

June 30, 1970

MASON CONSOLIDATED SCHOOLS

TRANSPORTATION

CONTRACT

1969/70

Mason Consolidated Schools

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TRANSPORTATION CONTRACT

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1. CLASSIFICATION

- A. Regular driver - one who has served a probationary period of thirty days and who has been assigned a regular scheduled route or routes.
- B. Substitute driver - a driver who meets all of the qualifications required of a bus driver and who is available to fill a temporary vacancy.
- C. A regular driver may, if conditions permit, drop back to a sub driver for that current school year only, and still retain his regular driver's seniority.
 - a. Sub drivers under these conditions must remain on the sub list for the remainder of the school year, unless there is an opening.
- D. A driver in order to retain status as a full time driver must drive 80% of each pay period; except for personal illness or death in the family. Either of the foregoing must be verified.

Ten working days may be granted for personal leave if requested at least two weeks in advance with the approval of the Director of Transportation and the Superintendent of Schools.

2. QUALIFICATIONS

- A. A person to be employed as a school bus driver must meet all of the legal criteria established by the State of Michigan, including the rules and regulations issued by the Department of Public Instruction.
- B. All new regular drivers shall serve a probationary period of thirty days during which time they may be discharged without recourse to the Board of Education.

3. SENIORITY

- A. The Board of Education will maintain a seniority list of all qualified drivers. The seniority list will be available for examination in the Bus Garage during regular school hours.
- B. Two or more drivers employed on the same date shall be placed on the seniority list in alphabetical order.
- C. Drivers on seniority list will be allowed to vote on contract proposals and matters of transportation.

4. LOSS OF SENIORITY

A. A Bus Driver will lose his seniority if he is discharged for cause or quits.

5. APPLICATION OF SENIORITY

A. In the event it becomes necessary to reduce the workforce, the drivers with the least amount of seniority will be laid off first.

B. A driver's seniority will not be impaired when laid off because of a reduction in workforce.

6. RECALL TO WORK

A. A Bus Driver having seniority, who has been laid off will be recalled to work by registered mail and shall be allowed 15 days in which to report for service or he will lose his seniority rights, unless he submits a satisfactory reason for such failure to the transportation director.

7. PROMOTIONS AND NEW ASSIGNMENTS

A. If vacancies occur on the transportation staff, employees will be notified of the vacancies or the new positions, and will be given the opportunity to request appointment. All requests will be considered on the basis of seniority and qualifications. If there are no qualified employees on the seniority list to fill the vacancies or newly created positions, the Board of Education may seek qualified personnel outside the transportation system.

8. DISCHARGE OR SUSPENSION

A. An employee facing discharge or suspension will be given notice in writing, stating the reason or reasons for the possible suspension or discharge, and shall be given the opportunity to arrange for representation of his choice. It shall be the duty of the representatives and the Superintendent, or their representatives to assure the employee that all the facts have been developed to the fullest and the findings are the result of a fair and impartial hearing.

B. The school will recognize that an employee must be considered innocent until proven guilty.

C. In the event that an employee is found not guilty and has been dismissed or suspended he shall be reinstated with seniority unimpaired, and paid for all time lost.

9. GRIEVANCE PROCEDURE

- A. An employee who believes that he has a grievance is required to submit his grievance to the Director of Transportation. If the grievance cannot be corrected at the first step, then it shall be submitted to the Superintendent of Schools and finally to the Board of Education.
- B. No grievance will be considered against another employee unless it is presented in writing and signed by the employee filing the grievance.

10. LEAVE OF ABSENCE

- A. A bus driver desiring a leave of absence shall present in writing his request for a leave, indicating the purpose of the leave, five days prior to the date of the inception of the requested leave. Leaves shall be granted for maternity, illness and military service purposes only.
- B. A drivers seniority will not be impaired while on leave.
- C. Drivers taking military leave shall report for work within ninety calendar days from honorable discharge.
- D. Drivers taking maternity leave shall report for work within forty five days from date of birth.
- E. Drivers taking an illness leave shall report for work within thirty days or ask for an extension for another thirty days. Only two extensions will be granted. If more is needed the case must be reviewed by the driver representatives, Transportation Director and Superintendent.
- F. Drivers returning from maternity or illness leave must have a signed release from their physician.

11. WORKMEN'S COMPENSATION

The Board of Education will carry Workmen's Compensation Insurance on all employees of the Transportation Department.

12. SICK LEAVE

- A. The following sick leave policy is applicable to all full time drivers. A sick leave policy of 5 days per year, the total accumulation not to exceed 30 days shall be allowed to each employee.

13. DEATH IN FAMILY

- A. A regular driver with one year or more seniority may be granted three days off each year with full pay, in the event of a death of one of the employees

immediate family. Employee must attend the funeral. Request to be made thru the Director of Transportation.

- B. In family definitions:
Spouse, Mother, Father, Mother or Father In-Law, Brothers, and Sisters of employees and employees children.
- C. Drivers will be paid if more than one death occurs in the same year in the immediate family.

14. LINE OF RESPONSIBILITY

Bus Drivers shall be directly responsible to the Director of Transportation.

15. WAGES

4 runs per day	\$11.10
2 runs per day	5.55
Kindergarten	4.50 a day (\$810.00 per year)
Field Trips	2.00 per hour

- A. Drivers wishing to have field trips will sign extra drivers list and work in rotation, filling extra runs and field trips. Deduct one hour on field trips if the field trip affects an afternoon run.
- B. Expenses incurred as a result of a bus failure shall be reimbursed by the school.
- C. Substitute drivers shall be paid the same rate as the regular driver.
- D. Trainer drivers shall be paid \$2.00 an hour. The trainer shall be selected by the Director of Transportation.

16. DURATION OF AGREEMENT (July 1, 1969 to June 30, 1970)

It is here-by agreed that this Agreement shall remain in effect and shall govern the operation of the Transportation Department, and if either of the parties signatory to this Agreement wish to change they shall present it in writing to the other and it shall be acted upon with-in 15 days from the date of said notice.

- 17. Bus drivers are on duty 180 days a year to operate a school bus run. \$11.10 X180 days = \$1,998.00 (\$2.00 to be added to last check to make total of \$2,000) They are paid in 20 equal installments according to the desires of the majority of these drivers. This may be changed to any other method that the majority of the bus drivers desire with the approval of the Board of Education.

18. A copy of this Agreement shall be provided each Transportation employee by the school.

TRANSPORTATION ORGANIZATION

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