

BAGLEY PUBLIC SCHOOLS
Work Agreement for
Bus Drivers
July 1, 2025 - June 30, 2027

1. **Hourly Pay:** **2025-2026** Step 1 - \$28.51 **2026-2027** Step 1 - \$29.22
 Step 2 - \$29.56 Step 2 - \$30.30
 Step 3 - \$30.62 Step 3 - \$31.38
2. **Annual Contract Length:** 170 days
 - A. Bus drivers will be paid at a minimum for 2 hours in the morning and 2 hours in the evening.
 - B. Route times will be established by the Transportation Director during the first month of each school year, based on normal driving conditions for each route, to determine daily duty time for each driver. If a route time deviates by more than 30 minutes during the course of the school year, the Transportation Director will verify and adjust the route time accordingly for payroll purposes.
 - C. Route times include the time established using the Route Definition, plus 60 minutes:
 - 40 minutes for necessary bus maintenance and operation, ~~such as~~ including but not limited to:
 - pre and post-trip inspection
 - safety checks
 - cleaning/washing
 - fueling
 - 20 minutes in recognition of sporadic additional time required, ~~such as~~ including but not limited to:
 - contacting families
 - discipline reports
 - mechanical problems
 - weather-related delays
 - reviewing video footage
3. **Route Definition:** The bus route begins when a bus leaves a point (home, school, etc.) empty and proceeds on a predetermined route picking up pupils and traveling to school until the bus is empty and returning the pupils to a designated point after school and the bus is turned off.
4. **Extra Duties:** Extra-curricular and activity bus duties, including wait time, shall be paid at \$25/hour. There is no compensation for sleep time on overnight trips. Off- contract time (e.g. extra help in the bus garage) shall be paid at \$23/hour. All extra duties must be pre-approved by the Transportation Director.
5. **High Disciplinary Referral Routes, Bus 13 & Bus 15:** Drivers will be paid an extra \$300 per month.
6. **Bus Storage:**
 - A. Drivers will be paid \$12 per month for each month their bus is garaged by the driver. All buses are to be stored at the Bus Garage during the summer months.
 - B. Drivers will be reimbursed for plugging in their bus to electricity whenever the weather necessitates at the annual rate of \$125.00.
7. **Sick Leave:**
 - A. Drivers will earn 9 days of sick leave each year (one day of sick leave per month worked), accumulative to a maximum of 120 days.
 - B. Pursuant to M.S. 181.9413, employees may use personal sick leave benefits provided by the employer for absences due to an illness of or injury to the employee's child, adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent. For the purposes of this section, "child" and "grandchild" includes a stepchild, a step-grandchild, and a biological, adopted, and foster child or foster grandchild.
 - C. Drivers shall be allowed to use accumulated sick leave for regular pre-school routes and for regular summer school routes.

- D. Drivers maintaining the maximum accumulation at the end of a work year will be entitled to one day of personal leave to be taken during the subsequent work year.
8. **Bereavement Leave:** Bereavement leave of up to five (5) days shall be allowed for a death in the employee's immediate or close family. Days utilized will not be deducted from sick leave.
9. **Personal Leave:** 2 days per year
10. **Driver Certifications:** Drivers shall attend or shall have recently attended a defensive driving and emergency first aid class and other staff development activities as determined by the School District. Drivers will receive ~~\$45 for a half day or \$90 for a full day~~ **\$25hr** for such training whenever the School District determines the training to require time commitments beyond the reasonable expectations for fulfilling the job description.
11. **Seniority Increments:** Drivers will be paid seniority increments in accordance with the following schedule:
- Following five years of service: \$50.00 per month
Following ten years of service: \$100.00 per month
Following fifteen years of service: \$150.00 per month
Following twenty years of service: \$200.00 per month
Following twenty-five years of service: \$250.00 per month
Following thirty years of service: \$300.00 per month
Following thirty-five years of service: \$350.00 per month
12. **Lay Off:** Lay-off will affect employees in reverse order of seniority.
13. **Severance Pay:** Drivers will earn severance pay equal to ~~thirty percent (30%)~~ **35%** of unused sick leave. If the bus driver leaves the employment of the School District in good standing, including disability or death, the bus driver or his beneficiary(s) or his estate, shall be entitled to severance pay. Employees must work at least five consecutive years to qualify.
14. **Bus Driver Physicals:** Bus Driver Physicals required by the State of Minnesota will be reimbursed by the School District up to the maximum amount negotiated by the Transportation Director each year to be in alignment with a local clinic.
15. **Transfer Policy:**
- A. When a route vacancy occurs, drivers may request, in writing, a transfer to the vacated route.
 - B. Approved requests will be based upon seniority.
 - C. When a request for transfer is approved, payment for excess miles to the first route stop shall not be made.
 - D. No more than fifty percent of the regular routes may be affected by transfer approvals in any year.
 - E. No driver may have more than one transfer approved until each driver has had the opportunity to request a transfer.
16. **Probationary Period:**
- A. An Employee under the provisions of this agreement shall serve a probationary period of one full school year of continuous service, during which time the School District shall have the unqualified right to suspend without pay, discharge or otherwise discipline such employee; and during this probationary period, the employee shall have no recourse to a grievance procedure, insofar as suspension, discharge or other discipline is concerned.
 - B. Completion of Probationary Period: An employee who has completed the probationary period may be suspended without pay or discharged only for cause.
 - C. Discipline: An employee shall not be disciplined, reprimanded or reduced in rank or compensation without just cause as determined by the School District.

17. Miscellaneous:

- A. Each driver shall be responsible for personally contacting the parents of new students on their route prior to the beginning of each school year. Contacts are also to be made when new students are assigned to a route during the school year.
- B. The School District has the right to make final route assignments including the assignment of the Transportation Director to a route.
- C. Regular route drivers may drive extra-curricular trips only when pre-approved by the Transportation Director.
- D. Drivers will receive ~~\$20.00~~ **\$25** for trip cancellations, when the driver is not notified two (2) hours prior to the departure time.
- E. Meal allowance rates are paid in accordance with School Board policy. Pre-approval of all meals and receipts are required.
- F. Pre-approval and receipts for lodging on overnight trips are required.
- G. The School District reserves the right to establish extra full and/or part day shuttle routes. If such routes are established and do not conflict with regular routes, regular drivers will be offered these routes based upon seniority.

18. Special Transport Pay:

- A. Drivers shall be compensated for special transport duties per day as follows:
 - Up to 60 minutes: \$25
 - 61-120 minutes: \$50

- B. Drivers shall be paid \$25 for no-shows or cancellations with less than 24-hour notice.

19. New Drivers: \$200 reimbursement after six (6) months of service (to defray cost of certification).

20. Driver Referral: \$400 for driver referral to referring person after new driver has six (6) months of successful service in the District.

IN WITNESS WHEREOF, I have subscribed

my signature this _____

day of _____, 20_____.

Bus Driver

Bus Driver

IN WITNESS WHEREOF, I have subscribed

my signature this _____

day of _____, 20_____.

School Board Clerk