

**TRANSPORTATION EMPLOYEES
COLLECTIVE BARGAINING AGREEMENT**

**Effective July 1, 2016 – June 30, 2017 (Issues 1-3)
July 1, 2016 – June 30, 2018 (Issue 4)**

As reported by the spokesperson for the St. Charles Transportation Education Association (SCTEA) and the Board/Administration Team, each individual item below was agreed to. As such, these items are jointly submitted to the Board of Education for approval at the regularly scheduled March 10, 2016 Board of Education Meeting.

Board/Administration Team

*Jeff Marion, Superintendent
Cindy Priest, Transportation Director
Donna Towers, BOE Member

Lisa Blaha, observer (MNEA)
*Team Chairperson
Peggy Cochran, Facilitator

SCTEA Team

*Runi Hertz
Dale Burkhart
Rich Poulsen
Mike Schiller
Jill Wooldridge

Issue #1: How can we improve the current activity trip bidding process?

- Trip list will be reset every trimester (per academic calendar)
- When calculating a new driver's rotation in trip seniority, the total number of trips awarded for the current trimester will be divided by the total number of drivers who have participated in the current trimester. This will be used as the number of trips a new driver begins with.

Issue #2: How can we make sure that newly created or available positions in transportation are posted?

- The district will follow board policy regarding the posting of positions, personnel reassignments, etc.
- It was acknowledged that when unique circumstances occur, better communication to staff would be beneficial

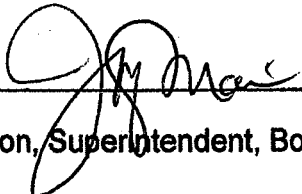
Issue #3: How is the term "grandfathered" defined as it relates to Activity Drivers?

- Some Activity Drivers are designated as "grandfathered" (1 full-time and 3 part-time). These employees were in either a part-time or full-time Activity Driver position when the district started district-operated bus service. At that time, the district had a desire to eliminate the job category of "Activity Driver, but agreed to retain these drivers in those roles indefinitely as long as their performance was satisfactory. Since that time the district has re-evaluated the position and plans to continue the job category for the foreseeable future.
- Drivers in this "grandfathered" category will have a signed form in his/her personnel file to confirm the designation. Such employees are encouraged to retain a copy of this form for future reference.

Issue #4: How can we attract and retain quality staff?

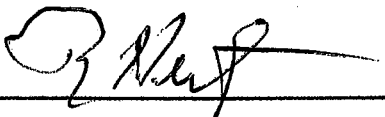
- A two year agreement was made that commits approximately 4% to the Transportation Salary schedule for 2016-17 and 3% for 2017-18. The actual salary schedules are attached/included in this agreement.
- A recruiting/mentoring stipend of \$500 for non-administrative transportation staff will be created with the intent of attracting and retaining new bus drivers. The specific criteria for earning this stipend will be developed by the Human Resources office in conjunction with SCTEA. Drivers will receive \$250 after the new driver has worked 92 days and another \$250 after 184 days. A brochure will be developed that employees can sign and use to promote/recruit new drivers. The brochure will detail the benefits of the position.
- Drivers on trips which last at least 8 hours in duration will be entitled to meal reimbursement per established district guidelines. The current (2015-16) meal reimbursement rate is \$15 for breakfast, \$15 for lunch and \$30 for dinner. Itemized receipts must be submitted to be eligible for reimbursement.
- Board paid health, dental and vision insurance for all full-time employees.

Honoring Previous Agreements: *The District agrees to honor previous agreements to the extent supported by state and federal law and St. Charles School District Board policy.*



Jeff Marion, Superintendent, Board Team
Board Team Chairperson

3-11-16
Date



Runi Hertz,, SCTEA Team Chairperson


3-11-16
Date

The following signatures reflect that the Board of Education has voted to approve and the SCTEA has ratified this Closure Agreement.



Dale Hallemeier, BOE President

3-10-16
Date



Runi Hertz, SCTEA President

3-11-16
Date

Transportation Salary Schedule 2016-2017

Step	TA Amount	TB Amount	TC Amount
1	12.38	14.14	18.35
2	12.75	14.56	18.90
3	13.26	15.13	19.64
4	13.75	15.70	20.37
5	14.25	16.26	21.11
6	14.74	16.83	21.84
7	15.24	17.39	22.57
8	15.73	17.96	23.31
9	16.23	18.53	24.04
10	16.60	18.96	24.59
11	17.09	19.51	25.32
12	17.59	20.07	26.05
13	18.08	20.64	26.79
14	18.58	21.21	27.52
15	19.20	21.92	28.44
16	19.69	22.48	29.18
17	20.19	23.05	29.91
18	20.56	23.47	30.47
19	20.93	23.90	31.01
20	21.31	24.32	31.57
	Monitors	Dispatcher Fueller/Lot Attendent	Mechanic

Step	TD Amount
1	12.01
2	14.00
3	14.92
4	15.92
5	16.80
6	17.80
7	18.80
8	19.72
Drivers	

Employees advance one step on the schedule
Total Average Increase for 16-17 is 4.0%
TD Step 8 - Increase is 1.5%

Transportation Salary Schedule 2017-2018

	TA	TB	TC
Step	Amount	Amount	Amount
1	12.75	14.56	18.90
2	13.13	15.00	19.47
3	13.66	15.58	20.23
4	14.16	16.17	20.98
5	14.68	16.75	21.74
6	15.18	17.33	22.50
7	15.70	17.91	23.25
8	16.20	18.50	24.01
9	16.72	19.09	24.76
10	17.10	19.53	25.33
11	17.60	20.10	26.08
12	18.12	20.67	26.83
13	18.62	21.26	27.59
14	19.14	21.85	28.35
15	19.78	22.58	29.29
16	20.28	23.15	30.06
17	20.80	23.74	30.81
18	21.18	24.17	31.38
19	21.56	24.62	31.94
20	21.95	25.05	32.52
	Monitors	Dispatcher Fueller/Lot Attendent	Mechanic

	TD
Step	Amount
1	12.91
2	14.42
3	15.37
4	16.40
5	17.30
6	18.33
7	19.36
8	20.02
Drivers	

No step advance

Total Average Increase is 3% (No step)

TD Step 8 - Increase is 1.5%