

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

- 1. Salary:** **2025-2026** \$57,428 **2026-2027** \$58,577

- 2. Annual Contract Length:**
 - a. 8 hours per day for 260 days.
 - b. Must maintain a CDL license and bus driver's endorsement.
 - c. If the mechanic has to cover a bus route, he shall be compensated at the sub rate of pay for that route.
 - d. Overtime pay for emergency situations, as pre-approved by the Transportation Director.
 - e. For time worked in excess of 40 hours in any week (e.g. broken down bus retrieval, snow plowing for 2+ inches of snow), the mechanic may elect to take compensatory time off for that amount of time. Compensatory time must be used by the end of August each year.

- 3. Training or Experience:** High School Diploma required, ASE Certification preferred

- 4. Insurance:** The School District shall provide an allowance of ~~\$7,200~~ **\$8,000** to purchase insurance from the School District providers, covering Health and Hospitalization, **Dental** and/or Long-Term Disability Insurance. The mechanic must minimally purchase the District's Minimal Value Health Insurance Plan or provide proof of health insurance coverage under a spouse's family plan, prior to assignment of the allowance. Any excess costs for insurance, above the allowance, shall be the sole responsibility of the mechanic. **When total cost for health and hospitalization, dental, and/or long-term disability insurance is less than district contribution the excess will be applied to an HSA or FSA.**

- 5. 403(b) Allowance:** The District will match equal to the contributions of the employee, up to ~~\$1,500~~ **\$2,000** to a District approved 403(b) plan.

- 6. Vacation:**
1-9 years of service: 12 days per year
10-19 years of service: 17 days per year
20+ years of service: 22 days per year

- 7. Sick Leave:** 12 days annually, accumulative to 120 days. 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.

- 8. Physicals:** The mechanic is required to maintain his/her current bus endorsement. 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.

- 9. Holidays:** Full pay shall be granted for the following holidays:

Labor Day	Christmas Eve Day	President's Day	Juneteenth
Thanksgiving Day	Christmas Day	Good Friday	Independence Day
Day After Thanksgiving	New Year's Day	Memorial Day	

- 10. Problem Resolution:** In the event an employee believes there is a basis for a problem, he/she should initially discuss the problem with the immediate supervisor. If the employee feels that the problem has not been resolved following the discussion with the supervisor, the employee should discuss the problem with the Superintendent. If the problem remains unresolved, the employee may refer the problem to the School Board's Negotiating Committee. If the problem is not solved at that point, the employee has the right to address the problem to the full School Board for final resolution.

- 11. Tool Allowance:** ~~\$1,500~~ **\$2,500** allowance per year. This allowance will be reimbursed through finance as long as receipts are turned in verifying purchases; pursuant to IRS statute 62(c).
- 12. ASE Certification:** \$1,000 annual stipend if the mechanic is ASE certified as a School Bus Technician.
- 13. Severance Pay:** ~~35%~~ **40%** of accrued sick leave upon resignation or retirement in good standing as determined by the School Board. In the event of the employee's death, the employee's beneficiary shall receive the amount which the employee would have received. The benefit is payable only after 5 years of continuous employment.
- 14. Uniform Allowance:** Employees are allowed to receive 5 new uniform shirts each year as approved by the Transportation Director.

IN WITNESS WHEREOF, I have subscribed
my signature this _____
day of _____, 20_____.

Mechanic

IN WITNESS WHEREOF, I have subscribed
my signature this _____
day of _____, 20_____.

School Board Clerk