

**AGREEMENT BETWEEN**  
**ST. JOHNS BOARD OF EDUCATION**  
**And**  
**ST. JOHNS SCHOOL BUS DRIVERS' ASSOCIATION**  
**2004 - 2007**

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## **AGREEMENT**

This Agreement is entered into this July 1, 2004 by and between the Board of Education of the St. Johns Public Schools, (hereinafter referred to as the Employer), and the St. Johns School Bus Drivers' Association (hereinafter referred to as the Association).

## **PREAMBLE**

WHEREAS, the Employer and the Association recognize their rights and obligations pursuant to the Michigan Public Employment Relations Act and the statements of policy contained therein; and

WHEREAS, the Employer and the Association have entered into good faith negotiations and reached agreement upon wages, hours, and other terms and conditions of employment;

The Employer and the Association do hereby set forth and memorialize this their full agreement.

**ARTICLE I**  
**RECOGNITION**

A. Pursuant to Michigan Public Employees Relations Act, MCL 423 210 et seq, as amended, the Employer hereby recognizes the Association as the sole and exclusive bargaining agent for its employees in the bargaining unit defined as: All bus drivers driving regularly scheduled routes, but excluding supervisors, administrators, substitute bus drivers, drivers scheduled to work less than two and one-half (2.5) hours per day, transportation supervisor, mechanics, and all other employees.

B. The Employer agrees not to negotiate or extend the benefits of this agreement to any Drivers' organization other than the Association for the duration of this Agreement.

C. The term "employee or driver", singular or plural, when used hereinafter in this Agreement, shall mean a member of the bargaining unit as defined hereinabove. References to one gender shall include the other.

D. The Employer during the term of this Agreement will deduct Association dues from the pay of an employee, who freely and voluntarily executes a written authorization for the deduction, in the amount indicated on the authorization form during the term of this Agreement. An employee may at any time elect to cease membership in the Association and pay the representation fee. An employee may renew deduction of Association dues each year of this Agreement by providing written authorization under the same terms and conditions set forth hereinabove. The deduction shall be made each pay period. The total amount deducted shall be remitted to the Secretary-treasurer of the Association by check not later than the next pay period following the deduction. The Employer will furnish the Secretary-Treasurer of the Association a monthly record of those from whom deductions have been made, together with the amount of such deductions.

Any employee who is not a member of the Association or who does not make application for membership within thirty days from the date of commencement of employment, shall as a condition of employment, pay a fee to the Association an amount not to exceed the membership dues of the Association. The employee may authorize payroll deduction for such fee in the same manner as provided for Association dues hereinabove. In the event that an employee shall not pay such fee directly to the Association or authorize payment through payroll deduction, as provided, the Employer shall commence action to terminate the employment of such employee. The parties expressly recognize the failure of any employee to comply with the provision of this Article as just and reasonable cause for discharge of employment.

The Association agrees to indemnify and hold the Employer harmless against any and all claims, demands, costs, awards suits or other forms of liability including but not limited to back pay, damages, and all court or administrative agency costs that may arise out of or by reason of any action taken by the Employer for the purpose of complying with this Section. It is specifically and expressly agreed that payment of any of the above shall be made directly from the Association to the demanding party and at no time shall the Employer be obligated to pay out any monies for any reason relating to the provisions of this Section.

**ARTICLE II**  
**RIGHTS OF THE EMPLOYER**

It is agreed that the Employer hereby retains and reserves unto itself, without limitation all the powers, rights, authority, duties and responsibilities enumerated in the School Code and conferred upon and vested in it by the laws and the Constitutions of the State of Michigan and the United States, including, and without limiting the generality of the foregoing, the rights to:

1. The executive management and administrative control of the school district, its properties, equipment, facilities, and operations and to direct the activities and work of its employees;
2. Hire all employees and determine their qualification;
3. Promote, transfer and assign all employees;
4. Determine the size of the work force, and to expand or reduce the work force;
5. Establish, eliminate, continue and/or revise reasonable work rules, regulations and personnel policies;
6. Dismiss, demote and discipline employees pursuant to just cause;
7. Establish, modify or change any work, business or school schedules, hours or days;
8. Determine the services, supplies and equipment to conduct its operation, including the distribution thereof, establish standards of operation and performance, and determine the means, methods and processes of performing and/or accomplishing the work to be done, including the assignment and distribution of tasks and work among the work force.
9. Determine the number and location or relocation of its facilities, including the establishment or relocations of new schools, buildings, departments, divisions thereof and the relocation or closing of offices, departments, divisions or subdivisions, buildings or other facilities.
10. Determine the financial policies, including all accounting procedures, and all matters pertaining to public relations and determine the size of its administrative organization, its functions, authority, amount of supervision and table of organization.

The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Employer shall be limited only by the specific and express terms of this Agreement.

**ARTICLE III**  
**ASSOCIATION RIGHTS**

- A. The Association shall have the right to use school facilities for meeting upon proper facility authorization by the Director of Operations when such use will not interfere with previously scheduled activities; and school office equipment, with exception of the school bus radios, when not otherwise in use, shall be made available for Association use. Costs of materials and supplies incident to equipment use will be met by the Association. Assessment of costs will be determined by the Director of Transportation and Association President.
- B. Authorized representatives of the Association shall have the right to transact official Association business on school property during off duty time.
- C. The Association shall have the right to use regular mail services for purposes of communication and the right to post communications to its members in the usually administrative posting place in each building.
- D. The Employer agrees to make available to the Association in response to reasonable written requests, information relating to the financial resources of the district and other information necessary for the preparation of contract proposals or the processing of grievances.
- E. If negotiations are held during regularly scheduled routes, the Association President and one (1) representative will be paid for all missed routes.

**ARTICLE IV**  
**EMPLOYEE RIGHTS AND PROTECTION**

A. The private life of an employee is not within the appropriate concern or attention of the Employer unless the employees conduct adversely affects his/her relationship with students or causes harm to the school district.

B. The Employer recognizes the merits of a policy of progressive discipline, which includes verbal warning, written warning, suspension with pay and suspension without pay, with discharge as a last resort. Any disciplinary action taken shall be appropriate to the behavior which led to the discipline, recognizing that extreme infractions may result in immediate action which may bypass the earlier steps of the progression.

C. After fulfilling the probationary period, no employee shall be disciplined, reprimanded or reduced in compensation as a disciplinary measure without just cause. Any such action shall be subject to the Grievance Procedure herein. An employee shall have the right to have present an Association representative whenever disciplinary actions are contemplated, and upon request for such representation, the action shall be delayed up to a maximum of forty-eight (48) hours to allow the representative to be present. All information forming the basis for a disciplinary action shall be made available to the employee. Alleged breaches of discipline or complaints against an employee shall be brought to the employee's attention within ten (10) working days or dropped.

D. Any case of assault upon an employee shall be promptly reported in writing to the Superintendent or his designee. The employee may be provided access to the Employer's legal counsel, upon approval of the Superintendent to advise the employee of his/her rights and obligations with respect to such assaults, so long as said employee was performing his/her job at the time of the altercation. The employee shall be expected to use reasonable judgment while performing his/her job as a school employee.

E. The Employer agrees, pursuant to its obligations according to state and federal law, not to discriminate against any employee on the basis of race, color, creed, national origin, age, sex, marital status, height, weight, religion, political affiliation or by reason of membership in the Association or participation in Association activities. Where there exists an administrative agency created by statute to enforce such claims, enforcement shall be pursued before the administrative agency exclusively and such claims are hereby expressly excluded from arbitration provisions of this Agreement.

F. The district shall maintain only one personnel file for each employee. Each employee shall have the right to review the contents of his/her personnel file, and the right to be accompanied by an Association representative when reviewing his/her file. An employee may submit a written response to any material in his/her file, the response to be attached to the relevant filed material. The employee will immediately be given a copy of any new disciplinary information added to his/her personnel file.

**ARTICLE V**  
**SENIORITY**

A. A newly hired employee shall be on a probationary status for ninety (90) workdays, taken from and including the first day of employment. The probationary period may be waived at management's discretion when the employee has driven ninety (90) work days as a substitute driver for St Johns Public Schools. If at any time prior to the completion of the ninety (90) work days probationary period, the employee's work performance is unsatisfactory, the employee may be dismissed during this period without appeal by the employee or the Association. Probationary employees who are absent on scheduled work days, or who serve their probationary period during the non-school period in which the job is not operative, shall work additional days equal to the number of days in which the job is not operative or equal to the number of days absent, and such employee shall not have completed his probationary period until these additional days have been worked.

B. Upon satisfactory completion of the probationary period, the employee's seniority date shall be retroactive to the first working day. In the event the Employer hires two employees on the same date, the last four digits of the social security number will be used in establishing the order. The higher number will be given the higher seniority rank.

C. If conditions necessitate a reduction in the number of Employees, layoff shall be based on seniority, with the Employees having least seniority laid off first. A laid off employee shall be placed on the substitute list for first call to substitute opportunities that will not cause the laid off employee to acquire an additional qualifying week for unemployment purposes.

D. When the work force is increased after a layoff, or when a vacancy occurs, the most senior employee laid off will be recalled first, except where the senior employee lacks the necessary qualifications to perform the duties of the open position. Notice of recall shall be sent to the employee's last official address (as reflected in the employer's records) by registered or certified mail. If any employee fails to report to work within five (5) working days of the mailing of notice of recall, he shall be considered as a voluntary quit. Employees on layoff status shall be entitled to exercise their seniority in any subsequent route selection meetings or will be recalled to the next available vacant route for which they are entitled by seniority, and qualification. Employees shall be carried on layoff status for a maximum period of three (3) years.

E. An employee covered by this Agreement shall cease to have seniority and shall have his/her name removed from the seniority list, in the event:

1. The person is discharged for cause and is not reinstated through the grievance procedure;
2. The person retires;
3. The person resigns;



4. The person is laid off for a period of three (3) years or a length of his/her seniority, whichever is less;
5. The person accepts employment elsewhere while on a leave of absence, or is self-employed for the purpose of making a profit during a leave of absence where such employment or self-employment is inconsistent with the reason for which leave of absence was granted;
6. The person fails to report for work on the first working day after expiration of a leave of absence without a reasonable excuse acceptable to the Board;
7. The person fails to report for work following a layoff within five (5) working days after the employee is notified to do so, by certified or registered mail sent to his/her address of record with the employer. It shall be the obligation of the employee to supply the employer with a current address;
8. The person is absent for work, without permission, for three (3) consecutive work days; or
9. The Person is on sick leave for a period of two (2) years, or the length of his/her seniority, whichever is less.

F. Seniority shall be retained, but shall not accumulate, for an employee who transfers to a supervisory position, that employee having the right to exercise the seniority that he/she has accumulated while a member of the bargaining unit, should the employee return to the bargaining unit and vacates his supervisory position, he/she will resume accruing seniority.

G. The seniority list as of the date of this Agreement is attached to this Agreement. A revised seniority list will be provided to the Association each year.

**ARTICLE VI**  
**DEFINITIONS**

1. **Scheduled Route** - is the daily assignment of routes for the transportation of public and parochial students by bus from their pick up points to school and/or from school to their drop off points.
2. **Full Day Assignments** - is an established plan of four bus routes, excluding kindergarten routes, for the transportation of students by a school bus driver, to be performed on a routine basis throughout a school term.
3. **One Half (1/2) Day Assignment** - is an established plan of two (2) bus routes, excluding kindergarten routes, for the transportation of students by school bus driver, to be performed on a routine basis throughout the school term.
4. **Three Fourth (3/4) Day Assignment** - is an established plan of three (3) bus routes, excluding kindergarten routes, for the transportation of students by school bus driver, to be performed on a routine basis throughout the school term.
5. **Shuttle** - A "Shuttle" is the transportation of students by school bus to any location between school buildings where school classes, programs, activities and/or events are to be held for students of the school district as part of their school day instruction or on a consistent basis throughout the school year. Taking PE classes to bowling will be considered a shuttle.
6. **Trip** -A "Trip" is the transportation of students by school bus to an event, contest, activity or field experience to any location outside the St. Johns School District.
7. **Kdg. Route** -A "Kindergarten Route" is the scheduled transportation primarily of Kindergarten students at mid-day by school bus on a continuous segment, which may be a pick up and/or take home.
8. **Staff Meeting**-is a mandatory meeting called by management for employees.
9. **Transfers**-is the exchange of students between busses to transport students to their schools or to homebound busses.
10. **Driver Qualifications**- are defined as meeting all state requirements and all local training requirements to drive the assigned bus.
11. **Workshop** - Employees will be given the option of attending at least one (1) approved workshop each year. Staff meetings are not classified as workshops.
12. **Premium Pay** - is the rate of pay for each hour of a regular assignment that a driver must give up in order to perform an extra trip.
13. **Trips: Drive Time** - Time accrued driving to and from the event.
14. **Trips: Non-Driving Time** – Time accrued from arrival at the place of the event to the time of departure from the event.

**ARTICLE VII**  
**ASSIGNMENTS AND VACANCIES**

A. All employees, whether on layoff or returning from leave, are entitled to participate and exercise their seniority in the bidding process. The most senior employee shall have first choice of assignment. Selection of assignments shall continue in order of the next most senior employee until all the available assignments are selected. Kindergarten routes and available shuttle routes shall be bid separately by seniority bid prior to school starting. Drivers not working over 6.5 hours per day may bid on any remaining kindergarten routes. Any kindergarten routes not selected by seniority bid may be assigned to an available bargaining unit member. Bidding for regularly scheduled bus routes will be as follows:

1. Routes will be established and available for review and driving no later than three (3) weeks prior to the beginning of the school year.
2. Routes will be posted for bid between the 2<sup>nd</sup> & 1<sup>st</sup> week prior to the beginning of the school year.
3. Drivers will drive their bid route and adjust route layout with the Director of Transportation, determine safety issues and contacting parents of the students no later than one (1) week prior to the beginning of the school year.
4. Drivers will be paid two (2) additional days to prepare their routes for the school year.

B. Regular employees subbing Kindergarten routes shall register yearly with the Director of Transportation at the beginning of each school year to substitute on kindergarten routes. Regular drivers may cancel their Kindergarten route sub up until 9:30 a.m. of that day.

C. The Employer reserves the right to make any additions, deletions or changes in assignments, routes, shuttles, stops, length and number of assignments and routes as necessary, for the efficient operation of the transportation system in order to meet requirements and/or needs of the district.

D. If the time allotment for a bus route is reduced by more than fifteen (15) minutes from the original time allotment bid upon by the driver, a special conference will be held between representatives of the Employer and the Association to discuss the causes and any alternatives to deal with the impact upon the driver prior to implementing the reduction.

E. Buses will be assigned to employees and will move with the employee unless the Director of Transportation deems the type of route and condition of the bus warrants a different assignment. A bus, as determined by the employee to be unsafe because of faulty parts or equipment, will be returned to the garage for evaluation by Head Mechanic. A bus shall not be operated until the Head Mechanic has given approval. If the employee and

Head Mechanic are in disagreement over said bus, the Director of Transportation shall be asked to determine the condition of the bus. If no bus is available for that employee, he/she shall not lose pay.

F. An employee may be denied a route for good cause. Should the senior employee be denied a route, reasons for the denial shall be given orally to the employee at the time of the denial and within twenty-four (24) hours in writing. If the employee disagrees with the reason for such denial, it may become a proper subject for the grievance procedure. For the purpose of this provision the grievance may be initiated at Level II, if filed within five (5) days of the denial.

G. Upon the completion of the probationary period, employees become eligible to participate in the seniority rotation for the assignment of trips. If a newly hired employee has been previously employed as a bus driver and has driven trips for the school district previously, the supervisor may approve his/her participation in the trip rotation prior to completion of the probationary period. Substitutes may be used for trips in emergency situations when rotation employees cannot be contacted. An employee is entitled to be assigned a trip pursuant to the rotation procedure without regard to overtime.

H. If the bus garage/or Director of Transportation are not available after two phone calls when an employee is in need of help because of a breakdown on out-of-town trips, they may contact the nearest AAA or equivalent service for emergency assistance. On out-of-town trips, the employee, in the absence of Director of Transportation, shall evaluate road conditions and determine whether to continue on or to return home.

I. Whenever possible, student discipline conferences with parents required by the Employee will be scheduled immediately following or before a route or shuttle.

J. A five (5) working day notice shall be given by the employee, in writing, when vacating any position or portion of said position. All vacancies shall be posted for three (3) working days. The Director of Transportation will send a copy of the posting to the union president and secretary.

K. All newly created positions will be posted for at least three (3) working days. The Director of Transportation will send a copy of the posting to the union president and secretary.

L. Any employee desiring to resign shall file a letter of resignation with the Director of Transportation with a copy being sent to the Business Office at least (10) work days prior to the effective date. Any employee who resigns from a position in this manner maintains the right of earned severance pay.

**ARTICLE VIII**  
**MISCELLANEOUS**

A. Employees will provide telephone numbers where they may be contacted during the day when weather or emergency conditions may require the early release and transportation of students home from school. Under these conditions employees may be required to drive assignments of other employees who could not be contacted. Drivers who could not be reached shall not lose pay for the time lost provided they have followed this procedure.

B. When weather conditions cause hazardous driving conditions, employees will be notified of when to commence their assignments. Employees will not be paid for any cancellations, unless it is the cancellation of a student instruction day which is not to be rescheduled for work on another date.

**ARTICLE IX**  
**DRIVER CERTIFICATION**

- A. **Education Classes:** All drivers will meet State CDL/passenger/air brake requirements. Drivers will be given the option of at least one (1) approved workshop each year. Drivers will receive their hourly driving rate when required to take state classes and tests.
- B. **Physicals/Chauffeur's License:** All drivers must pass a medical examination as required by the State. The Employer will provide a physical by the employers approved doctor. The driver will maintain a valid and safe Chauffeur's License. All CDL/passenger/air brake renewals will be paid by the Board. T.B. x-rays will be paid for if required by the school approved doctor.

All drivers must meet all state, federal and Michigan Department of Education licensing and bus driving regulations. This includes a valid Chauffeur's License with appropriate CDL and bus driver endorsements. The school district will pay the cost for this renewal testing.

**ARTICLE X**  
**EVALUATION**

Each employee shall be evaluated at least once every 2 years. The evaluation may include at least one (1) trip observation by the evaluator.

At the employees request, an oral discussion of the trip observation will be held within five (5) work days from the date of the observation. The written evaluation shall be issued within ten (10) work days following the observation or the oral discussion. In the event the employees performance is evaluated as deficient in some area, the Director of Transportation shall give the employee written suggestions, assistance, and a reasonable time to correct said deficiency. Before any evaluation is made part of an employees' permanent record, the employer shall have an opportunity to add statements or other information to the evaluation and shall sign his/her evaluation as an indication that he/she has seen it.

## **ARTICLE XI**

### **LEAVES**

**A. Sick Leave:** Will be granted to all full assignment employees on the basis of seven (7) sick full days and six personal full days;  $\frac{3}{4}$  assignment employees are prorated on the basis of seven (7) sick  $\frac{3}{4}$  days and six (6) personal  $\frac{3}{4}$  days;  $\frac{1}{2}$  assignment employees are pro-rated on the basis of seven (7) sick  $\frac{1}{2}$  days and six (6) personal  $\frac{1}{2}$  days. A full day assignment equals four (4) routes; three quarters day assignment equals three (3) routes; a half day assignment equal two (2) routes. For the purposes of sick leave and personal leave days they will be computed as follows: each route equates to .25 or  $\frac{1}{4}$  of a personal/sick day. Personal and sick days will be submitted to the Business Office in  $\frac{1}{2}$  day or full day increments.

These sick days may also be used for the care of immediate family - husband, wife, child, mother, father, grandchildren, mother-in-law, father-in-law, step-family, and brothers and sisters. A combination of assignments equaling six (6) days may be used for personal business. A personal business day may be used for any purpose at the discretion of the employee. Personal days herein granted, when used, shall be deducted from the sick leave. When three (3) bus drivers have requested and been granted personal business days off, any additional requests approvals will be at the discretion of the supervisor. The employee shall notify the Director of Transportation one day in advance, except in cases of emergency. The personal day is not to be used for the first or last day of the semester or year or on a day immediately preceding or following a school break, except in case of emergency or at the Director of Transportation's discretion. Verification of purpose of any personal day may be required when less than one (1) day's notice is given.

**B. Merit Days:** Employees completing a full school year without using any sick days shall be granted two (2) merit days to be used during the following school year. Merit days are in addition to their accumulated personal/sick days and may be used at their discretion with the following exception:

1. Earned merit days may not be used to extend a regularly scheduled vacation period unless approved by the Director of Transportation.
2. Earned merit days will be used in the following school year.
3. Earned merit days will be used as a whole day

Merit days will be reviewed and posted at the beginning of each school year

**C. Bereavement:** Up to a maximum of three (3) days will be granted in case of the death of a mother, father, mother-in-law, father-in-law, spouse, children, brother, sister, brother-in-law, sister-in-law, grandparents, grandchildren or step-family. These bereavement days may be split, if used for delayed burial/memorial services or business related to said death, during the school year. An additional three (3) sick days may be granted, if needed. Pay will not be docked and will not be charged against any sick or personal days.



**D. Unpaid Leave Days:** Upon application employees shall be granted up to two (2) days of leave without pay each school year. Requests beyond these two (2) days will be dealt with by the Director of Transportation on an individual basis.

**E. Leave of Absence:** When it is determined either by agreement or a doctor's statement, that an employee cannot fulfill his job description, the employee will ask for voluntary leave of absence, or the Employer may place the employee on an involuntary leave of absence. Upon proper notification, the employee has the right to the use of his/her sick leave during this leave. When the employee is placed on an involuntary leave of absence and there is a dispute between the employee's physician and the Employer's physician regarding the employee's ability to perform his job, the two physicians shall appoint a third consulting physician whose decision shall be controlling. The cost of the consulting physician shall be shared between the Association and the Employer.

**F. Court Appearances/Jury Duty/Judicial Proceedings:** An employee called for jury duty or subpoenaed as a witness in any judicial proceedings, shall receive a normal days pay less any amount paid by the court for jury duty or less any amount to which the employee is entitled as a witness. The employee should only plan to be away from his or her job the necessary time to fulfill the civic responsibility.

**G. Unpaid Leaves of Absence:** Employees may make application for unpaid leaves of absence to their transportation director. The application shall contain a statement of the purpose and duration of the leave requested. Application shall be made as soon as possible and at least thirty (30) days in advance, except where conditions absolutely preclude advance notice. An application for an unpaid leave of absence for the purposes stated hereinafter shall be granted under the conditions as follows:

1. An employee who is incapacitated or disabled due to physical or mental illness or accidental injury and has exhausted all earned and accumulated paid leave shall be granted a medical unpaid leave of absence for the duration of his/her disability up to one (1) year. The application for leave in this instance shall contain a physician's statement describing the employee's condition and prognosis for return to work. Return to work is conditioned upon clearance by a physician acceptable by the Employer that the employee is able to perform all the routine and expected tasks of the job.

- An employee shall be granted an unpaid leave of absence for the purpose of parental care of his/her newborn child for a period of up to one (1) year which may commence, at the employee's option, at any time prior to, during or upon recovery from the disability period related to pregnancy. An employee adopting a minor child shall be granted an unpaid leave of absence for the purpose of parental care of his/her newly adopted minor child for a period of one (1) year commencing with the date custody of the child is awarded to the employee.

2. Unpaid leaves of absence shall be granted to employees to fulfill their military obligations to any branch of the United States armed forces. Leaves of absence for purposes other than those listed hereinabove may be granted by the Employer in its discretion and under conditions it deems appropriate. Return to a position with the Employer shall be subject to the relative seniority rights of the employees in the classification from which the employee took leave. The Employer may use a substitute worker in the position while the employee is on leave. The employee will be returned to the position if held by a substitute worker upon expiration of his/her leave, subject to any reduction in personnel affecting the position.

**H. Family Medical Leave Act:** It is understood that the Family Medical Leave Act of 1993 does not abrogate the rights of the parties under this Collective Bargaining Agreement. Where additional benefits are extended by the Act to the employees, those additional benefits will be honored by the district. Where certain employer rights are also granted in connection with those additional benefits, the district shall be free to exercise those rights. To the extent that leave of absences are granted under this contract whether paid or unpaid, it is the intent of the parties that the rights granted there under will serve to satisfy the requirements of the Family and Medical Leave Act provisions, to the extent applicable by law. All applications for Family and Medical Leave Act leaves will comply with Board policy.

**ARTICLE XII**  
**WAGES AND LIFE INSURANCE**

The following wage schedule is based on the instructional days of each school year established by the employer. An additional two (2) days will be paid to the bus driver to prepare their routes for the school year: included in this preparation but not limited to the following: contacting parents of the students who will be riding their bus, driving the routes, determine safety issues and adjusting route lay outs with the Director of Transportation.

**Hourly Wage Schedule**

		<b>2004 – 2005</b>	<b>2005 - 2006</b>	<b>2006 - 2007</b>
Full Day Assignment	Contract	****	20.30	20.45
One Half (1/2) Assignment	Contract	****	20.30	20.45
Three Fourths (3/4) Day Assignment	Contract	****	20.30	20.45
Kindergarten Routes	Time Sheets	****	20.30	20.45
Premium Pay	Time Sheet	13.33	13.50	13.65
Shuttle Run	Time Sheets	****	20.30	20.45
Trip: Drive Portion	Time Sheet	10.85	11.00	11.10
Trip: Non-Driving Portion	Time Sheet	n/a	9.50	9.60
Workshop/Staff Meeting	Time Sheet	6.96	7.10	7.10

\*\*\*\* See 2002 – 2004 Bus driver contract for pay schedule

- A. (.4) Four-tenths pre-check time is included in the route time-
- B. Work above and beyond the scheduled routes will be paid according to the hourly wage schedule.
- C. Holidays: Each employee covered by this agreement shall receive their normal daily assignment rate of pay for Thanksgiving beginning in the 2005–06 school year, and Christmas beginning in the 2006-07 school year.
- D. In contracting for extra trips, the secretary will initially attempt to secure a substitute for the time requested by the contracted driver. If a substitute cannot be secured for the requested time, the bus driver will relinquish the half day contracted driver may elect to drive an extra trip which conflicts with that drivers’ contracted assignment, provided the driver relinquishes the half day assignment in which the conflict exists.
- E. To receive payment for hours of work beyond the time allotment of six (6) minutes the driver must work at least six (6) hours and thirteen (13) minutes. The time is retroactive to the six (6) hours and seven (7) minutes time. This time must be submitted on a time sheet. Deviations shall be verified or denied within five (5) working days after being submitted to the Director of Transportation . Upon verification of the time and reasons as operationally necessary, the deviation shall be recorded and submitted to the Business Office on a time sheet.
- F. The Employer will continue the mandatory contribution required under the non-contributory plan of the Michigan Public School Employees Retirement System.

G. All new employees shall receive fifty cents per hour less for the first 90 days. On the 91st day, they shall receive the salary listed above for the appropriate year. For newly employed drivers with previous bus driving experience with the Employer, the Employer may waive the probationary period for salary and trip assignment purposes.

H. Extra trips are to be paid at the rate listed above. A trip cancelled without 45 minutes prior notification will pay a minimum of one hour drive time unless cancellation comes at the regular trip time for which the regular rate of pay will be paid. A premium rate as listed above shall be paid for each hour or portion thereof that the driver must give up from their regular assignment to perform a trip. A driver of any cancelled extra trip will have the first choice of the next week's available extra trips, without loss of placement on the rotation list. (this does not include "to be announced" trips.)

I. Extra curricular trips consisting of four (4) hours will be entitled to one (1) meal. Trips consisting of eight (8) hours will be entitled to two (2) meals. Trips consisting of twelve (12) hours will be entitled to three (3) meals. Meal Allowance: Drivers of a trip assignment shall be entitled to receive a taxable stipend allowance for meals based on the following schedule:

Trip in length of four (4) hours or greater but less than eight (8) hours:	\$ 5.25
Trip in length of eight (8) hours or greater but less than twelve (12) hours:	\$10.50
Trip in length of greater than twelve (12) hours:	\$15.75

J. Trips, such as out-of-state or overnight, will pay a minimum eight (8) hours but not limited to eight (8) hours per day. Employee will be released by the person responsible for the event at end of workday.

K. Any time retroactive pay equals 1-1/2 times the normal bi-weekly gross, the tax will be spread to equal 1-1/2 pays in order to maintain the same tax percentage.

L. Employees shall be paid .4 at the hourly rate as specified for all duty time, (pre-check inspection, post-trip inspection, bus cleaning, fueling, paperwork), on regularly scheduled routes or on tasks attendant to the regularly scheduled route. A time allotment shall be determined for each route which shall be the normal amount of time needed to drive the route and perform other attendant duties under the ordinary and usual road conditions, weather and other relevant circumstances. Effective 2004-2005 school year for payroll purposes, the amount of pay shall be calculated according to the time allotment for the daily assignment and the number of days of student instruction. Each employee shall receive notice of the time allotment and any subsequent adjustment in writing with a copy to the Association. Kindergarten runs shall be calculated and paid as follows: Town Kindergarten runs consisting of sixty (60) minutes or less shall be paid at one (1) hour at regular driving rate. All predominantly rural kindergarten runs shall be paid at a minimum of one and one-half (1½) hours at regular driving rate. Deviations shall be verified or denied within five (5) working days after being submitted to the Director of Transportation. Upon verification of

the time and reasons as operationally necessary, the deviation shall be recorded and submitted to the Business Office on a time sheet.

M. All hours paid as a paid leave benefit shall not be counted as hours worked in the work week for purposes of calculating entitlement to overtime rates.

N. The Employer shall provide term life insurance coverage in the amount of twenty five thousand dollars (\$25,000) and short term disability insurance (28th day/\$100 per week), for each employee assigned to a regularly scheduled route who makes application and meets the work requirements of the insurance company for coverage. Employees receiving short-term disability insurance will accept benefit coverage at the date stated in the plan. Any unused sick days will be escrowed until the employee returns to active duty. The coverage shall be provided without cost to the employee for the months of active employment and the succeeding summer months of July and August if the employee has completed a full work year or is assured of continuing employment in the same capacity for the succeeding work year. Otherwise, the coverage will terminate when the employee terminates or commences an unpaid leave of absence.

O. Insurance Option: The Employer agrees to implement a plan following the ratification of this agreement which will allow employees to pay for medical insurance, or disability insurance with pre tax dollars. Employee may purchase with their monies medical insurance through the school medical insurance carrier under the following conditions:

1. The right to name the carrier is at the sole discretion of the Employer.
2. All insurance coverage offered is subject to the rules, regulations and policy of the Employers insurance carrier, and subject to acceptance by the Employers carrier of the written application of the employee.
3. Medical plans are restricted to those available from the Employers carrier for individual purchase. It is understood that all employees may have to choose the same plan offered by the carrier instead of making individual choices.
4. The yearly cost of the insurance selected must be deducted via payroll deduction during the normal work year of the employee. The Employer shall incur no financial obligation toward the cost of the insurance.
5. Should the employee be on an unpaid leave of absence, the responsibility for premium payments rests between the individual employee and the insurance carrier.
6. The terms of any policy issued by the Employer's carrier shall be controlling as to all matters concerning benefits, eligibility, termination of coverage, and other matters and shall not be the subject of any grievance.

The Employee must have on file a signed authorization for payroll deduction for insurance. Payroll deduction is then contingent upon sufficient wages owing to cover the deduction. During any pay period that insufficient wages are

owing to cover the deduction, payment of an amount equal to the deduction must be made to the Employers Business Office. Non-payment may result in loss of coverage.

P. Longevity: When an employee reaches 15/20/25/30 years of seniority, a longevity payment of \$150/\$200/250/\$300, respectively, shall be made. Eligibility to be based on the Seniority List and on full years of service at the beginning of the school year. This lump payment shall be made by separate check on the second payroll date in November of the employees anniversary year. Longevity payments shall be made only to those actively employed.

**ARTICLE XIII**  
**SEVERANCE PAY**

Any transportation employee having worked for the St. Johns Public Schools for at least ten years shall be paid for accumulated sick leave days at the time of separation or death, to a maximum of 200 days, payable according to the following schedule:

<u>2004 - 2005</u>	<u>2005 - 2006</u>	<u>2006 - 2007</u>
\$23 first 100 days	\$23 first 100 days	\$23 first 100 days
\$28 second 100 days	\$28 second 100 days	\$28 second 100 days

**ARTICLE XIV**  
**DRUG TESTING**

All safety sensitive employees shall be required to submit to and pass all physical examinations required by state or federal laws, including testing required pursuant to the Omnibus Transportation Employee Testing Act of 1991, 45 USC § 431 and its implementing regulations. The Employer will develop and implement a written testing policy in accordance with all Federal and State Laws.



**ARTICLE XV**  
**GRIEVANCE PROCEDURE**

- A. A grievance shall be defined as an alleged violation, misinterpretation or misapplication of the expressed terms and conditions of this contract.
- B. The grievant(s) and the Association representative shall be released from duty with no loss of pay to attend grievance meetings and hearings scheduled by the Administration or Employer during the working day of the grievant(s) and/or representatives.
- C. No reprisals of any kind shall be taken against any driver for participation in any grievance proceeding.
- D. The grievant(s) and/or Association shall handle grievances. The Employer hereby designates the employee's immediate supervisor to act as it's representative at Level One as hereinafter described and the Superintendent or his designated representative to act at Level Two as hereinafter described.
- E. The term "days" as used herein shall mean scheduled work days. Time limits may be extended only upon mutual agreement of the parties. Any grievance not answered within the time limits by the Employer, may be advanced to the next step by the Association. Any grievance not pursued by the Association within the time limits shall be deemed settled on the basis of the Employer's last response.
- F. Written grievances as required herein shall contain the following:
1. It shall be signed;
  2. It shall be specific;
  3. It shall contain a synopsis of the facts giving rise to the alleged violation;
  4. It shall cite the section or subsections of this contract alleged to have been violated;
  5. It shall contain the date of the alleged violation;
  6. It shall specify the relief requested.
- G. **Level One** - A grievant and/or his Association representative alleging a violation of the express provisions of this contract shall within ten (10) working days of when the employee knew or should have known of the occurrence orally discuss the grievance with the immediate supervisor or his designee in an attempt to resolve same. If no resolution is obtained within three (3) days of the discussion, the grievant shall reduce the grievance to writing and submit it to the Supervisor for his written response. If no resolution is obtained within eight (8) days of the discussion, the grievance may be filed at Level Two.

**Level Two** - A copy of the written grievance shall be filed with the Superintendent or his designated agent. The Superintendent or the designated agent shall sign and date the grievance. Within five (5) days of receipt of the grievance, the Superintendent or his designated agent shall meet with the grievant and/or the designated Association representative, at the option of the grievant, to discuss the grievance. Within five (5) days of the discussion, the Superintendent or his designated agent shall render his decision in writing, transmitting a copy of the same to the grievant, the Association Secretary, the employee's immediate Supervisor in/on which the grievance arose, and place a copy of same in a permanent file in his office.

**Level Three** - If the Association is not satisfied with the disposition of the grievance at Level Two or if no answer has been received by the due date, the Association may submit the grievance to binding arbitration before an impartial arbitrator by filing a demand for arbitration with the Employer within twenty (20) work days of the Level Two disposition or the deadline for the disposition. The arbitrator shall be selected through lists of resident Michigan arbitrators obtained from the Federal Mediation and Conciliation Service. The Employer and the Association shall not be permitted to assert in such arbitration proceeding any ground, or to rely on any evidence, not previously disclosed to the other party. The arbitrator shall have no authority to alter, ignore, modify, add to, or subtract from the terms of this Agreement. The arbitrator shall have no authority to make a decision in any case of discharge or discipline of a probationary employee. The arbitrator shall have no authority to make a decision in any matter based upon an interpretation of any statutory law for which there is an administrative agency created by state or federal statute which has jurisdiction to determine the legal rights of the grievant. Both parties agree to be bound by the award of the arbitrator made within the scope of authority. The fees and expenses of the arbitrator shall be paid as follows:

- If the grievance is sustained and the remedy sought by the Association is awarded in full, the Employer shall pay the fees and expenses in full.
- If the grievance is denied in full, the Association shall pay the fees and expenses in full.
- If the grievance is neither sustained in full, or denied in full, the fees and expenses of the arbitrator shall be shared on a percentage basis as determined by the arbitrator.

Employees who are necessary participants in an arbitration hearing as an Association representative or witness in the proceedings shall be released from duty without loss of pay for the time necessary to represent or testify as the case may be, provided the hearing is held on the employer's premises. If the hearing is not held on the employer's premises, employees may use personal business leave or the Association may reimburse the employer for necessary substitute costs, unless the employer initiates the request for the hearing to be held away from its premises. An attempt shall be made to schedule arbitration and attendance of employees at times which will avoid or minimize release from work.

H. All documents, communications and records dealing with a grievance shall be filed separately from the personnel files of the participants.

**ARTICLE XVI**  
**DURATION OF AGREEMENT**

- A. **Entire Agreement:** This Agreement constitutes the sole and entire existing Agreement between the parties and supersedes all prior practices whether oral or written and expresses all obligations imposed upon the Employer and the Association. This Agreement is subject to amendment, alteration or additions only by a subsequent written Agreement between and executed by the Employer and the Association. The waiver of any breach, term or condition of the Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.
- B. **Separability:** If any specific provision of the Agreement or any specific application of this Agreement to any employee or group of employees shall be found contrary to law, then such specific provision or specific application shall be deemed null and void but all other provisions or applications shall continue in full force and effect. The Employer and the Association will meet upon request of either party to renegotiate the provision nullified.
- C. **Term of Agreement:** This Agreement shall become effective upon ratification by the Employer and the membership of the Association and shall continue in effect through the 30th day of June, 2007 at which time it shall terminate unless extended by written agreement of the parties.
- D. **Negotiations:** At any time within ninety (90) days prior to the termination date of this Agreement either party may serve written notice to the other of its desire to begin negotiations upon a successor collective bargaining agreement and negotiations shall begin within thirty (30) days from the receipt of the notice.
- E. **Contract Administration Meetings:** The negotiating teams will meet monthly for the purpose of communications and transportation efficiency.
- F. **Continuity of Operations:** The Association recognizes that strikes, as defined by Section 1 of Public Acts 336 of 1947 of Michigan, amended, are contrary to law and public policy. The Employer and the Association subscribe to the principle that differences shall be resolved by lawful procedures without interruption of work. Accordingly, the Association agrees that during the term of this Agreement, it will not direct, instigate, participate in, encourage or support any strike against the Employer by any employees or group of employees which is contrary to law.

G. **Successor Clause:** The Agreement shall be binding upon the parties hereto, their successors, administrators, executors and assigns to the extent required by law during the length of this contract. The Employer shall give notice of the existence of this Agreement to any purchaser of the operation covered by this Agreement or any part thereof. Such notice shall be in writing with a copy to the Union not later than the effective date of transfer.

By \_\_\_\_\_  
President, SJPS Board of Education

By \_\_\_\_\_  
President, Bus Drivers' Association

By \_\_\_\_\_  
Secretary, SJPS Board of Education

By \_\_\_\_\_  
Secretary, Bus Drivers' Association

Ratified:

Ratified:

**ARTICLE XVII**  
**NONDISCRIMINATION**

A. The St. Johns Public School District Board of Education is committed to a policy of nondiscrimination with regard to religion, race, color, national origin, age, sex, height, weight, marital status or physical handicap. This policy shall prevail in all of its policies concerning staff, students, educational programs and services, and individuals and companies with whom the Board does business.

The staff shall establish and maintain an atmosphere in which students can develop attitudes and skills for effective and cooperative living in a complex society, including:

1. Respect for the individual regardless of economic status, intellectual ability, race, national origin, religion, sex, age or physical handicap.
2. Respect for cultural differences.
3. Respect for economic, political, and social rights of others.
4. Respect for the right of others to seek and maintain their own identities.

The Board and staff shall, to the extent possible, work with other institutions and agencies to improve human relations in the schools and to create channels through which citizens can communicate their human-relations concerns to the Board and its employees. In addition, arrangements can be made to insure that the lack of English language skills is not a barrier to admission or program participation.

In order to facilitate the evaluation of current practices, to investigate complaints, to answer inquiries, and to guide implementation of compliance efforts, the Assistant Superintendent of Schools has been appointed the local nondiscrimination coordinator. All questions, requests for information, or complaints relating to discrimination in the St. Johns Public School District should be addressed to this person, located in the District's Central Office.

**LETTER OF AGREEMENT  
BETWEEN THE  
BOARD OF EDUCATION OF ST. JOHNS PUBLIC SCHOOLS  
AND THE  
ST. JOHNS BUS DRIVERS ASSOCIATION**

Any driver that is thought to lack in mental alertness, or shows signs of mental instability, making the transportation of students a potential safety risk, can be referred to district's medical doctor for a referral to a psychiatrist, psychologist, or other mental care specialist that could help to diagnose and treat the bus driver.

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For the Board of Education

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For the Bus Drivers' Association

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Date

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Date

**ST. JOHNS SCHOOL BUS DRIVERS' ASSOCIATION  
GRIEVANCE REPORT**

Union File No. \_\_\_\_\_ Date: \_\_\_\_\_

Name: \_\_\_\_\_

Address \_\_\_\_\_ City: \_\_\_\_\_ Zip: \_\_\_\_\_

Date of Employment: \_\_\_\_\_ Date Grievance Occurred \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

**Article and Section of Contract violated and details of complaint:** \_\_\_\_\_

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**Settlement Desired:** \_\_\_\_\_

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\_\_\_\_\_

**Signature** \_\_\_\_\_

**Step 2 Answer**\_\_\_\_\_

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Signature:\_\_\_\_\_Date: \_\_\_\_\_

**Step 3 Answer**\_\_\_\_\_

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Signature:\_\_\_\_\_Date: \_\_\_\_\_



**APPENDIX A**  
**GRIEVANCE FORM**

Name of Grievant: \_\_\_\_\_

Date Filed: \_\_\_\_\_

Contract reference(s) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Specifics of the alleged violation:

Settlement Desired:

Signature of Grievant: