

SALARY/WAGE AGREEMENT

Fiscal Year 2023-2024 and 2024-2025

Pierz ISD 484 SCHOOL BUS DRIVERS

Definitions:

Bus: A Type A, B, C, or D school bus as defined by the Department of Education

Route: A route is a pre-determined and defined route, generally recurring on a schedule, that both starts and ends at the bus garage/school. Route Pay is designated for Large Bus Routes. The only exception to this would be the School Day AM and PM Route to the Mid State Level 4 Facility. All other routes, including mid-day or special routes are not included as regular Bus Route Pay and are instead paid at the hourly rates as articulated in this agreement.

Bus Route Driver: Applies to employees who drive a regular Large Bus Route, as referenced above. Any references to "Route Pay" and "Route Driver" contained in this agreement only apply to those employees who drive these routes daily on behalf of the District.

Trip: A trip is a route that is not predetermined or defined on a regular basis. For example, the transportation to and from an activity or field trip.

Van: A Type III vehicle as defined by the Department of Education restricted to passenger cars, station wagons, vans, and buses having a maximum manufacturer's rated seating capacity of 10 or fewer people, including the driver, and a gross vehicle weight rating of 10,000 pounds or less.

Salary/Wage Considerations:

	<u>2023-24</u>	<u>2024-25</u>
Athletic / Field Trip Driver Hourly Rate	\$ 21.00	\$ 22.00
Van driver Hourly Rate	\$ 21.00	\$ 22.00
Other hourly*	\$ 20.00	\$ 21.00
Trainer of new bus driver obtain license	\$ 25.00	\$ 26.00
SPED Bus** / summer school Bus driver	\$ 25.00	\$ 26.00

*Other includes meetings, regular training, maintenance, ride along, all bus washes

**AM/PM MidState Route included as regular route pay for all drivers

Route Pay - There is an Explanation at the end of this Contract that Explains the Transition to an Hourly Pay model for Bus Route Drivers. It is provided at the end of this document and titled: **Route Pay Transition.**

Longevity Pay Only Applies to the Position of Regular Large Bus Route Driver

After 5 Years of Driving in district – add \$.40 per hour

After 10 Years of Driving in district – add \$.80 per hour

After 15 Years of Driving in district – add \$1.20 per hour

Wheelchair Lift Pay

Drivers who are assigned to routes that require use of the Wheel Chair lift will be granted an additional \$.50 per hour. For Drivers who have that assignment in partial increments, like not all 5 days of the week or not in the AM and the PM routes the District will prorate the pay accordingly.

Sub Driver Pay Year 1 \$26 per hour Year 2 \$27 per hour

- District employees who retire as Full Time Drivers but serve as a Sub Driver will be paid an additional \$1.50 per hour in addition to the regular Sub Driver Pay and also maintain the Longevity Pay status they held upon Retirement or Resignation from the Full Time Route Driver position.

Route Times

- Each Year the Transportation Coordinator will determine the Route time for AM and PM Routes and provide that data to the District Payroll Department. This process will be completed by October 15th of each school year.
- All Routes that are under 2 hours will be assumed at 2 hours for each of the Regular Hired Route Drivers who are assigned an AM or PM Route. Substitute Drivers are not allocated the 2 hour minimum.
- For all Routes that are greater than 2 hours, the Transportation Coordinator will designate the amount of time for that particular route, either AM or PM. Drivers will then be compensated for their time Driving that route at their personal hourly rate, which may include Longevity Pay.
- The designated route times will serve as the basis for route pay for that school year, unless officially changed by the Transportation Coordinator based upon significant changes to that particular route. A Driver may request a review for reconsideration of hours by submitting a written notice to the Transportation Coordinator.
- Compensation for the Bus Route Driver will be assumed at the designated route time, with the exception of some emergency situation that may cause the route to be significantly altered on that particular day, based upon mechanical emergencies or some similar event. In those cases, the Transportation Coordinator can approve a modified time for compensation on that day.

Bus Route Time Calculation

- Morning Routes will assume 15 minutes for Pre Trip Inspection
- Morning Route time will include a set amount of time to return the bus to a bus garage. The designated time allotted for each respective route is as follows:
 - Harding adds 15 minutes
 - Buckman adds 8 minutes
 - Pierz adds 5 minutes
 - Leaving the Bus at school adds 0 minutes
 - Mid State adds 20 minutes
- Afternoon Route will assume 25 minutes per route for loading time at all 3 schools. Mid State loading time is calculated separately.
- Fueling Time will be paid as part of the regular daily rate for all routes that are under the 2 hour minimum.
- Fueling Time for routes that exceed the 4 hour minimum will be paid an additional 15 minutes of time on the days that they fill the bus. That added time should be noted using the District Time Clock process.

Bus Aides - The Compensation model is outlined later in this Agreement. It is noted that the model for 2024-25 will be revisited again in fall of 2024 to determine what changes we may want to make.

Bus Aides are paid using the Per Trip compensation rate as provided in this contract. Additional hours for training and other purposes for Bus Aides will be paid out at the same hourly rate as defined for Drivers as agreed to in this contract.

Other considerations:

1. Bus Washing: All bus washing paid by the hour at the other hourly rate. Minimum 30 minutes applied for bus washes during the school year.
2. Drivers will attend district in-service programs and meetings, paid at the “Other hourly” rate.
3. Required DOT physical examinations and testing required to keep the license will be paid by the District. Pre-approval required to be reimbursed for expenses. Driver must verify the Medical provider approving the DOT physical with the Transportation Coordinator prior to scheduling the appointment.
4. Earned Safe and Sick Time (ESST): All transportation employees who work more than 80 hours per year will earn ESST based on MN statute at one hour of ESST for every 30 hours worked up to a maximum of 48 hours per year. Earned Safe and sick time to be used for reasons supported by Earned Safe and Sick Time ([Minnesota Statutes § 181.9445](#)).
5. Paid Non-Driving Days: Bus Route Drivers will be provided 3 Paid Days that can be used in lieu of school cancellations which also include days that result in E-Learning Days. These Paid Days are compensated at the regular Daily Route pay for Bus Route Drivers. These Paid Days only apply to Bus Route Drivers.
 - a) If in any school year, the number of school days canceled and E-Learning days implemented exceed 3 days, the District will add additional days to guarantee the number of paid days each school year matches the student days planned in the school calendar for that school year.
 - b) If in any school year, the number of school days canceled and E-Learning days is less than 3 days, the District will pay out the difference between 3 days and the number of canceled days. Those days will be paid out prior to or on the June 30 payroll period for each school year. Those days will be compensated at the daily rate for each driver/route for that school year.
 - c) If there is an event where Bus Drivers have started their routes and pre-trip work on a day that turns into a cancellation, Drivers will be compensated for their AM Routes on that date.

Bus Aide (para) Pay

In Fall 2023 the District developed a model to compensate Bus Aides based upon the following factors:

- Consistent Base Pay amount for serving as a Bus Aide \$32
- Additional pay if the Route originates out of the Harding Garage \$8
- Additional pay if the Route originates out of the Buckman Garage \$5
- Additional pay if the Route requires assisting children using the Handicap Wheelchair Lift. \$2
- Decrease in pay if the Aide is picked up or dropped off as part of the Route and therefore does not ride it the entire route. - \$5

This Pay amount is totaled and then is applied to each Route, AM and PM.

The District will evaluate this Compensation model again in Fall of 2024 and determine new rates for the 2024-25 School Year.

(Employee Representative)

(Board Representative)

Date

Date

Route Pay Transition

This Section of the Contract is Temporary. It serves as the explanation of the transition for Route Pay that was agreed upon. Once the official hourly rate is adopted at the next contract, it is possible this information would not be needed in future contracts.

The District and Bus Driver Negotiation Committee agreed to a model that supports moving to hourly pay while still recognizing current pay per route and implementing that transition without any loss of pay from the current route formula. This transition model is described below:

In order to build a model where all Drivers receive annual increases from the Route Pay of 2023.

- We built out a model that took what the current pay is for each driver/route and then set a target of \$32 per hour which could be applied equally to all routes within 4 years.
- We determined that all regular routes would be granted a 2 hour minimum pay. The details of the time allocated per day are outlined below. The 2 hour minimum per route only applies to full time hired Route Drivers. Substitute drivers will be compensated at the designated hourly rate.
- We then calculated the difference from the current pay for each route, and \$32 per hour for each person and applied the same dollar per hour increase to each year of this contract.
- We then added Longevity Pay to that daily amount per driver.
- Average Route Pay Increase for this total Package if 15% over the 2 years of this contract.
- The Average Hourly Pay in Year 1, even after granting the 2 hour minimum per route is \$27.51.
- The Average Hourly Pay in Year 2, even after granting the 2 hour minimum per route is \$29.24.