

**Memorandum of Understanding
Between
ATU Union Local 1737
and
Douglas County School District RE-1**

Pay Increases

All bus drivers will receive a 3% increase to their base pay effective July 1, 2025 with the exception of bus drivers who are at or above the maximum in their salary range. These bus drivers will not receive a base pay increase or one-time stipend. Should the Douglas County School District Board of Education approve an increase to classified staff compensation above 3% for the 2025-2026 school year, bus drivers will receive the same increase.

Retention Pay

All bus drivers will continue to receive an \$800 gross pay retention stipend according to the criteria identified in the ATU Collective Bargaining Agreement. Should the district offer a separate retention stipend to employees payable in the 2025-26 school year, bus drivers will be eligible based on the same eligibility criteria for all district employees.

Milestone Stipend

All bus drivers with 20 or more years of service as a bus driver with the district as of June 30, 2025 will be paid a one-time \$1,000 gross milestone stipend. This milestone stipend will be paid at the earliest time possible after July 1, 2025. Should the district offer a separate milestone stipend to employees payable in the 2025-26 school year, bus drivers will be eligible based on the same eligibility criteria for all district employees.

Other District Wide Stipends

Should the district offer any district wide stipends to all employees during the 25-26 school year, bus drivers will be eligible based on the same eligibility criteria for all district employees.

Effective Date

This MOU shall become effective upon approval by the Douglas County School District Board of Education and ATU union membership.

Responsible Parties

Candie Buie
Candie Buie

ATU 1737 President

4/10/2025
Date

Donna Grattino
Donna Grattino

Director of Transportation

4/22/25
Date

Cathy Franklin
Cathy Franklin
Director of Human Resources

4/22/2025
Date