

St. Charles Transportation Education Association
Collective Bargaining/Master Agreement
Effective July 1, 2024 through June 30, 2026

As reported by the spokesperson for the St. Charles Transportation Education Association (SCTEA) and the Board Administration Team, each individual item below and the Master Agreement was agreed to. As such, these items are jointly submitted to the Board of Education for approval at the regularly scheduled March 14, 2024, Board of Education meeting.

10

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75 **ARTICLE I: Activity Trips**

76 **A. Bidding**

- 77 1. Trip list will be reset every trimester (per academic calendar)
- 78 2. When calculating a new driver's rotation in trip seniority, the total number of trips
- 79 awarded for the current trimester will be divided by the total number of drivers who
- 80 have participated in the current trimester. This will be used as the number of trips a new
- 81 driver begins with.
- 82 3. The activity driver/part time driver will get preference over a route driver whose third tier is
- 83 standby status.

84 **B. Summer**

- 85 1. Summer activity assignments handled separately by seniority

86 **C. Notification of Trips**

- 87 1. The Director of Transportation or designee will notify by email and text all drivers of
- 88 the assigned trip.

89 **D. Expenditure for Meals**

90 Drivers on trips which last at least 8 hours in duration will be entitled to meal reimbursement
 91 per established district guidelines. The current (2015-16) meal reimbursement rate is \$20 for
 92 breakfast, \$20 for lunch and \$35 for dinner. Itemized receipts must be submitted to be eligible
 93 for reimbursement.

94 **ARTICLE II: Attendance /Reporting**

95 **A. Call-in Procedure**

- 96 1. Utilize current AM and PM call-in procedure; call-in absences must talk with dispatchers
- 97 or directors
- 98 2. Allow a 2-shift 5:45 AM single call-in; If feeling better you may call prior to noon to see if
- 99 you are needed.
- 100
- 101

102 **B. Maximize Attendance**

- 103 1. Drivers and monitors will have the opportunity during the school year of earning 3 times
- 104 per year a presentee-ism incentives (\$150 each trimester) for perfect attendance (no use
- 105 of sick leave)
- 106 2. Accrue sick leave at one day per month (first payroll of the month) as you work.
- 107 Continue attendance committee
 - 108 ▪ Consider other attendance incentives
 - 109 ▪ Consider requirements for doctors' notes after a certain number of
 - 110 absences.
- 111
- 112

113

C. Perfect Attendance Incentive

114

1. Need Incentive Committee (SCTEA President and Director of Transportation) to recognize attendance and safety.

115

116

- Employee of the month – Need process

117

- Parking spot for perfect attendance

118

- Lunch w/Superintendent

119

- Educate people about purpose of sick days

120

- District promotional items that may be available

121

2. Personal days will not count against an employee's perfect attendance.

122

123

D. Time Keeping Program

124

The technology department will provide an additional computer for the break room;

125

possible two and Gmail icons will be added. The Assistant Superintendent for Business and

126

Technology will find out if there is a view-only screen for employees to check time records.

127

128 ARTICLE III: Bidding Routes/Transfers

129

A. Bidding Processclimate

130

1. Bid at the beginning of year by seniority and limit one bid up per year. Routes vacated during the year will be posted for bid for five working days. Results will be posted.

131

132

2. An employee may bid a route at the annual bid even if they are out on leave if their doctor releases them for work within 30 days of the annual route bid date.

133

134

B. Newly Created Position

135

1. The district will follow board policy regarding the posting of positions, personnel reassignments, etc.

136

137

2. It was acknowledged that when unique circumstances occur, better communication to staff would be beneficial

138

139

140 ARTICLE IV: Climate Committee

141

A. BCC/Group Discussion

142

1. A district committee will be formed to review the BCC/Group Discussion processes and consider recommendations that include:

143

- Re-Train staff

144

- Re-visit form

145

- Talk to all staff about what it is and how it works for both processes

146

- Examine what goes to climate committee

147

- Make a building rep a gatekeeper.

148

- Certified discussion group must go to principal first – gatekeeper can reinforce

149

- Lunch (principal and building rep) – touch bases

150

- One training for all (staff and admin) on a yearly basis

151

- Anonymous only at climate committee level, not when it goes to gatekeeper

152

- 153 ● No verbal – must be written
- 154 ● Review the process / redefine process
- 155 2. A committee (Admin/SCEA/SCESSA/SCTEA) will develop the plan and have ready by
- 156 August 1, 2017
- 157 3. Reduce the amount of time that committee meets (meet every other month)
- 158 4. Other options Transportation Building Climate Committee can consider:
- 159 ● Free lunch from SCTEA
- 160 ● Extra uniform shirt
- 161 ● Recognition at transportation banquet.

162 **ARTICLE V: Contract/Workdays**

- 163 A. Drivers/monitors will reduce their total number of workdays by 4 days within the next 4
- 164 years by utilizing one of the following options of reducing workdays.
- 165 ● 1 day/4 years = first workday for 4 years
- 166 ● 1 day/2 years & 2 days/1year = first workday for 2 years, and then first and
- 167 second workday in the following year.
- 168 ● 1 day/1 year and 3 days/1 year = first workday for 1 year, and then
- 169 first/second/third workday in the following year.
- 170 ● 2 days/2 years = first and second workday of each year for 2 years.
- 171 ● 4 days/1 year = first/second/third/fourth workday for one year (all upfront in a
- 172 row)
- 173 B. Drivers/monitors can add to reduction of numbers, but can't go back and add workdays
- 174 C. Drivers/monitors must give declaration on workdays by June 1st each year.
- 175 D. When the district calls off school and/or declares an AMI day, the transportation
- 176 department employees will be paid.

177 **ARTICLE VI: District Committees**

- 178 1. Each district committee will have a SCTEA appointed representative invited to attend.

179 **Article VII: Duration**

- 180 A. All previous agreements negotiated will be honored within this document.
- 181 B. Duration of Agreement – 2024-2026
- 182 a. 2-year salary, 2024-2026
- 183 b. 2-year language, 2024-2026
- 184 c. Open up salary and language after one year in 2025 if SCTEA and district
- 185 administration cannot find a resolution to an issue discussed at the monthly Central
- 186 Office administration and SCTEA leadership meeting with up to 2 issues using the IBB
- 187 process.
- 188 d. A notice of intent to open negotiations must be provided to both parties by
- 189 December 1, 2024.

190
191

192

193 **ARTICLE VIII: Extra Duty Work**

- 194 1. Every Trimester a list will be posted of extra duties as needed (ie, wash buses, drive
195 buses to be worked on, sanitize buses, etc...), non-job description duties, and assigned
196 by seniority on a rotating basis.
197 2. Emergency duties will be called out on the radio and assigned by seniority.

198 **ARTICLE IX: Handbook**

199 **A. Updating**

- 200 2. Reconvene the handbook committee with reps from district and transportation – all
201 stakeholders represented as much as possible.
202 a. Mutually agreed upon by department/union and administration

203 **3. Finalizing current pilot activity bidding process**

- 204 a. Replace process in handbook with pilot process currently used – in handbook
205 committee

206 **ARTICLE X: Holidays**

- 207 A. Pay for 2 additional holidays within the current work calendar. Total of 3 paid holidays
208 per year. (Labor Day, Martin Luther King Day and President’s Day)
209

210 **ARTICLE XI: Interest– Based Bargaining (Negotiations)**

- 211 Administration/SCEA/ SCESSA/SCTEA will review and make recommendations no later than
212 November 2017 for revisions to Board Policy GCQDA that references dates and processes that
213 are no longer standard practice that need to be updated.

214 **ARTICLE XII: Leaves**

215 **A. Maternity/paternity leave will increase up to:**

- 216 a. 7 weeks of unpaid leave (unless you have accrued sick leave), plus an additional
217 conversion week (3 personal days, including up to 2 sick days converted to personal)
218 can be used for regular birth.
219 b. 9 weeks of unpaid leave (unless you have accrued sick leave), plus a conversion week
220 (3 personal days, including up to 2 sick days converted to personal) can be used for c
221 -section birth.

222 **B. Transportation Medical Leave**

- 223 a. Drivers/Monitors work 900 hours in a year.
224 b. If a driver/monitor needs to be out long term for;
225 i. the birth of a child, or placement of a child for foster care or adoption
226 ii. employee’s serious health condition
227 iii. employee is needed to care for; spouse, parent, child under age 18 or
228 child 18 or older and incapable of self care

- 229 To be eligible for FMLA type job protection (Transportation Medical Leave) the employee
230 must work 900 hours in the previous 12 months.

231 **ARTICLE XIII: Master Agreement**

- 232 1. Annually demonstrate access (at a regular safety meeting)
 233 We do have all agreements together on one site (on District website)
 234 2. Paper w/steps (cheat sheet) on how to access on the District website will be
 235 created/given out
 236 3. Email steps to all Transportation employees on how to access the District website
 237 4. Form a committee to work on combining agreements into one document and bring it
 238 back at next year's negotiations.
 239

240 **ARTICLE XIV: Progressive Discipline**

241 **A. Minor Incidences**

242 This concern was discussed. Progressive discipline has flexibility based upon length of time
 243 between incident and severity of incidents.

244 **ARTICLE XV: Recognition/Rights**

245 **A. Unit Recognition**

246 On August 30, 2012, MNEA (Missouri National Education Association) was designated and
 247 selected by the majority of the employees of the St. Charles School District, in the unit
 248 described below, as their exclusive bargaining representative. Pursuant to Section 105.525,
 249 RSMo. 2000, Missouri National Education Association is the exclusive representative of all
 250 the employees with this unit for the purpose of discussions with respect to salaries and
 251 other conditions of employment. The unit is defined as: All full-time and part-time bus
 252 drivers, monitors, dispatchers' mechanic and lot attendance/fuelers.
 253

254 **B. Meetings with Administrators/Supervisors**

255 In all staff-administrator conferences dealing with documented performance concerns
 256 associated with the staff member's evaluation, or other areas of documented concern,
 257 transfer, suspension, or dismissal, the staff member shall be informed in advance of the
 258 purpose of the meeting. Staff members will be allowed up to 3 working days to obtain
 259 appropriate representation (building representative, colleague, etc.). If needed or if time
 260 sensitive, administrators may make arrangements for bus coverage for a representative to be
 261 at the meeting. Exceptions to this practice will be made at the discretion of the
 262 Superintendent or designee.

263 **C. Payroll Deduction**

264 The district will adhere to the agreement that was in place with SCTEA and employees upon
 265 joining and authorizing payroll deductions. Payroll deductions cannot be stopped mid-year if
 266 that is prohibited by, and clearly and visibly stated on the agreement signed by the
 267 employee. In such cases, the Superintendent will obtain documentation from the SCTEA
 268 Treasurer showing that the employee received clear written notice that payroll deductions
 269 could not be terminated in the course of the school year and will authorize continuation of
 270 the deductions through the end of the school year.
 271
 272

273 **ARTICLE XVI: Seniority and Seniority List**

- 274 1. Driver Trainee; seniority date is the date they pass their CDL.
- 275
- 276 2. Bus Driver Candidates who are hired with their CDL, seniority date is the date they
- 277 are approved by the Board.
- 278
- 279 3. The Director of Transportation will post a paper of the seniority list and will update
- 280 every time someone is hired or leaves employment. It will also be shared
- 281 electronically as a Google document for transportation department staff.
- 282
- 283 4. A document will be created to record the date of the first regular assignment
- 284 (attached). A regular assignment may be created after all requirements are met
- 285 including CDL and other designated licensing endorsements as well fingerprinting for
- 286 background check. This date will be utilized as the date of eligibility for seniority.
- 287 Employee and director will sign and date the document. Seniority is available to full
- 288 time and part time drivers and monitors. Substitute drivers are not eligible for
- 289 seniority. Seniority will be assigned alphabetically if multiple employees have the
- 290 same seniority date.

291 **ARTICLE XVII: Sick Leave Payout**

292 The sick leave payout policy GDBDA will be revised as follows:

293 Classified employees who have full time equivalent (FTE) years of service (combined part-

294 time and full-time FTE, this service does not have to be continuous) in the St. Charles School

295 District, as outlined below, will be paid for any unused AFD (absence from duty) leave **(up to**

296 **1440 hours)** with the notification of intent to retire/resign/separate with proper written

297 notice according to the following schedule: **(language goes into effect April 15, 2022)**

	Notification 90 days	Notification 60 days	Notification 30 days
1-9 FTE equivalent years of service	\$6/hour	\$5/hour	\$4/hour
10-19 FTE equivalent years of service	\$7/hour	\$6/hour	\$5/hour
20 or more FTE equivalent years of service	\$8/hour	\$7/hour	\$5/hour

- 298 A. Payments will be made within 60 days of the employee’s separation from the district. If
- 299 notice is not possible, the Board may make an exception to this policy.
- 300 B. In case of the death of an employee to whom pay for unused leave is owed pursuant to
- 301 Board policy, the unused leave will be paid to an individual designated by the employee.
- 302 The designation will be assumed to be the same one made by the employee during the
- 303 annual benefits open enrollment process unless the employee otherwise notifies HR of an
- 304 alternate designation. If no designation is made, unused leave will not be compensated.

305 **ARTICLE XVIII: Training**

306 **A. Discipline on Busses**

307

308

1. Staff (teachers, paras, administrators) could ride busses at the beginning of the year

309

2. Drivers could come to buildings to provide training for students

310

3. Identify and provide training for children and drivers (Ed Plus “Wheels on the Bus” is a possible option)

311

312

- Before the opening of the next school year, the Assistant Superintendent for Business and the Transportation Director will meet with staff to identify training and other helpful ideas to resolve the issue

313

314

315

- Through the Climate Committee and safety meetings the Transportation Director will work with staff to identify areas of training.

316

317

Consider scheduling follow-up times through the year on initial training

318

- Review the schedule for training days at the beginning of the year

319

4. Assigned seats may be helpful

320

5. Flexibly assign monitors when possible and needed

321

6. Notify principals of problems

322

7. Use consistent safety rules

323

8. Strength communications between the principal/administrators with drivers-orientation for students on how to ride the bus

324

325

9. Strategic placement of monitors (extra support) (Maybe teachers/para/nurse/custodian would want to ride the bus)

326

327

10. Training of drivers and monitors

328 **ARTICLE XIX: Salary and Compensation**

329

A. Proposed salary schedule: 2024-25

330

- All current transportation employees will be placed on their years of experience step on the new salary schedule as it is based on 1-7 years

331

332

- All half years and less of experience will be rounded down (For example: A person with 4.5 years experience will be placed on the 4th step.)

333

334

- All current and potential employees with over a half year of experience will round up to a full year.

335

336

For the 2025-26 school year:

337

- Every employee will take a step

338

339

B. 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 90 days and another \$250 after 180 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.

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C. Board paid health, dental and vision insurance for all full-time employees.

347

D. Experience pay for all potential employees will match verified years of experience.

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- All half years and less of experience will be rounded down (For example: A person with 4.5 years experience will be placed on the 4th step.)
- All potential employees with over a half year of experience will round up to a full year.

354 **ARTICLE XX: Uniforms**

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- All new employees will receive 3 shirts and a new coat.
- All current employees will receive \$150 yearly to purchase needed uniforms.

357 **Attachments:**

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- 1) Salary Schedules for 2024-25 and 2025-26
- 2) Early Separation Agreement (2013-14 only)
- 3) Record of First Date of Seniority Eligibility Form

378

SCTEA Salary Schedule for 2024-25 and 2025-26

	Driver	Dispatcher	Fuel/Lot Attendant	Mechanic	Monitor
Start	20.88	16.84	15.89	20.63	15.00
1st Year	21.76	18.56	17.51	22.75	16.28
2nd Year	22.64	20.28	19.13	24.87	17.56
3rd Year	23.52	22.00	20.75	26.99	18.84
4th Year	24.40	23.72	22.37	29.11	20.12
5th Year	25.32	25.44	23.99	31.23	21.40
6th Year	26.20	27.16	25.61	33.35	22.68
7th Year	27.08	28.88	27.23	35.47	23.32

379

380 For the 2024-25 school year, all employees will be placed on their years of experience step.

381 For the 2025-26 school year, all employees will move one (1) step.

382 All employees, within the SCTEA bargaining unit, who have reached the 7th year on their column may
383 receive an increase either a percentage (%) or a dollar amount negotiated annually.

384 District will continue to provide district-paid health, dental, and vision plans to all full-time employees.

385

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398 **ST. CHARLES R-VI SCHOOL DISTRICT**
399 **EARLY SEPARATION INCENTIVE PLAN (ESIP)**
400 **(Classified Employees – Participation During the 2013-2014 School Year)**

401 **Purpose**

402 The purpose of this Early Separation Incentive Plan (ESIP) is (1) to provide a financial incentive
403 to classified employees who elect early separation from the St. Charles R-VI School District and
404 (2) to provide a cost savings to the District.

405 **Eligibility Requirements**

406
407 This plan is offered for the 2013-2014 school year **only**. The following **one-time** Early
408 Separation Incentive Plan (ESIP) will be available to classified employees who meet the
409 following criteria and therefore are considered eligible:

410

411 ● Eligibility:

- 412 1. The recipient of the retirement benefit must be a classified employee; and
413 2. The recipient must have at least five (5) years of service with the District as
414 determined by the criteria outlined in Years of Service below; and
415 3. The recipient must be eligible for retirement under one of the following PEERS
416 retirement categories:

417

418 PEERS normal retirement, full benefit formula. To be eligible under this category, the
419 employee must:

420

421 a) have at least five (5) years of creditable service under PEERS (five (5) as required by
422 PEERS, including the five (5) years of service with the District), and must be at least
423 sixty (60) years of age; or

424 a) have at least thirty (30) years of creditable service under PEERS, at any age; or

425 b) have any combination of age and creditable service that equals or exceeds eighty (80)
426 pursuant to the Rule of 80, as promulgated by PEERS.

427

428 Early retirement - 25-and-Out- Employees who retire under PEERS early retirement,
429 25-and-out option must:

430

- 431 a) be under age 55; and
432 a) have at least twenty-five (25) (including the five (5) years of service with the District)
433 but fewer than thirty (30) years of creditable service under PEERS; and
434 b) not qualify for the Rule of 80, as promulgated by PEERS.

435

436

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440 DL0172916

441 Version – March 11, 2013

442

443 Early retirement - age reduction factor applied to full benefit formula: Employees who retire
444 under the PEERS full benefit formula, with the age reduction factor applied, must:

445 a) have at least five (5) years of creditable service under PEERS (five (5) as required by
446 PEERS, including the five (5) years of service with the District); and

447 b) be at least fifty-five (55) years of age.

448 ● Classified employees may choose any retirement option listed above under “Eligibility”
449 above.

450 ● If an eligible classified employee does not submit a written application and signed
451 Separation Agreement by the dates stated in the policy, the employee waives the right to
452 do so henceforth.

453 ● Classified employees who already qualify for retirement under any of the options
454 identified above have automatic eligibility for the plan if they meet the District service
455 minimum of five (5) years; however, they are required to submit the written application
456 and signed Separation Agreement as required by the policy.

457

458 **Years of Service**

459 For purposes of this ESIP policy only, “Years of Service” shall mean the sum of all full or partial
460 consecutive years during which the employee was employed by the St. Charles R-VI School
461 District and for which the employee received service credit under PEERS for such employment.
462 The number of years of service shall be determined by the employee’s PEERS retirement credit
463 records in the employee’s personnel file.

464 **Separating at the End of the 2013-2014 School Year**

465 The District will remit a one-time payment, as provided below, to each eligible employee who
466 has elected to participate in the ESIP. The Human Resource Office will generate a list of
467 potentially eligible employees and, based upon known information, contact these employees.
468 However, the District shall not be responsible for the omission of any potentially eligible
469 employee from the list. Each employee is solely and entirely responsible for determining
470 whether he or she may be eligible to participate in this Plan, and for submitting the required
471 documents in accordance with the timelines established herein.

472

473 Potentially eligible employees who desire to separate at the end of the 2013-14 school year must
474 apply to the Human Resources Office for the ESIP benefit no later than December 1, 2013. The
475 Human Resources Office will make a final eligibility determination and will notify all applicants
476 whether they qualify for the ESIP benefit for that year. Employees who do not qualify for the
477 ESIP benefit will not be eligible to participate in this one-time plan. Only the names of eligible
478 employees who have complied with all requirements under this Plan will be submitted to the
479 Board of Education for approved participation in this ESIP.

480

481 **Final School Year of Employment**

482 “Final School Year of Employment” shall mean full-time employment for the last full school year
483 with the District and shall be designated as “Final School Year of Employment.”

484 DL0172916

485 Version – March 11, 2013

486 Separation Agreement

487 In return for the financial incentive provided under this policy, the employee shall enter into a
 488 Separation Agreement with the District, releasing the District, its affiliates and subsidiaries,
 489 together with their respective current and former members, directors, officers, agents, and
 490 employees, and their attorneys and insurers, from any and all claims or other causes of action the
 491 employee may have against them. The signed Separation Agreement shall be submitted to the
 492 office of Human Resources no later than 4:00 p.m. on December 1, 2013.

493

494 Payment of Retirement Incentive

495 The ESIP will be a one-time payment in an amount to be determined by the following schedule,
 496 which is based upon years of service in the District, as defined above:

497	<u>Service</u>	502	
498		503	<u>Benefit</u>
499	5-9 Years of Service	504	\$3,500
500	10-19 Years of Service	505	\$7,000
501	20 or More Years of Service	506	\$10,500

507

508 The payment will be made on or before January 31st of the calendar year immediately following
 509 the date of Employee's separation from the District.

510

511 Completion of the Final School Year of Employment

512 To be eligible for the payment to be made under this policy, the employee must be compensated
 513 for every scheduled work day of the Final School Year of Employment, except as may be
 514 otherwise required by law. The ESIP benefit will be prorated for days not compensated or
 515 otherwise approved by the Board of Education during the Final School Year of Employment.

516

517 Survivorship

518 All benefits outlined within this ESIP will terminate upon the death of the individual employee.
 519 Therefore, the designation of beneficiaries is inapplicable to this ESIP.

520

521 Other Provisions

522 Eligible classified employees have five windows of eligibility for the Early Separation Incentive
 523 Plan: 5 years of creditable service and at least 60 years of age; 30 years of creditable service;
 524 eligibility for retirement through the Rule of 80; early retirement - 25-and-out; or the early
 525 retirement - age reduction factor applied to full benefit formula.

526

- 527 ● If a classified employee does not submit a written application and signed Separation
 528 Agreement by the dates stated, the classified employee waives the right to do so for the
 529 duration of this ESIP.

530

531 DL0172916

532 Version – March 11, 2013

- 533 ● The Early Separation Incentive Plan is available only to eligible employees who apply no
534 later than December 1, 2013.
535
- 536 ● For purposes of this policy, a certified employee is an employee who is required by law or
537 by the District to have a teaching or administrative certificate issued by the Missouri
538 Department of Elementary and Secondary Education to serve in the employee's position.
539
- 540 ● In the event that a classified employee also happens to hold a certificate, the employee
541 shall be eligible only for the benefits provided under the ESIP for classified employees.
542

543 **Buy Back Option**

544

545 Employees may become eligible for the Early Separation Incentive Plan through buying back
546 PEERS service only if a buy back occurs and is completed by the notice date, December 1, 2013.
547

548

548 **Withdrawal of Notice**

549 Once the employee has submitted his/her notice of intent to elect early separation, the employee
550 will be permitted to withdraw such notice only in accordance with the terms of the Early
551 Separation Agreement or in emergency situations, subject to approval of the Board of Education.
552

553

553 **Advice of Counsel and Tax Preparer**

554 Participants in the Early Separation Incentive Plan should seek advice of counsel and their own
555 tax preparer prior to signing the Separation Agreement. The law regarding treatment of
556 separation payments is complex and changes from year to year. The District is not responsible
557 for providing legal or tax advice to employees regarding the Early Separation Incentive Plan or
558 the Separation Agreement. It is the employee's responsibility to obtain such advice in sufficient
559 time to submit all applications and forms, as well as the signed Separation Agreement, in
560 accordance with the deadlines established under this Plan.

561

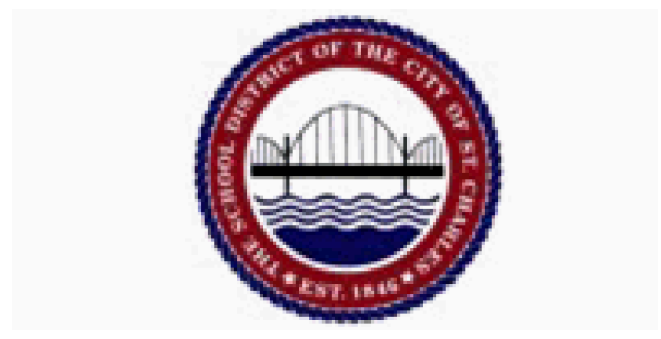
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563 Version – March 11, 2013

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St. Charles School District
Transportation Department
Record of First Date of Seniority Eligibility



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Employee Name _____

Employee Position _____

Date of First Regular Assignment _____

Employee Signature Date

Director Signature Date

598
599

2024-2026 Negotiations Items

600

601

Transportation Negotiations

602

2/21/2024

603 SCTEA Team

SCSD Team

604 Rodney O'Neal

Rodney Lewis

605 Eric Copeland

Jason Sefrit

606 Theresa Dillow

Jeremy Shields

607 Michael Vineyard

Jack Williamson

608 Antoinette Kidd

Steve Wilson

609 India Barnes-Dobbins

Stan Fowler

610 Dean Meyer

Robert Anderson

611 Lisa Blaha

Karen O'Hearn

612

Kathy Beerman

613

Review 2022-2024 Negotiations

614 1. SCTEA (all NEA leadership) will be invited to all district committees

615 2. Uniforms

616 ● All new employees will receive 3 shirts and a new coat.

617 ● All current employees will receive \$150 yearly to purchase needed uniforms.

618 3. Personal Day

619 ● Personal days will not count against an employee's perfect attendance

620 4. Trip Notification

621 ● The Director of Transportation or designee will notify by email and text all drivers of
622 the assigned trip

623 5. Wages

624 ● Proposed salary schedule

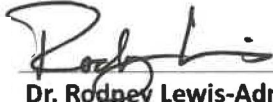
625 ● All current transportation employees will be placed on their years of experience step on
626 the new salary schedule as it is based on 1-7 years627 ● All half years and less of experience will be rounded down (For example: A person with
628 4.5 years experience will be placed on the 4th step.)629 ● All current and potential employees with over a half year of experience will round up to
630 a full year.

631 ● 2nd year (25-26)-every employee will take a step

632

- 633 6. FMLA - job protection for drivers and monitors
634 • To be eligible for FMLA type job protection (Transportation Medical Leave) the employee
635 must work 900 hours in the previous 12 months.
- 636 7. Retain and attract employees to the district-Holiday Pay
637 • Pay for 2 additional holidays within the current work calendar. Total of 3 paid holidays
638 per year. (Labor Day, Martin Luther King Day and President's Day)
- 639 8. Extra Duty Work
640 • Same way trips are done
641 • Post list every trimester-post extra duty(non-job description duties) assigned by seniority
642 on a rotating basis
643 • Emergency duties put out on the radio and done by seniority
- 644 9. Seniority Start date
645 • Driver Trainee; seniority date is the date they pass their CDL
646 • Bus Driver Candidates who are hired with their CDL, seniority date is the date they are
647 Board approved.
- 648 10. 2-year salary, 2024-2026
649 • 2-year language, 2024-2026
650
- 651 11. Open up language after one year in 2025 if SCTEA and district administration
652 cannot find a resolution to an issue discussed at the monthly Central Office
653 administration and SCTEA leadership meeting with up to 2 issues using the IBB
654 process.
655 • A notice of intent to open negotiations must be provided to both parties by
656 December 1, 2024.

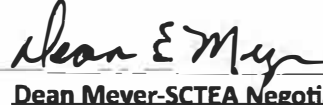
The following signatures indicate a tentative agreement has been reached by the union and the district.



Dr. Rodney Lewis-Administration Chair

03/08/2024

Date

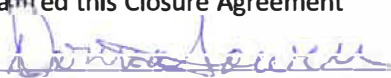


Dean Meyer-SCTEA Negotiations Chair

03/08/2024

Date

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



Donna Towers- BOE President

3/14/24

Date



Dean Meyer-SCTEA President

03/14/2024

Date