

# **BUS DRIVERS CONTRACT 2025-2027**

We are pleased to report that we have a proposed settlement with the St. Cloud Bus Drivers Association of School District 742. The proposed contract, if adopted, would represent a total settlement cost within range of the budgeting parameters established by the School Board for settlement with this employee group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

This group represents 16.25 FTE and approximately 17 employees

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## **Year One:**

- New Starting Pay Rates
  - Van Drivers: \$17.50
  - Bus Drivers: \$20.75
  - Assistant Mechanic: \$22.00
- 2.50% increase in hourly wages for all current employees hired before January 1, 2025
- Increase longevity rates as follows: (3y=\$.25, 5y=\$1.00, **10y=\$1.70, 15y=\$2.00, 20y=\$2.50, 25y=\$2.85**)
- Increase in District Insurance Contribution to Single Plans effective October 1, 2025 (\$640/month)
- Caps on the Single EME Contribution (\$945.44/month) and the Family EME Contribution (\$2,181.90/month)
- Beginning January 1, 2026, add Paid Family and Medical Leave Statutory Contribution of .44% of wages

## **Year Two:**

- 2.20% increase in hourly wages for all current employees hired before January 1, 2026

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**Total 2-Year Cost: 5.78%**

Scheduled for Board Approval: November 5, 2025