

ST. JOHNS BUS DRIVERS ASSOCIATION CONTRACT

This agreement entered into this 8th day of August 1973 by and between the Board of Education of the St. Johns Public Schools of Clinton and Gratiot Counties, Michigan, hereinafter called the "Board," and the St. Johns Bus Drivers Association, hereinafter called the "Association."

WITNESSETH

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of St. Johns Public Schools is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service and other services, and

WHEREAS the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its Bus Driver personnel with respect to hours, wages, terms and conditions of employment, and WHEREAS the parties, following extended and deliberate negotiations, have reached certain understandings which they desire to memorialize. In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

Term of Contract

Personnel Policies

SENIORITY: One full year constitutes 10 months. Seniority is based on a calendar month's time, with 11 days or more becoming a month. Substitute time will be counted in determining a calendar month's time for new full-time drivers. Illness type leaves will not affect seniority.

New drivers who have outside experience will be granted the probationary step. They will be treated as new applicants with no experience counted for the extra trip rotation.

Dr. Johnnie Public School

EXTRA TRIPS: It was agreed that Lawrence Heibeck will drive the players' bus for only varsity Football and Basketball. A seniority rotation listing of full-time employees who drive bus and all regular bus drivers with two years experience will be used to take all out of the school district trips first. If additional drivers are needed for out of district trips, drivers will be asked on a seniority basis (no rotation.)

A seniority rotation of full-time employees who drive and all regular drivers with six months or two years of experience will be used to take all trips in the school district. If additional drivers are needed, drivers with more than two years will be asked on a rotation basis.

BUS & ROUTE ASSIGNMENTS: All buses will be assigned by the Supervisor. Drivers will choose routes based on seniority. Once a bus is assigned a particular route it will stay on that route even if the driver chooses another. The bus drivers association committee will be called in before drivers are started on the rotation. They will examine the routes and assigned buses.

All routes will be prepared by August 1, 1973. The routes will be assigned a specific passenger bus and the maximum age of the bus for that particular route; he will have the privilege of changing routes only once during that school year. The deadline date is November 1 for all changing of routes. After this date the route will be opened for bids and decided on a seniority basis.

LEAVE OF ABSENCE AND RETURN TO WORK: All drivers must give one week advance notice before leave of absence is granted (exception - in case of emergency.) All Drivers must give one day advance notice when returning to work from a granted leave of absence. All drivers who voluntarily resign are treated as new applicants. Although treated as new applicants, previous seniority will be counted for salary purposes only.

SICK LEAVE: Sick leave will be granted all regular bus drivers at a rate of seven days per year accumulative to 42 days. Two of the seven days may be used for personal business. The personal business day must be used for sickness in own family, or business encounters. They are not to be used for farming, working in factories, working on any other job, vacations, housework, shopping or any special sale.

BEREAVEMENT: Leave, up to a maximum of three (3) days when required, will be granted in the case of the death of a mother, father, mother-in-law, father-in-law, spouse, children, brother, sister, grandparents or grandchildren.

THIRD OR NIGHT SHIFT WORKERS: A driver who works the third or night shift will not be considered for extra trips that occur the day after the driver had worked.

SHUTTLE OR EXTRA RUNS: A driver shall not drive a shuttle or extra run for more than one week period, if that run develops during the school year. Drivers for such runs will be chosen from the out-of-district rotation list.

A driver who drives extra runs for one week forfeits his rotation position for other trips that occur during that week.

VACATIONS, HUNTING EXCURSIONS, ETC.: School Board policy will be used in determining leaves for vacations, hunting excursions, etc.

BUS LOCATION: All buses servicing only town schools will remain at the bus garage. All buses serving the neighborhood schools will be housed at the bus garage except for those where the drivers live in the close proximity of the school they are transporting. Exceptions must be approved by the committee and Supervisor. All buses not left at the bus garage are to be brought in for 1,000 mile inspection, and drivers must check water and oil every day.

BUS DRIVER LIABILITY: A bus driver is only liable when he is operating outside of his authority on unscheduled trips or activities. Once a child is brought to school they must be taken home.

BUS DRIVER RESPONSIBILITY: All bus drivers must accept the responsibility of being available or notifying the transportation department that they will not be available on a stormy day when there is a chance of school letting out early. Drivers would not receive pay for this day if they have not followed this request.

GRIEVANCES: All regular bus drivers are to bring forth any grievances to the bus drivers negotiation committee.

DISCIPLINARY ACTION: Before any disciplinary action is taken, the negotiating committee will be consulted.

WAGES

The salary schedule is for the school year 1973-74.

\$1,897 - first year - probationary period

\$2,147 - second year

\$2,347 - third year

\$2,575 - fourth year

BUS DRIVER EDUCATION CLASSES: All bus drivers will attend three classes each year for the first two years of driving. After the two years drivers will have to meet the state requirements.

SHUTTLE AND EXTRA TRIPS: Noon runs, short bus runs, and any other runs during the school day will be agreed upon after they are established in accordance with time and distance. Maximum of one runs pay. Any driver who has a noon run will not qualify for extra trips which occur during the noon run time.

Extra trips, which includes sitting time, will pay at a rate of \$3.00 an hour. Extra trip time which occurs during the normal morning, noon or night trip will be subtracted from the total trip time.

Extra trips which keep the driver away before 5:00 p.m. and after 7:00 p.m. or any trip that is six hours in length will pay a maximum of 1/2 hour for meal expense. All emergency runs will pay at a minimum of one hour. Extended trips such as out of state, will pay a minimum of 8 hours per day. Time and one-half

for over 8 hours and all meal and lodging expenses.

SUBSTITUTES: Substitute drivers will receive \$5.25 per run.

All drivers who drive regular bus runs will be deducted \$5.25 per run when a substitute is requested if the absence is not covered by sick leave.

If a substitute driver has driven less than 11 consecutive days on a particular route, and a vacation period comes during this time, the substitute driver will not receive pay for the vacation days.

A substitute driver who has 11 or more consecutive days on a particular route will receive a pro-rated amount for a vacation period which comes during the period he or she is driving.

Substitute drivers who have driven 11 or more consecutive days on a particular route will be considered as new employees and placed on the salary schedule for that particular route.

Drivers will receive extra trip rate of pay when bus is stranded because of mechanical failure or weather conditions.

Drivers of shuttle runs will not be deducted more than the actual rate for that run.

SUMMER DRIVING: For summer bus driving of non-school financed programs such as Migrants, Head Start, etc. St. Johns school bus drivers will be picked from a summer drivers seniority list. If additional bus drivers are needed the St. Johns bus drivers list will be used.

For: ST. JOHNS BUS DRIVERS ASSOCIATION

ST. JOHNS BOARD OF EDUCATION

President

Secretary
