

**TRANSPORTATION EMPLOYEES**  
**COLLECTIVE BARGAINING AGREEMENT**

**Effective July 1, 2018 – June 30, 2019**

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 8, 2018 Board of Education Meeting.

**Board/Administration Team**

Jeff Marion, Superintendent  
\*Jason Sefrit, Assistant Superintendent  
Sherri Bickmeyer, Board Member  
Julie Williams, Principal Lincoln  
Cindy Priest, Transportation Director

**SCTEA Team**

\*Runi Hertz  
Mike Schiller  
Dale Burkhart  
Jill Wooldridge

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

### **How can we address holiday pay?**

- Pay time and a half on federal holidays (when school is not in session)

### **How can we ensure that “high needs” (SPED) routes are assigned/staffed appropriately to facilitate a safe and orderly bus environment?**

- Director can designate up to 4 SPED bus routes as high need. There will be an informational meeting for interested drivers & monitors
- Do a separate bidding process by seniority for the designated SPED routes. Director of Transportation can veto a bid.
- Anyone vetoed can bid on another SPED route not designated high need or any other route.
- The designated high need SPED routes will be bid separately and before the bidding takes places for the other SPED and regular routes.

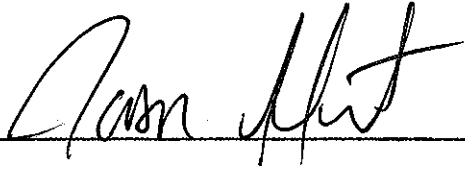
### **How can we improve on the August open route bid?**

- Post all routes at least full day ahead
- Informational meeting & designated SPED routes (up to 4) bid on first day (afternoon)
- Other SPED routes / Regular routes bid on second day

### **How can we continue to retain and attract quality staff?**

- Driver steps 2-8 receive 3%
- Monitors, mechanics, fueler, dispatcher receive a step + .5% which equals 3%
- A salary committee will be created to work on possible salary structures that ensure steps can be taken for future years. (Meeting will take place in the training room at the Transportation Depot to encourage participation of all transportation employees.)

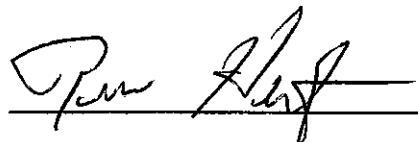
**Honoring Previous Agreements: *The District agrees to honor previous agreements to the extent supported by state and federal law and St. Charles School District Board policy.***

  
\_\_\_\_\_

Jason Sefrit, Assistant Superintendent – HR  
Board Team Chairperson

3/9/18

Date

  
\_\_\_\_\_

Runi Hertz, SCTEA Team Chairperson

3/9/18

Date

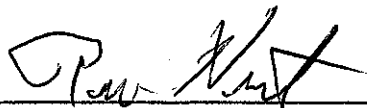
**The following signatures reflect that the Board of Education has voted to approve and the SCTEA has ratified this Closure Agreement.**

  
\_\_\_\_\_

Josh Kean, BOE President

3/8/18

Date

  
\_\_\_\_\_

Runi Hertz, SCTEA President

3/9/18

Date

## Transportation Pay Schedule 2018-19

**TA, TB, TC Step +.5%;**

**TD No Step + 3%**

	TA Step	TB Step	TC Step
1	\$ 12.81	\$ 14.63	\$ 18.99
2	\$ 13.20	\$ 15.08	\$ 19.57
3	\$ 13.73	\$ 15.66	\$ 20.33
4	\$ 14.23	\$ 16.25	\$ 21.08
5	\$ 14.75	\$ 16.83	\$ 21.85
6	\$ 15.26	\$ 17.42	\$ 22.61
7	\$ 15.78	\$ 18.00	\$ 23.37
8	\$ 16.28	\$ 18.59	\$ 24.13
9	\$ 16.80	\$ 19.19	\$ 24.88
10	\$ 17.19	\$ 19.63	\$ 25.46
11	\$ 17.69	\$ 20.20	\$ 26.21
12	\$ 18.21	\$ 20.77	\$ 26.96
13	\$ 18.71	\$ 21.37	\$ 27.73
14	\$ 19.24	\$ 21.96	\$ 28.49
15	\$ 19.88	\$ 22.69	\$ 29.44
16	\$ 20.38	\$ 23.27	\$ 30.21
17	\$ 20.90	\$ 23.86	\$ 30.96
18	\$ 21.29	\$ 24.29	\$ 31.54
19	\$ 21.67	\$ 24.74	\$ 32.10
20	\$ 22.06	\$ 25.18	\$ 32.68

	TD Step
2	\$ 14.85
3	\$ 15.83
4	\$ 16.89
5	\$ 17.82
6	\$ 18.88
7	\$ 19.94
8	\$ 20.62

Drivers

Dispatcher  
Fueller/Lot  
Attendent      Mechanic  
Monitors

3% Average Increase. TA, TB, TC will take a step (if able) + .5%  
TD will not take a step, but will have 3% added to each cell.

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