

CONTRACT BETWEEN

ST. CLOUD AREA SCHOOL
DISTRICT 742

and

ST. CLOUD BUS DRIVERS
ASSOCIATION

Employees of School District 742

2007 – 2009

I. Driver Definition

1. Full-Time Drivers:

A driver who works 35 hours per week and a minimum of 2 routes per day.

2. Part-Time Drivers:

A driver who works 25 hours per week and a minimum of 2 routes per day.

II. Holidays

After first full year of employment drivers will receive three (3) paid holidays:

Labor Day Martin Luther King Day Memorial Day
(Memorial Day will be paid if the person has worked the entire current year.)

After third full year of employment drivers will receive four (4) paid holidays:

Labor Day Christmas Martin Luther King Day
Memorial Day

After fifth full year of employment drivers will receive nine (9) paid holidays:

Labor Day Thanksgiving Friday after Thanksgiving
Christmas Martin Luther King Day Presidents Day
Good Friday Easter Monday Memorial Day

Holidays will be paid as follows.

Employees who average:	Will be paid:
35-40 hours/week	8 hours
30-35	7
25-29	6
20-24	5
15-19	4
10-14	3
5-9	2
< 5	1

In addition, holidays will be paid only if the person is in payroll status the last scheduled day prior to the holiday and the first scheduled day subsequent to the holiday. Bus drivers in payroll status the last scheduled school day before the fourth of July will receive Holiday pay for the 4th of July.

III. Personal Days

After first full year of employment	One (1) personal days will be granted
After third full year of employment	Two (2) personal days will be granted
After fifth full year of employment	Three (3) personal days will be granted
After tenth full year of employment	Four (4) personal days will be granted

Personal days will be paid as follows:

Employees who average:	Will be paid:
35-40 hours/week	8 hours
30-35	7
25-29	6
20-24	5
15-19	4
10-14	3
5-9	2
< 5	1

Personal days may be used on non-student contact days. Personal days cannot be carried over to the following school year. After five (5) years personal days may be purchased by the district at the rate of .30 at the end of each year. After five (5) years, drivers with perfect attendance will receive .60 for personal days purchased by the District. Personal days may not be used the first five (5) days or the last five (5) days of the year without prior approval from the Supervisor of Transportation.

IV. Insurance

1. Health Insurance

Full and Part-time Health Insurance Cap will be \$550.50 a month from September 1, 2008, thru May 31, 2009. For family coverage, the District would pay a maximum amount of:

	<u>2008-2009</u>
Full Time	\$606.17
Part Time	\$434.53

Any driver working a minimum of five (5) hours per day during the summer break will be credited with one (1) prorated day of health insurance for each day worked. This credit will be given with the September payroll.

Effective October 1, 2008, any District employee in the Bus Driver Association group qualifying for health and hospitalization insurance coverage by this agreement whose spouse is also a district employee qualifying for health and hospitalization insurance shall qualify for one Blue Cross / Blue Shield Triple Gold family insurance premium paid by the district.

2. Dental Insurance

Full single dental coverage for full time employees. Single amount to be applied toward family policy and pro-rated for summer drivers.

3. Life Insurance

After five (5) years of employment, the District will pay the full premium for \$10,000 of the District group term life insurance for full-time and part-time employees. Employees are able to purchase life insurance at the district's cost after their first full year of service.

4. Long Term Disability:

Each eligible employee is eligible to participate in the long-term disability insurance program provided by the employer. The employer pays the full monthly premium for such coverage.

V. Routes, Shuttles & Trips

Drivers will receive in-town minimum, 1-hour pay; out-of-town (10 miles) minimum, 2 hours pay. The rate of \$9.55 per hour will be paid for 2007-08. The rate of \$10.75 per hour will be paid for 2008-09.

Attempts will be made to schedule all drivers to the 25-hour per week level to qualify for insurance if they work 2 routes per day and desire benefits.

An attempt will be made, with efficiency in mind, to recognize years of service within the bargaining group, when assigning additional hours, if desired. The intent is to assign an average of 35-40 hours per normal school week. It may take a few weeks after school starts to distribute additional hours.

VI. Salary Schedule

Step	2007-2008	2008-2009
1	\$12.15	\$12.30
2	12.65	12.80
3	13.20	13.35
4	14.05	14.20
5	14.65	14.80
6	15.35	15.50

Trainee – Paid at Federal Minimum Wage Rate

Longevity

After tenth full year of employment	\$0.45 per hour longevity
After fifteenth full year of employment	\$0.55 per hour longevity
After twentieth full year of employment	\$0.60 per hour longevity

To be received on the July 1st date following their 10th, 15th or 20th year, respectively, of employment with the School District.

Performance Pay

A maximum bonus amount of \$350.00 per year will be paid to drivers employed for the entire school year meeting the pre-determined criteria set forth by the Supervisor of Transportation.

A total of \$150.00 is to be set aside for participation of all drivers, collectively, in State sponsored safety programs as determined by the School Bus Safety Committee.

VII. Document Authorization

In witness whereof the parties hereto cause this contract to be executed by the Chief Steward of the St. Cloud Bus Drivers Association and the Chairperson of the School Board, attested by the steward of the St. Cloud Bus Drivers Association and Chief Negotiator of the School Board, and their signatures to be placed heron, all on this _____ day of _____ in the year 2008.

Chief Steward

School Board Chairperson

Steward

School Board Negotiator

Date

MEMORANDUM OF UNDERSTANDING

2008-2009 One-Time Payment of Unrestricted State Revenue

This agreement between the Saint Cloud Bus Drivers Association and District 742 outlines the parameters for a one-time payment of unrestricted state revenue for the 2008-2009 school year.

The 2008 Legislative session awards the District “new money” in the form of unrestricted state revenue for the 2008-2009 school year, the parties have agreed to the following:

Eligibility

All members of the Saint Cloud Bus Drivers Association unit who work a minimum of 25 hours per week and were employed with District 742 on September 1, 2008.

Payment

The total amount of \$2,500 (1% of \$250,000), one-time payment of unrestricted state revenue to be disbursed equally in a separate payment to eligible members.

Effective Date

Eligible members will receive as specified in a separate payment a one-time payment of unrestricted state revenue on October 15th, 2008.

(THIS MOU SHALL NOT APPLY TO MONIES MADE AVAILABLE FOR TRANSFER FROM THE CAPITAL FUND)

For the District

Date

For the Bus Driver Union

Date