled to work a minimum of twenty (20) hours and up to twenty-nine (29.99) hours per week and works between one hundred-ten (110) and one hundred sixty-eight (168) days per year. Part-time drivers are scheduled to work five AM or five PM shifts per week.

3. 110 Driver. A 110 Driver is a driver who works a set schedule not to exceed 110 days per calendar year. 110 Drivers are currently not eligible for benefits or salary increases. If the 110 Driver was previously a driver for the District, the employee will be paid at the rate he/she was paid as a driver at the time of termination. If the employee was not previously a driver for the District, the employee will be paid at the current minimum salary for a bus driver.

4. Over the Road Driver. An “Over the Road” driver is a Full-time driver. The driver’s primary responsibility is to drive trips. Relief assignments for driving routes is a secondary function of the job. The driver’s hours will vary, and can include early mornings, late nights, and weekends.

5. Special Needs Driver. Special Needs drivers transport students as assigned. This may include midday assignments.

a. A driver who drives special needs routes may be required to follow an alternative school schedule.

6. Mid-day work is a portion of work that can be added to any route in between the morning and afternoon route.

7. Unit is defined as ATU in its entirety.

8. 205 Driver. The 205 driver is a full time driver. The driver's primary function is to support Extended School Year (ESY) learning for our SPED students, summer field trips, athletics and outdoor adventures. Employees that are 205 have priority over employees who may volunteer during the summer.

“Snow Patrol” is an assignment of a driver or staff member that requires the employee to drive the neighborhood routes in their personal vehicle or District vehicle to determine snow impact on the roads and safety of students driving in the a.m. This team will make recommendations during the snow call team to cancel or delay school based on road conditions.

B. RUN/JOB PACKAGES

In order to provide employees adequate hours of employment to achieve a reasonable income and entitlement to benefits the District will create and post Run/Job packages consisting of driving and or driving and related work. The posting shall include the following:

1. The run to be worked, the schools served or the type of activity;
2. The vehicle type needed and specialized equipment including ergonomic equipment;
3. The starting and quitting time inclusive of pre-and post-trip inspection and cleaning time.
4. The Terminal/area assigned to;
5. The utility work available for selection to complete the Run Job Package Utility work, which carries a qualification restriction, shall be so designated. Only employees who are qualified at the time may bid on utility work that requires a qualification. (See Appendix A for listing of utility work and qualification restrictions);
6. The days off of the Run Job package and or the Utility Package if applicable;

7. The total average pay hours per week.
8. Mountain Routes/OTR and Relief may not be bid by a driver until the driver is deemed qualified on that route by Transportation Management and Training.
9. All special needs midday's requiring specialized equipment or specifically trained staff will be attached to existing special needs routes required by the Enrich Transportation page.
10. All stand-alone midday's will be paid a minimum of two (2) hours. Bus operators performing special needs middays shall have the option to waive their midday route six (6) times for a maximum of twelve (12) accumulated hours per school year before having to submit paid leave.
11. An employee returning to work in Transportation after a leave of absence of more than ninety (90) calendar days will be returned to the same position, rate of pay, and location he/she held prior to commencement of the leave but not the same bus route. In order to keep the route once returned from leave of absence, the driver must work continuously for 30 calendar days or the route will go up for bid.
12. After ninety (90) calendar days of absence from the route, the employee's route will be posted. Employees returning from a leave due to a medical condition will be certified by the Human Resources department as to meeting all Department and CDL qualifications prior to returning to work.
13. New hires and drivers returning from leave may be long-term assigned to an open route until they have been awarded a route. This assignment may be at any terminal.

C. ROUTE SELECTION PROCEDURES DURING THE SCHOOL YEAR

During the school year when a route becomes available, the route will be posted electronically at all terminals for a minimum of five (5) working days. Individuals interested in the route must notify the Terminal Manager via the Route Bid Form on the Transportation page to be eligible for consideration. Employees who have been long term assigned are to clock in and clock out at the terminal where the long term assignment is based out of. Employees who have lost their route due to the route being dissolved, **or any other reason that is no fault of their own, will enjoy priority in award for any open route for a period of thirty (30) calendar days.** If there are multiple employees who have lost their route due to no fault of their own, employees will be selected based on their **hire date into the bus driver position with DCSD.**

Bus operators may change routes a maximum of three (3) times during the school year.

The route award process is as follows:

- Routes may be posted as CDL Routes or Non-CDL Routes, based on the vehicle needs of the route. Non-CDL drivers will enjoy award priority for non-CDL routes, based on seniority among non-CDL drivers that may have bid on the route.
- Route drivers can review their routes at the beginning of each school year through the electronic postings.
- Any route vacated in less than 30 calendar days will go to the next driver who bid on the original posting.
- If a driver discovers that their assigned route has changed and is no longer feasible, due to hours or location, that driver can bid on an open route through the route bid form located on the Transportation web page.
- Open routes will remain posted for 5 days as other drivers may also want to bid on open routes.
- If more than one driver bids on the same open route, drivers will be awarded the route based on hire date into the bus driver position with DCSD.
- There are certain situations where drivers will be interviewed for compatibility with the route. This pertains to special education routes in accordance with the student's individual needs and documents related to Transportation.
 - In these cases, the decision will be made by Transportation Management.
- Drivers can supplement their hours by doing Utility work, Field Trips, and short term assignments when available.
- Drivers have the option to bid on new routes three times each school year.
- If no one who applied for the route accepts the offer, that route will remain posted and may be long-term assigned until awarded.

30 Hour Guarantee

- All current routes under 30 hours may be brought to a minimum of 30 hours guaranteed with a midday standby coverage built into the routes on set day/days (to be determined by terminal need).
 - Standby day/days subject to change (with notice and at management discretion, based on need), but weekly hours will not drop below 30.
 - Supplemental work to fill up to the 30 hours could be assigned by the terminal management/staff dependent on the needs of the terminal.
- Currently held routes under 30 hours may opt into the minimum thirty hour guarantee (permanent) or maintain the route as is. SPED teams (driver and TEA) on the same route may individually select different hours.
 - If the route is maintained under 30 hours and later is vacated, management may post the open route as a 30 hour guarantee route, or as is. If awarded "as-is", drivers may opt into the 30 hour guarantee, or maintain the route "as-is".
 - SPED teams (driver and TEA) on the same route may opt differently if the route is awarded "as-is".

- If thirty hour guaranteed standby employees have not met their thirty hour guarantee, they will be assigned first, followed by short term list volunteers, for daily midday coverage (vacancies).
 - This will not affect the way the short term list is run, except that 30-hour standby would be assigned before moving to the short term list.
- Employees opting for the 30 hour guarantee agree to do any work assigned.

Unanticipated Staffing Shortages

To avoid route cancellation, management may need to temporarily move a driver from their current route. If this were to occur, the following criteria will apply.

1. Non-Emergency Situations (Notice Provided) - In a non-emergency situation management will notify and assign drivers to the temporary route with advance notice.
2. Emergency Situation (Little to No Notice) - In a situation when a route is temporarily canceled or combined, and it is not possible to provide advance notice to drivers, management may temporarily assign a driver to cover a different route within the applicable terminal.

D. VOLUNTARY REVOLVING WORK LIST (VRWL)

Long Term List.

The purpose of the Long-Term List is to provide the District with a ready pool of drivers willing to accept extra work of varied times and duration. Drivers on this list will be provided at least 3 days advance notice of the type of work to be performed and the scheduled work time.

- a. Notification of Transfinder Assignment. Employees who are on a leave have the responsibility to contact the Dispatch Office, prior to the beginning of their return duty, to determine if they have been assigned work.

2. Short-Term List. The purpose of the Short-Term List is to provide the District with a ready pool of operators willing to accept extra work, as it becomes available each day. Any work assigned with less than a 48-hour notice is considered short-term.

- a. Operation of the Short-Term List. When the District becomes aware of extra work needing to be filled, the work will be offered through a revolving list based on hire date.

The District shall notify drivers on the job or by telephone when work is available. If a message is left, the driver has five minutes to respond before dispatch notifies the next person on the list. In the event a driver refuses work when notified, the list will be noted "R."

The Revolving Work Short-Term List shall be posted in a common area, at each Terminal/area, so that it may be reviewed by operators on a daily basis. The list shall be posted by 5:00 PM each day.

Work will be offered according to the time it is to be performed starting with the earliest assignment. In the event that two assignments start at the same time, the work that pays the greatest will be offered to the senior operator entitled to work that day.

3. Exhaustion of List. In the event that either list is exhausted, drivers not on the list may volunteer for extra work. In the event, no one volunteers, the District shall draft the least senior employee on a rotational basis to perform the work.

4. Procedure Review. The Union and the District agree to establish a committee to review the Revolving Work List procedures. The Union shall appoint a member from each Terminal/area to serve on the Committee. The President of the Union or his/her designee shall also be a member of each Terminal/area committee. The District shall appoint up to an equal number of management personnel as its committee representatives. The rules governing the Revolving Work List may be changed by mutual agreement of the parties to this Agreement. Any changes in the Voluntary Revolving Work List procedure will be put in writing and implemented only when ratified by a majority vote of the Union membership and the Board of Education.

IV. JOB CLASSIFICATIONS/WAGES/EVALUATION/ PAY INCREASES

A. RATES OF PAY AND PAY INCREASE.

Employees in the Transportation Bargaining Unit who are hired prior to March 1 and received an evaluation for the current school year, will be paid according to the following table:

1. TRANSPORTATION RATES OF PAY COMPENSATION TABLE

Position/Unit	Min.	Max.
Bus Driver (23-24 SY)	\$22.86	\$35.48
Non-CDL Bus Driver (23-24 SY)	\$20.47	\$31.70

B. WAGE OR COMPENSATION ADJUSTMENTS

In the event the school District or the employee becomes aware of a wage or compensation error, the school District or employee shall immediately notify the other party. Thereafter, an adjustment or repayment shall be made but only for the previous 12 months from the date of discovery.

C. PRE AND POST TRIP

In recognition of the fact that Drivers are required to prepare and safety- inspect buses prior to placing the vehicle in service, and to inspect the vehicle they use and complete an assignment post-trip procedure, the District will allow:

- AM - 30 minutes between clock-in and depart terminal
- AM - 10 minutes between return to terminal and clock out
- PM - 10 minutes between clock-in and depart terminal
- PM - 15 minutes between return to terminal and clock-out
- Stand alone mid-days that have drive time of 2 hours or longer will have 10 minutes on both sides (if stand alone)

When circumstances require additional time, (for any of the activities described above) the supervisor should be contacted and the supervisor will allow reasonable time as appropriate to the task.

No employee, whose bus cleaning time is scheduled at any time other than the end of their work day, shall be disciplined nor adversely affected in any way unless it is proven the cleaning was not done.

D. RETENTION PAY

Employees of the Douglas County Schools ATU Bargaining Unit are eligible to receive an \$800 retention pay, paid out on the June payroll, if they meet the following criteria:

- Employees must have received an effective or higher rating on the performance evaluation for the current school year.
- Employees must be employed for the full 19-20 school year (July 29th - May 22nd) in order to be eligible to receive retention pay for that year.

In addition, all Transportation bus drivers are eligible to receive any retention stipend provided by the District to employees. Eligibility for the stipend will align to the District's retention stipend language.

E. OVERTIME

Any hours physically worked which exceed forty (40) hours within a work week will be paid at a rate of one and one-half (1-1/2) times the employee's normal hourly rate of pay.

F. UNUSED SICK LEAVE PAYOUT

A regular part-time or full-time employee with ten (10) years of continuous service will be paid the balance of his/her unused sick leave at a rate of \$7.00/hour, up to a maximum of one thousand forty (1040) hours upon separation with the District.

APPENDIX A – UTILITY WORK

Job packages may include such things as pupil transportation to and from school and activities transportation. Job packages may also include certain utility driving responsibilities such as:

- field trips
- mid-days (skill), training (skill), relief driving, shuttling of buses
- special needs field trips (skill), bus washing
- road checks
- parts running
- maintenance and facilities support
- painting (skill), seat repairs (skill)
- surveys, inventory control (skill), cleaning
- timing of routes and bus stops, picking-up new buses
- mail runs, snow removal, other duties as assigned

The driver who selects or is assigned a job package will be responsible for performing the basic scheduled duties identified in the package.

APPENDIX B – NEW BUS OPERATOR TRAINING AGREEMENT

Date

Employee Name Address

RE: New Bus Operator Training Agreement

Dear Employee Name,

Welcome to Douglas County School District! We are pleased to have you as part of our Team. As a new Bus Operator, the District is making a significant investment in you to ensure that you receive the training and resources you need to be successful.

As part of that investment, you will be trained and prepared to receive your Commercial Driver's License, a commodity that is known to increase your employability. The cost to prepare a fully qualified Operator (the point in which an Operator is released to drive without supervision) is approximately \$3000.

This agreement is to help ensure that the District's resources and investments are protected. As a driver who has obtained your CDL, if your employment with the District ends within one year of employment, you agree to re-pay Douglas County School District according to the schedule below:

Time of Service	Repayment %	Repayment Amount
≤ 3 months (has obtained their CDL)	100%	\$3,000.00
≥ 3 months but less than 6 months	75%	\$2250
≥ 6 months but less than 9 months	50%	\$1500
≥ 9 months but less than 1 year	25%	\$750
≥ 1 year	0%	\$0

If you come to the District with a CDL with PS endorsements already, you will not be required to sign a one year agreement with the District. Please be aware that should there be extenuating circumstances arise regarding this agreement, Human Resources will review the situation and make a determination on a case-by-case basis.

We are so pleased that you have made the decision to join Douglas County School District and welcome to the Transportation family!

My signature below indicates that should I leave the District within one year of employment, I agree to repay Douglas County School District according to the schedule in the ATU New Hire Training Agreement. If I already have a CDL with PS endorsements (not a TIP) when I report to class I will not be required to sign this document, but will check the block that states "Already has a CDL with PS endorsements."

Employee Name Printed

Date

Employee Signature

Date

_____ Already has CDL PS