

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

- 1. Salary:** **2025-2026** **2026-2027**
 \$61,022 \$62,243

2. Annual Contract Length:

- a. 8 hours per day for 210 days.
- b. If the Transportation Director has to cover a bus route, he shall be compensated at the sub rate of pay for that route.
- c. Must maintain a CDL license and bus driver's endorsement.

3. Insurance/403b Allowance:

The School District shall provide an allowance of \$9,500 to purchase insurance from the School District providers, covering Health and Hospitalization, Dental and/or Long-Term Disability Insurance, and/or to provide a district matching contribution equal to the contribution of the Transportation Director, up to \$4,700 to a District approved 403(b) plan. The Transportation Director 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 Transportation Director. 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.

Affordable Care Act Related Implications note.

In the event this Agreement causes or will cause penalties, fees or fines to be assessed against the School District, the parties agree to reopen negotiations that result in a new Agreement between the parties that eliminates or reduces penalties, fees, or fines to be assessed against the School District.

- 4. 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.
- 5. Personal Leave:** 2 days per year. No carryover days.
- 6. Holidays:** The Transportation Director shall be granted the following paid 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	

In order to be eligible for holiday pay, the employee must have worked their last scheduled work day before or after the holiday unless on an excused illness, leave, or on vacation under these provisions.

- 7. Physicals:** The Transportation Director 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.
- 8. Problem Resolution:** In the event the employee believes there is a basis for a problem, he/she should initially 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.

9. Severance Pay: 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.

10. Uniform Allowance: The Transportation Director is allowed to receive 4 new uniform shirts each year.

11. Professional Dues & License Fees: Professional dues and license fees will be paid as approved by the Superintendent.

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

Transportation Director

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

School Board Clerk