

BUS DRIVERS CONTRACT
1992-93

Category	A (1.75) 0-39 miles Trip/per hour	B (1.75) 40-59 miles Trip/per hour	C (1.75) 60 & over Trip/per hour	D (1.75) Town Run Trip/per hour
Start	13.97 (7.98)	14.27 (8.15)	14.67 (8.38)	12.92 (7.38)
After 90 Days	14.11 (8.06)	14.53 (8.30)	14.92 (8.52)	13.06 (7.46)
1 Year	14.54 (8.31)	14.85 (8.49)	15.20 (8.69)	13.49 (7.71)
2 Years	14.86 (8.49)	15.06 (8.61)	15.46 (8.84)	13.82 (7.89)
3 Years	15.06 (8.61)	15.35 (8.77)	15.75 (9.00)	14.01 (8.01)
Career Center (1.0)	13.97 (13.97)			
Extra Trips (1.0)	7.40 (7.40)			
Substitutes (1.75)	12.27 (7.01)			
Kindergarten (1.75)	19.16 (10.95)			

Mablette Community School

Swelley Ryan
President-Bus Drivers Assoc

Tony V. Parker
Tony V. Parker, Superintendent

Patricia C. Darling
Secretary-Bus Drivers Assoc

Scott Bohms
Scott Bohms, Board President

11-30-92
Date

Barbara F. Patrick
Barbara Patrick, Board Vice President

James R. Callender
Jim Callender, Board Secretary

Earl Fischer
Earl Fischer, Board Treasurer

11-23-92
Date

FRINGE BENEFITS

Dental Insurance (Delta Dental 75/25)

Paid Holidays (6) - Labor Day, Thanksgiving, Christmas Eve, Christmas Day, New Years Day, Good Friday, Memorial Day

Work year defined:

The bus driver work year shall consist of 180 days or as specified by the established school calendar if more days of attendance are negotiated.

Of these 180 days, there will be two (2) days granted for inclement weather as specified by the Michigan State Aid Act (1986-87).

After these two (2) days are exhausted, a make-up schedule as negotiated between the board and the MEA shall be followed.

If 180 days of instruction are not provided as mandated by the State and Marlette Community Schools, state aid shall be reduced because of an employee groups refusal to work the make-up schedule, that employee or groups wages shall be reduced by the days not worked as mandated to reach 180 days.

ARTICLE I Bus drivers shall be responsible for preparing the map route and roster list for their assigned routes. In the event that they are submitted incorrectly, the driver will be responsible to submit a corrected map and roster at no cost to the district. However, if the administration requests additional maps and rosters, the driver shall be paid at the established hourly rate.

Drivers involved with bus route changes shall be included.

ARTICLE II Regular drivers, when called upon to substitute for a kindergarten run, pre-school run or a career center run, shall be paid the route pay assigned to that particular run. Substitute drivers shall be paid at the regular substitute route pay.

ARTICLE III In the event a driver is scheduled for an extra trip which prevents the driver from driving a regularly assigned A.M., P.M., kindergarten or skill center route, the time prior to -

7:00 A.M. and after 8:30 A.M. (A.M. Route)
2:45 P.M. and after 4:15 P.M. (P.M. Route)

8:35 A.M. and after 9:35 A.M. (A.M. Skill Center take over)
10:45 A.M. and after 11:45 A.M. (A.M. Skill Center return)
11:50 A.M. and after 12:50 P.M. (P.M. Skill Center take over)
2:05 P.M. and after 3:05 P.M. (P.M. Skill Center return)

11:00 A.M. and after 12:30 P.M. (Kindergarten)

shall be paid at the established extra trip rate. The time between the start and end of the regular route shall be paid at the regular trip rate.

ARTICLE IV Saturday and Sunday extra trips (day trips)

In addition to the regularly scheduled extra trip pay per hour, the driver shall receive an extra stipend of \$1.25 per hour for total trip hours. (Example - 15 hour trip x extra trip rate - subtotal + \$18.75 - Total).

ARTICLE V Extra paid days:

Pre-school day (4 hours at extra trip rate). Paid for picking up and pre-tripping bus, reworking trip maps, attending opening day meeting for staff and other pre-school items.

Post-school day (5 hours at extra trip rate). Paid for washing interior and exterior of bus, turning in all records, reports, and summer repair list and other required items for end of year.

Drivers who choose not to wash their buses will not be eligible for post school pay.

ARTICLE VI Driving time on overnight trips will be paid at the prevailing extra trip rate. Drivers involved in overnight trips shall receive a daily stipend of \$25.00 plus the cost of lodging and meals.

ARTICLE VII In the event that no regular drivers are available for extra trip assignments, teachers who are properly certified will be asked to drive.

ARTICLE VIII Drivers who are learning routes or are asked to ride busses in inclement weather shall be paid at the established hourly rate.

ARTICLE IX On extra trips that are in excess of 100 miles, the need for an additional driver shall be determined by the supervisor and the driver assigned to that trip.

ARTICLE X In the event that a student riding the bus has a health situation that could create a problem in relationship to the safety of the child or other passengers, every effort will be made to inform the driver. Also, drivers will be informed by the respective principals when a student is suspended from school.

ARTICLE XI Bus drivers will be responsible for gassing their busses in the event that school personnel are not available to do so.

ARTICLE XII Driver seniority shall commence when he/she is assigned to a regular route.

ARTICLE XIII Bus drivers will be reimbursed for attending courses at the established hourly rate. Drivers must complete the course in order to qualify for reimbursement.

ARTICLE XIV A bus driver desiring time off during the school year while school is in session may make a request under the following guidelines:

- (a) Request submitted at least two (2) weeks in advance of time off date.
- (b) Request for time off shall not exceed ten (10) days.
- (c) Approval will be granted subject to the availability of qualified substitute drivers.
- (d) All requests shall be submitted in writing to the transportation supervisor for initial approval/disapproval
- (e) All days granted will be non-paid days.

ARTICLE XV Sick Leave Policy:

- A. Each regularly employed full-time bus driver shall be entitled to fifteen (15) days sick leave during any contract year except that first year drivers in Marlette Schools shall have fifteen (15) days credited to their account which shall be available to them upon their reporting to work.
- B. Of the fifteen (15) days allowed for sick leave each year, five (5) days may be used for emergency leave.
- C. In the event that a death or a serious or lingering illness occurs within the immediate family (spouse, child, mother, father, brother, sister) and additional days are needed for the bus driver to be absent from his/her route, the following number of days may be used and charged as sick days:
 - Accumulated days - 90 - 105 days - 10 days
 - Accumulated days - 80 - 90 days - 8 days
 - Accumulated days - 70 - 79 days - 6 days
 - Accumulated days - 60 - 69 days - 4 days
 - Accumulated days - 50 - 59 days - 2 days

Request for the above additional days shall be made in writing and submitted to the transportation supervisor for approval

- D. Emergency leave days may be granted for the following purposes and in accordance with the following procedures:
 - 1. For an accident, death or critical illness in the immediate family - father, mother, spouse, children, brother or sister.
 - 2. Of the five (5) days provided for in (b) above, regularly employed full-time drivers shall be permitted

to transact personal business according to the following schedule. All drivers with five (5) years of service or less in the school system shall be granted one (1) day. Drivers with more than five (5) years of service in the school system shall be granted two (2) days.

- a. It is understood that such personal leave shall not be granted for the first or last day of the school year, nor the first working day preceding or following a vacation period or holiday. (Exception: Military departure of a son or daughter.)
3. Time necessary for attendance at the funeral service of a person whose relationship to the driver warrants such attendance.
 4. Emergency leave days shall be granted when the request has been made in writing to the superintendent or his designee through the transportation supervisor at least twenty four (24) hours in advance. Emergency leave without twenty four (24) hours notice may be granted at the discretion of the transportation supervisor. Such requests shall be considered on a priority basis as of time of receipt by the superintendent or his designee.
- E. Unused sick leave days shall accumulate to a maximum of ninety (90) days, it being expressly understood that none of the accumulated may be used for emergency leave as specified in paragraph C above.
 - F. All unused sick leave days in excess of ninety (90) days, shall be returned to the driver at the end of the current school year on the basis of \$15.00 per day.
 - G. If an employee leaves his or her position after 10 consecutive years of employment, unused sick days up to a total of 105 days, shall be reimbursed at the rate of \$15.00 per day.
 - H. The Board of Education reserves the right to require proof of illness if a driver's absence exceeds ten (10) consecutive days or for suspected abuse of sick leave.
 - I. The Board of Education reserves the right to require a physical examination at the expense of the Board when in the judgment of the Board such evidence will serve the best interest of either the driver or the district.

- J. Driver's pay shall be deducted for each day of unauthorized leave. Furthermore, any driver who takes unauthorized leave may be subject to additional disciplinary action by the Board of Education, if, in the Board's opinion, such action is warranted.

ARTICLE XVI

Extra Trips (Including state athletic meets)

- A. Trips consisting of two hours or less shall not remove a driver from the rotating seniority schedule for trips much longer in length and time.
- B. A driver who is locked in and loses a scheduled trip because of another school employee driving this trip, shall be assigned an extra trip to make up for this loss.
- C. New drivers assigned to Extra Trips - the transportation supervisor shall determine when a new driver is eligible to be assigned to drive extra trips.
- D. Drivers will be assigned to athletic teams at the start of the school year on a seniority basis. The driver assigned will be responsible for that team assignment for the entire season, and upon completion will be placed at the bottom of the seniority list for the following year. Drivers on team assignments will not be eligible for other extra trip assignments until all other drivers have been asked to drive, and none are available to do so.
 - a. Team assignment shall include all interscholastic sports subject to schedules as submitted by the Athletic Director.
- E. Money spent for gasoline on long trips will be reimbursed the next day if a receipt is presented in the superintendent's office. Reimbursement for meals will be handled as it has been in the past.

ARTICLE XVII

Drivers will be required to wear seat belts at all times when driving school owned vehicles for the Marlette Community Schools.

ARTICLE XVIII

A substitute driver assigned to a regular route for an extended time, will, after thirty (30) consecutive days of driving, be placed on the regular salary schedule appropriate to his/her experience step. Upon completion of the assignment, the driver will be paid on a substitute basis for other assignments of less than thirty (30) days.

ARTICLE XIX Official distances for all bus routes shall hereby be computed on a gas pump to gas pump basis. Drivers are to turn in this distance for pay purposes. The bus supervisor shall check any route which appears to have more mileage than would appear to be normal.

ARTICLE XX The Board agrees to pay drivers \$5.00 per time for washing their assigned bus. This is to be paid for the total number of times that a bus is cleaned with a maximum of fifteen times.

ARTICLE XXI CDL Requirements - The Board will pay for costs associated with training and licensing of drivers for the new CDL requirements for one (1) licensing test and for necessary endorsements.

Base operator license	12.00	Driver Cost
Base Chauffeur license	8.00	Board
CDL Group Designation	20.00	Board
CDL Endorsements (each)	5.00	Board (if required by Board for bus drivers)
CDL Skills Test	75.00	Board (for first test)

Any other licensing expenses must receive prior approval of the Superintendent or his designee.

ARTICLE XXII The Board agrees to award regular pay when a bus is stuck or broken down and the driver must stay with the bus.

ARTICLE XXIII The Board agrees to pay any bus driver who has been involved with a short run, a minimum of one hours pay.

ARTICLE XXIV The Board agrees to explore the possibility of bus drivers being paid year around. If any driver desires for this to be done, an answer will be given within ten working days of the request.

ARTICLE XXV The Board agrees to allow dash mounted radios on the bus if the bus driver purchases it themselves. These are to be purchased through the bus supplier and installed by the bus mechanic. The bus driver has the option of providing their own radio as long as it has the identical size specifications as the bus dealer radio.

MEAL ALLOWANCE PER SCHOOL POLICY:

Breakfast	4.00
Lunch	5.50
Dinner	7.50
	17.00 Total Daily Allowance

Breakfast will be paid when travel commences prior to 6:00 A.M. and extends beyond 8:30 A.M.

Lunch will be paid when travel commences prior to 11:30 A.M. and extends beyond 2:00 P.M.

Dinner will be paid when travel commences prior to 6:30 P.M. and extends beyond 7:00 P.M.

When an employee is entitled to a full day's allowance for meals, the amount is left to the discretion of the employee, but the total for all meals in one day shall not exceed the maximum allowable.