

## **TRANSPORTATION EMPLOYEES**

### **COLLECTIVE BARGAINING AGREEMENT**

**Effective July 1, 2019 through June 30, 2022**

As reported by the spokesperson for the St. Charles Transportation Education Association (SCTEA) and the Board/Administration Team, each individual item below was agreed to. As such, these items are jointly submitted to the Board of Education for approval at the regularly scheduled May 9, 2019 Board of Education Meeting.

#### **Board/Administration Team**

Jason Sefrit, Superintendent  
\*Rodney Lewis, Assistant Superintendent  
Marita Malone, Board Member  
Julie Williams, Principal Lincoln  
Steve Smith, Assistant Director  
Cindy Priest, Transportation Director

#### **SCTEA Team**

\*Runi Hertz  
Mike Schiller  
Dale Burkhart  
Jill Wooldridge

Lisa Blaha, observer (MNEA)  
Peggy Cochran, Facilitator  
\*Team Chairperson

### **How can we improve the Handbook explanation on assignments for L&C, middays, ECC?**

- The Director can designate up to 4 Special Education bus routes as high needs. There will be an information meeting or interested drivers and monitors.
- A separate bidding process by seniority will take place on up to 4 Special Education Routes. Director of Transportation can veto a bid. Anyone vetoed can bid on another SpEd route not designated high needs or any other route.
- The designated high need SpEd routes will be bid separately and before the bidding takes place for the other SpED and regular routes.
- All routes will be posted at least 1 full day prior to bidding.
- All Early Childhood are open and will be bid on with all other routes.
- Lewis and Clark routes first semester will be clarified, and the process used to fill those needs by standby and L&C staff. Second semester routes will be posted and bid on when known.

### **How can we realign/define the position of Dispatcher?**

Restore dispatcher to original job description and move the dispatcher's to its own column.

### **How can we retain current employees and attract new ones?**

- For 2019-20, all drivers will receive a one-time market adjustment equal to 6.5%.
- All eligible employees will be granted one step on the salary schedule.
- Eliminate the salary schedule for drivers. Replacing the following ranges: Beginning rate: \$16.00 an hour, Experience to be recognized a 3% per year increments, up to 5 years. Maximum beginning rate of \$18.01 an hour.
- Maximum drivers rate \$22.50 an hour.
- The "TC" column will be new and equal to the pay grade E on the support staff salary schedule with only the dispatcher's position in that grade. The mechanic position will stay in the current grade however it will be renamed "TD".
- For 2020-21, increase spending by 2% (compared to the previous year). Drivers will all receive 2%. Other transportation employees would not take a step but would receive a 2% increase.
- For 2021-22, the total spending increase would increase by 2% (compared to the previous year). Th distribution will be determined by administration/SCTEA representatives during the year of 2020-21.
- Year three (2021-22) will be reopened for further negotiations if the balances in Fund 1 and Fund 2 on July 1, 2020, are below 20% or above 25% according to the ASBR (Annual Secretary Board Report.)

**How can we clarify what determines advanced salary placement for new hires?**

- All new hires with documented experience will receive 3% per year increments, up to 5 years. Maximum beginning rate of \$18.01.
- The Assistant Superintendent of Human Resources will notify the SCTEA president about all new hires and their hourly rate/step placement.

**How can the district continue to provide a high-quality health plan for all full-time employees, while still maintaining fiscal responsibility?**

Assign to be Benefits Committee and move forward with a recommendation:

The Benefits Committee will use the 2019-2020 school year to study and propose a restructuring of our health plans to address the interests.

Then bring back to negotiations or the SCEA leadership team in early 2020 and then seek Board approval in fall of 2020 for implementation on January 1, 2021.

Short Term Disability Insurance: (follow up from the 2018 negotiations)  
2018 Negotiation Team agreed to assign the Benefits Committee to find a solution to our current Short term disability policy which only benefits a small portion of our employees.

The Benefits Committee recommends that the district end, as of January 1, 2020, our mandatory participation in Short Term Disability Policy.

The benefits committee recommends that the district provide Short Term Disability Insurance Option and a Long Term Disability Option which employees could elect or decline on a voluntary basis to fit their personal needs.

Education for employees if choosing an HSA option

**Honoring Previous Agreements: *The District agrees to honor previous agreements to the extent supported by state and federal law and St. Charles School District Board policy.***



\_\_\_\_\_  
Rodney Lewis, Assistant Superintendent – HR  
Board Team Chairperson

5-16-19

Date



\_\_\_\_\_  
Runi Hertz, SCTEA Team Chairperson

5/15/2019

Date

**The following signatures reflect that the Board of Education has voted to approve and the SCTEA has ratified this Closure Agreement.**



\_\_\_\_\_  
Josh Kean, BOE President

5/16/19

Date



\_\_\_\_\_  
Runi Hertz, SCTEA President

5/15/2019

Date