

**I recommend approving the 2011-13 Local #284
Transportation Contract as presented.**

Negotiators for the School District and the Transportation Employees Local SEIU reached a tentative 2-year contract agreement for the 2011-2012 and 2012-13 school years. The agreement increases the salary schedule by 0.5% in the first year of the contract and 0.75% in the second year of the contract. Bus drivers are eligible for any step advancements to which they may be entitled. The school district's contribution for health insurance will be frozen during both years of the contract and remain as a defined amount. The school district's cost increase of 4.99% over the 2 years of the contract includes PERA, FICA, step and advancements, and health insurance over the 2 years.

Other changes to the contract include:

- ARTICLE VI RATES OF PAY - NEW SECTION
SECTION 4

Section 4 In-Unit substitute compensation

In the event that a van driver is assigned the duties of a bus driver in a substitute capacity, the van driver shall be compensated according to the schedule set forth in Appendix A. There shall be no deduction from the employee's leave time to perform these duties.

Add to Appendix A: Van Drivers – Bus Driver Substitution
Per Route

<u>Step 1</u>	<u>\$33</u>
<u>Step 2</u>	<u>\$35</u>
<u>Step 3</u>	<u>\$37</u>
<u>Step 4</u>	<u>\$39</u>
<u>Step 5</u>	<u>\$41</u>

- ARTICLE VI - SECTION 6. School Closing. In the event that school is closed for any reason and the employees are

not required to perform services, employees shall be able to utilize their accumulated sick leave for the first occurrence each year. For each subsequent occurrence, the employee's compensation shall be reduced accordingly. If an employee is not informed one hour in advance of starting time and reports to work, he/she shall receive compensation for 1 /2 day, and duties may be assigned during that 1/2 day.

- ARTICLE XIV SEVERANCE PAY SECTION 8. There shall be a cap of ~~\$15,000~~ \$17,500 on the combined total of all severance and School District 403(b) contributions.

In the event that the total School District 403(b) contributions as stipulated by Article XV exceed the total amount of the retiring employee's severance payment as calculated according to ARTICLE XIV, Section 3, the district shall not require the employee to pay back the excess of the contribution balance

- Merge MOU on Mechanic position into contract