

TRAVERSE CITY Transportation Association



Master Agreement

July 1, 2025 - June 30, 2028



Traverse City Area Public Schools

Great Community, Great Schools

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AGREEMENT

Section 1

- 1.1 This Agreement is made and entered into this 8th day of September, 2025 by and between the Board of Education of the Traverse City Area Public School District, hereinafter called the “Board”, and the Traverse City Transportation Association/MEA/NEA, hereinafter called the “Association”.
- 1.2 Exercise of the powers of the Board is limited only by the express agreements contained in this contract. Policies or practices in conflict with this Agreement are superseded by this contract.

RECOGNITION

Section 2

- 2.1 The Employer recognizes the Association as the sole and exclusive bargaining agent for the purpose of establishing wages, working hours, safety, and other conditions of employment for all regularly assigned bus drivers and bus driver assistants employed by the Traverse City Area Public Schools, but excluding temporary, retired (except those retired employees who are re-hired) employees in permanent positions and substitute employees, maintenance and custodial personnel, bus mechanics and bus mechanic helpers, secretarial and clerical employees, directors, assistant directors, managers, supervisors, and all other employees employed by the Traverse City Area Public School District.
 - a. A supervisor shall be defined as any person who is charged with responsibility for selection, evaluation, and/or direction of personnel.

RESPONSIBILITIES OF MANAGEMENT

Section 3

- 3.1 The Employer is vested legally and exclusively with certain powers, duties, and responsibilities, which it may not, by any means, share with or delegate to any other body or organization. Among these powers, duties, and responsibilities are, but not limited to:
 - a. The executive management and administrative control of all aspects of the transportation system of the district and the activities of its employees including the right to subcontract such services.
 - b. The hiring and firing of employees and the determination of qualifications and conditions of employment, including training programs, standards of performance, assignments, promotions, transfers, discharge and discipline of personnel, and of the size, composition and structure of the working force.
 - c. The establishment of policies and procedures, which determine the operation of the transportation program and responsibilities of its personnel, and executive management and administrative control of the properties of the school district.

- 3.2 In establishing policies and procedures to carry out the above responsibilities, the Employer, or its designated representatives, may consult with the employees involved.

COMMUNICATIONS CHANNELS

Section 4

- 4.1 The Employer and its designated representatives bear the responsibility for formulating policies and programs relating to the Transportation Department. The Employer will make every attempt to inform and consult with the Association when considering policies and programs, which may affect the Transportation Department.
- 4.2 Representatives of the Employer and the Association will meet at least once each month by mutual agreement for the purpose of such consultation as well as reviewing the interpretation of this agreement and compliance therewith on the part of both the Administration and the Association.
- 4.3 Each meeting shall be no more than two (2) hours in duration. If requested, an agenda shall be submitted by each party twenty-four (24) hours prior to the meeting.
- 4.4 No more than three (3) Association representatives shall be paid for attending meetings called for by the Employer, and will be compensated at their regular hourly rate.

CLASSIFICATION OF TRANSPORTATION STAFF

Section 5

5.1 REGULAR BUS DRIVER

A regular driver is an employee who has been awarded or assigned a regular scheduled run.

- a. The regular driver shall be paid in accordance with the regular salary schedule, and is eligible for all contractual benefits.

5.2 ALTERNATE BUS DRIVER

An alternate bus driver is one who relieves for an absent regular driver, or does other driver-related duties as assigned by the Director of Transportation or his/her designated representative, and is available for such assignment on a daily basis.

- a. The alternate bus driver shall be paid in accordance with the bus driver salary schedule plus one (\$1.00) dollar and is eligible for the same contractual benefits accorded the regular driver.
- b. An attempt will be made to maintain a ratio of one (1) alternate bus driver for every eight (8) bid runs. Good faith efforts to secure adequate alternate bus drivers will commence when the ratio drops to one (1) alternate bus driver for every nine (9) bid runs.

- c. Alternate bus drivers shall report in accordance with schedules drawn up by the Employer at bid time with each position to be a minimum of two (2) hours. Alternate bus drivers who are not assigned a run may be assigned to complete extra work as defined in Section 28.
- d. An alternate bus driver may be utilized to assist on any other bus run as required at the discretion of the employer.
- e. Alternate bus drivers must be utilized on a seniority basis when their bid starting and ending times are the same. The Employer will assign runs based on seniority and hours. Employees may make changes to assignments with Employer approval.

5.3 DRIVER UTILIZATION

- a. To relieve absent regular a.m. and p.m. drivers, after all alternate drivers, the following will be followed:
 - 1. One-a-day drivers will be utilized on a seniority basis. A one-a-day driver is a regular bus driver with at least one (1) regular bus run and/or alternate position and has requested additional work.
- b. To relieve for absent regular noon drivers, the following progression will be followed:
 - 1. Noon alternates
 - 2. Regular drivers and regular alternate drivers based on seniority if assignment made prior to one (1) hour before the start of the run.

5.4 BUS TRAINER

A bus driver trainer is an employee who has applied for, interviewed and been selected based on qualifications, experience and seniority to train bus drivers. This position follows the negotiated wage scale for bus drivers in Section 37.2 but will not be bid following Section 28.3 and will consist of varying hours which shall not count as accrued time for insurance purposes.

5.5 BUS ASSISTANT

A bus assistant is an employee who has applied for, interviewed and been selected to provide supervision and support to ensure the students understand and comply with bus safety rules. This position follows the negotiated wage scale for bus assistants in Section 37.2. A bus assistant may be assigned to a regular route or is available to be assigned to a variety of routes on a daily basis.

TRANSPORTATION STAFF QUALIFICATIONS AND TRAINING

Section 6

- 6.1 All classifications will have job descriptions that include basic job requirements and qualifications.
- 6.2 Each driver shall pass and pay for a physical examination according to Federal, Michigan, and Traverse City Area Public School District standards.
 - a. Drivers must provide proof of successfully passing the Michigan Department of Education physical by August 1 of each year prior to the bid first selection of the school year.
- 6.3 Each driver shall pass written and physical skill test examinations based on Federal, Michigan, and Traverse City Area Public School District standards. Drivers shall also attend Michigan School Bus Safety Education classes as required by the Michigan Department of Education.
- 6.4 All employees shall attend if directed, all training programs offered by the District, unless excused by the Director of Transportation or designee.
- 6.5 All employees will be offered an opportunity to participate in other in-service training programs. Special training programs may be required.

PROBATIONARY PERIOD

Section 7

- 7.1 An employee will be placed on the payroll the first day he/she reports for training. The first payroll check will be issued as scheduled by the Payroll Department, providing the employee has completed all the necessary forms.
- 7.2 Appointment as a regular staff member of the Transportation Department shall require a probationary period of up to ninety (90) working days.
- 7.3 A procedure for performance review of probationary employees will be mutually developed by the Association and the Director of Transportation.
- 7.4 The Association will be notified when an employee completes his/her probationary period.
- 7.5 A probationary employee will accumulate but will not be eligible to use contractual leave benefits until he/she has successfully completed his/her probationary period. A probationary employee will be eligible for contractual health insurance or cash in lieu of insurance benefits beginning the first of the month following the employee's date of hire.

ASSIGNMENT AND TRANSFER

Section 8

- 8.1
 - a. A bus run will consist of time to conduct an actual run as determined by the Director of Transportation or designee based on a computerized routing program.

- b. Employees will clock in, clock out, and be paid according to actual work hours. Employees returning to the bus garage before the end of their road time shall notify the dispatch office unless otherwise notified by the Director of Transportation or designee. The employee may be assigned extra work consistent with Section 28 to fulfill their scheduled paid time.
- c. Drivers and bus assistants will be guaranteed a minimum of two (2) hours for each run.
- d. The duties/responsibilities of a driver are listed below by way of example and not limitation and may be changed by mutual agreement with the Association.
 - 1. "Prep Time" duties/responsibilities are:
 - a. check in/report time
 - b. pre-trip
 - c. "see me"/check mailbox
 - d. fuel if necessary
 - 2. "Road Time" duties/responsibilities are:
 - a. leave on departure time
 - b. follow left/right sheets as written
 - c. maintain student discipline
 - d. follow proper radio procedures
 - e. load/unload in a safe manner
 - f. operating vehicle in compliance with federal, state, and local laws and regulations
 - g. maintain a professional demeanor with parents and public
 - h. cool down bus in the parking lot
 - i. follow policies and/or procedures as required
 - j. restroom break for runs without down time
 - 3. "Post Time" duties/responsibilities are:
 - a. sweep/clean bus
 - b. update left/right sheets when changes are authorized
 - c. referrals/incident reports
 - d. flasher passers
 - e. "see me" meetings
 - f. inclement weather
 - g. vehicle maintenance form/mechanic
 - h. unscheduled meetings with principals or other staff
 - i. follow policies and procedures as required
- e. The duties/responsibilities of a bus assistant are listed below by way of example and not limitation and may be changed by mutual agreement with the Association.
 - 1. Ensures safe transportation of all students
 - 2. Assists the bus driver in maintaining cleanliness and safety of the bus

3. Assists students on and off the bus
4. Ensures that all students are properly secured in their seats
5. Sensitive to individual student needs and conditions
6. Controls student behavior during the bus route
7. Acquires knowledge of all terms on student data forms used to describe handicapping conditions
8. Understands the handicapping condition of all students
9. Maintains individual behavior logs
10. Prepares and submits Bus Conduct Reports
11. Informs the Transportation Director/Assistant Director and/or Transportation Managers of any unusual incidents or circumstances
12. Maintains good rapport with students, parents/guardians

8.2 In the event the District and the Association mutually agree (in writing prior to June 1 of each year) to have an annual bid selection process for the next school year, the following terms shall apply. If an annual bid selection process does not take place, then open runs will be posted no later than the fourth Friday of the new school year:

- a. All employees shall be notified by mail at least twenty (20) calendar days in advance as to their bus run selection time and day at their last address on file in the Transportation Office. Due to unforeseen circumstances this time may be adjusted by mutual agreement between the Employer and the Association.
- b. Employees on leave shall be notified at least twenty (20) calendar days in advance of their bid time, by certified mail, mailed to their last address on file in the Transportation Office. Due to unforeseen circumstances this time may be adjusted by mutual agreement between the Employer and the Association.
- c. Runs shall be made known as to the length of the run in hours and minutes. Specific criteria listed on the Bus Driver Daily Time Schedule will be developed by mutual agreement between the Employer and the Association. The check-in and check-out times of bid runs may vary by up to twenty (20) minutes. The criteria will be available in the Standard Operating Procedures Manual. Runs shall be posted and left/right sheets made available for review five (5) workdays prior to the seniority bidding of runs.
- d. Bid runs may be combined in blocked time. There will be no limit on the percentage of bid runs combined in blocked time. Blocked time will be in a minimum of five (5) hours. The Director of Transportation may get input from the Association on the composition of the blocked time.

8.3 Job Sharing/Flex Hours

- a. Employees may submit an application for job sharing/flex hours to the Director of Transportation or designee. An employee's request may only affect one (1) a.m. run, one (1) noon run, or one (1) p.m. run.

- b. The Director of Transportation or designee will approve the request providing all specific criteria have been met. The criteria will be mutually developed by the Employer and the Association.
- c. Prior to denying the request, the Director of Transportation or designee will advise the Association President or his/her designee of the reason for denial.
- d. An employee with an approved application for flex time shall be used as an alternate on days available (for an amount not less than their bid run time). This alternate position will last until expiration of their flex time, at which time he/she would resume his/her bid run. An alternate will be assigned per the contract to cover the original run for the length of the scheduled flex time.
- e. The number of employees exercising job sharing/flex hours shall not be used in calculating the employee ratio in Subsections 5.2.b.

8.4 Bus Run Selection Procedures

- a. All runs shall be selected on a seniority basis, beginning with the employee with the greatest seniority. Employees not successful in securing runs may be given the choice to be alternates, substitutes or "laid-off" consistent with Section 13 of this Agreement.
- b. Probationary employees may be assigned runs by the Director of Transportation or designee.
- c. New runs or run vacancies will be posted and filled on a seniority basis. Employees will not be permitted to overlap run times.
- d. New runs or run vacancies will be posted within five (5) working days unless notice of extenuating circumstances is given to the Association.
- e. Open runs shall be posted for (3) three working days prior to filling the vacancy. A copy of the list of employees bidding on the opening shall be sent to the Association.
- f. If the open run is not filled after being posted three (3) working days, the Director of Transportation or designee will assign a probationary employee to fill the vacancy. However, an alternate or substitute employee may be assigned until a probationary employee is available.

- 8.5 After the seniority assignment of runs, if an employee is unable to continue one or more of his/her regular scheduled runs he/she shall not be able to select a new run covered by an employee with less seniority. He/She may be assigned by the Director of Transportation or designee a run or alternate position if either is available. He/She also shall not be able to regain his/her lost run if a subsequent change would permit it. He/She could return, providing a vacancy occurs for which he/she is qualified.

- 8.6 After consultation with the Association, if conditions warrant, employees will be subject to transfer by the Director of Transportation or designee. The Association will be notified of the transfer.
- 8.7 Bus Run Changes
- a. Bus run time changes will be retroactive to the date of the initial change. If not denied within five (5) working days of the request, the change will be approved (subject to Section 8.8).
 - b. Time from the start to end of the assigned run shall be paid time and used at the discretion of the Director of Transportation or designee.
 - c. Bus run changes that result in an increase of run time shall be discussed with the employee prior to effecting the change. Employees will be paid for the actual increase in time. If the employee's schedule does not permit assumption of the revised run, the employee may assume the run of any probationary driver. If a probationary run does not fit his/her schedule, he/she shall be eligible for a leave of absence until the next run selection date, without loss of seniority.
- 8.8 The Employer reserves the right to make run and route changes as necessary for increased efficiency, and in the best interest of students transported. All such changes shall be subject to the compensation described in this section.
- 8.9 Employees will not be permitted to bid any combination of runs that would cause them to accumulate more than forty (40) hours per week for all jobs in the district.
- 8.10 Employees dropping any bid run will give a ten (10) work day notice to the Director of Transportation or designee.

LEAVE OF ABSENCE

Section 9

- 9.1 If an employee will be absent for five (5) or more consecutive working days for reasons other than illness, he/she shall apply in writing to the Director of Transportation or designee for a leave of absence at least one (1) week but not more than forty-five (45) calendar days prior to the expected leave.
- Verbal arrangements may be made if, in the judgment of the Director of Transportation or designee, emergency circumstances do not permit application in writing. Written applications must be submitted upon return.
- 9.2 At the discretion of the Director of Transportation or designee, an employee may be granted a leave of absence without pay or fringe benefits, but not to exceed one (1) year. To qualify for this leave an employee must have at least two (2) years of employment with the district.

- 9.3 If the employee's leave of absence extends beyond ninety (90) working days in a school year, his/her run may be declared vacant and open for bid. If the run is reassigned during an authorized leave, the employee on leave will be eligible to return to employment as an alternate driver and must be available on a daily basis for any vacancy for which he/she qualifies.
- 9.4 If an employee's leave of absence granted by the Employer extends for a period of ninety (90) working days or more in a school year, the loss of time shall be subtracted from his/her seniority date.
- 9.5 Effort will be made to grant up to six (6) leaves of absence to regular employees during the last twenty (20) workdays of the school year for the purpose of obtaining other summer employment. Granting such leaves will be subject to the availability of qualified drivers.
- 9.6 A leave of absence request for deer hunting shall be forwarded to the Director of Transportation or designee at least seven (7), but not more than fifteen (15), workdays prior to November 15. Deer hunting leaves of absence shall be subject to the availability of qualified drivers or assistants, and will be granted on a seniority basis. Morning (a.m.), noon, and afternoon (p.m.) runs that must be filled due to deer hunting leaves shall be filled by giving preference to seniority drivers or assistants who follow established procedures in making themselves available for those runs.
- 9.7 Medical Leave of Absence
- a. A leave of absence (up to one full school year) may be granted by the Employer for medical reasons.
 - b. The necessity for the leave of absence shall be substantiated by a physician's statement.
 - c. The leave shall be granted without salary or other economic benefits if previous sick leave and/or Family Medical Leave Act (FMLA) time has been exhausted.
 - d. In accordance with the provisions of FMLA, employees may be eligible for up to twelve (12) weeks unpaid leave for the purpose of their own illness, or the serious illness of a spouse, child, or parent. During this unpaid FMLA leave, the Employer shall continue to provide its share of the group health benefits in accordance with the Act.
 - e. If an employee is on an unpaid medical leave of absence in excess of fifteen (15) consecutive driving days outside of FMLA protection, his/her run(s) may be declared vacant and opened for bid.
 - f. An employee returning from a medical leave of absence will be guaranteed the run in place of the time the FMLA or medical leave of absence began.

- g. An employee's seniority will be adjusted by the total number of unpaid days (outside of FMLA) while out on a medical leave of absence.

LOSS OF TIME AFFECTING

SENIORITY RATING AND ANNIVERSARY PAY DAY

Section 10

- 10.1 Should an employee present a physician's certificate of illness or injury, which would prevent him/her from working, the following shall apply:
 - a. The employee shall retain his/her seniority rank and run assignment until bus run selection time the following school year.
 - b. In the event of the above, the Director of Transportation or designee shall assign an alternate or probationary employee to fill the run on a temporary basis until filled.
 - c. Should the absence for illness extend beyond the bus run selection time, and the employee is on an unpaid medical leave of absence in excess of fifteen (15) consecutive working days outside of FMLA protection, his/her run(s) may be declared vacant and opened for bid.
 - d. Should the absence for illness extend beyond the bus run selection time, and the employee is still on personal paid sick time or on an unpaid medical leave of absence within fifteen (15) working days outside of FMLA protection, the employee will be able to bid at the bus run selection time.
- 10.2 If a new employee or an employee in good standing quits and is subsequently rehired within a period of three (3) years, he/she shall start at the salary step he/she previously held or shall be granted credit for each year of additional public schools bus driving experience obtained while employed at another district.

SENIORITY

Section 11

- 11.1 New employees shall be entered on the seniority list of the unit and shall rank for seniority from the date of hire. The date of hire will be the first day in which employees report for training. When more than one (1) person reports for training on the same date, then all individuals affected will participate in a drawing to determine positions on the seniority list. Seniority shall be on a job classification basis.
- 11.2 Seniority Lists
 - a. The seniority list will show the names, job titles, dates of hire and seniority dates of all employees in the Association.
 - b. The Employer shall furnish the Association with five (5) current complete seniority lists upon request.

- c. The Employer shall notify, in writing, the Association when an employee is hired, laid-off, recalled, terminates employment, starts an authorized leave or returns from an authorized leave.

11.3 If an employee transfers to another position under the Employer, not included in the bargaining unit, and thereafter, within one (1) year, returns to the bargaining unit, he/she will be entitled to retain his/her seniority as he/she may have had under this agreement prior to such transfer. During this transfer period the employee will not accumulate seniority in the bargaining unit.

11.4 Loss of Seniority

An employee shall lose his/her seniority for the following reasons:

- a. He/she quits.
- b. He/she is discharged.
- c. He/she is absent for three (3) working days without notifying the Employer.
- d. He/she has a leave of absence for a period of twenty (20) cumulative working days or more.

EMPLOYMENT DISCIPLINE/TERMINATION

Section 12

12.1 Employees may be disciplined and/or discharged for just cause for any of the following offenses, by way of example and not limitation:

- a. Unsatisfactory work.
- b. Unlawful conduct.
- c. Failure to perform duties properly.
- d. Violation of policies, rules or procedures.

12.2 For violation of policies, rules, procedures, or failure to perform duties properly corrective discipline may include any of the following:

- a. Written Warning.
- b. Written Reprimand.
- c. Suspension.
- d. Termination.

First violations resulting in suspension or termination will be made in accordance with Subsection 12.3.

- 12.3 In the case of alleged on-the-job unlawful conduct, violation of the drug and alcohol policy or other serious violations, the employee may be suspended immediately, with pay, pending a full investigation of the allegation(s) by the Director of Transportation or designated representative. After the investigation, corrective discipline, if imposed, may include any of the steps mentioned in 12.2 up to and including termination.
- 12.4 For drivers, in the event of a chargeable accident involving a school vehicle, the following procedure may be followed:
- a. Accidents will be investigated as completely as possible. The driver may be requested not to drive (with pay) during the investigation.
 - b. Corrective discipline will be as outlined in 12.2.
- 12.5 The dismissal of an employee shall be preceded by a written notice, which shall contain a specific statement or statements of the reason(s) for the termination.
- 12.6 A terminated employee may be given an opportunity to submit his/her written resignation.
- 12.7 Use of Past Record
- a. In imposing any suspension or disciplinary action on a current charge, the Employer will not take into account any infractions, which occurred:
 1. More than two (2) years previously on written warnings.
 2. More than three (3) years previously on written reprimands.
 3. More than five (5) years previously on infractions greater than written warnings and written reprimands.
- 12.8 Inspection and Challenging Records
- a. An employee can review his/her record with Employer representatives present and with or without an Association representative present, upon the request of the employee.
 - b. Disputed entries in the record may have a letter of clarification attached as provided by the employee.

LAYOFF AND RECALL

Section 13

- 13.1 In the event the Employer determines it necessary to reduce the workforce, such reduction shall take place on the basis of least seniority. A copy of any layoff notice sent to an employee will concurrently be sent to the Association.

13.2 Order of Reduction

- a. Subject to the provisions of Subsection 13.1 above, the number of personnel shall be reduced in the following order:
 1. Probationary employees.
 2. Other employees according to their seniority.

13.3 Bumping

- a. Seniority employees may only bump within classification in the following order:
 1. Employees with the lowest probationary period first.
 2. When no probationary employee remains, the employee with the lowest seniority.
- b. No more than one (1) bump per employee can be made during a reduction-in-force, unless another reduction takes place, in which case, the procedure beginning in "a." above, shall be followed. However, only those employees who are directly involved in the reduction-in-force may bump again.

13.4 Reduction Procedures

- a. The Employer will provide employees with notice ten (10) weekdays (Monday through Friday) prior to any layoff.
- b. Employees who are assigned as alternates if no runs are available shall not be considered as laid-off.

13.5 Order of Recall

Personnel shall be recalled to work in the inverse order of the above reduction.

- a. The Employer shall give written notice of recall from layoff by mailing a registered or certified letter to the employee at his/her last known address five (5) week days prior to the date of return to work.
- b. The employee shall report to work upon the date specified by the Employer and failure to report on that date shall terminate his/her employment, unless prior approval has been given by the Director of Transportation or designee to report at a later date.
- c. If an employee is unable to continue his/her regular scheduled run because of a mid year layoff, and is forced to bump a lower seniority employee, the employee will maintain run time that is no less than the employee's last regular bid run through the end of the school year.

13.6 Other Conditions

Any layoff under this article shall suspend for the duration of the layoff the Employer obligation to pay salary or fringe benefits under this Master Agreement, except as may be noted in the life insurance and health care benefits section of this contract (Section 38).

SICK LEAVE

Section 14

14.1 Each employee shall be granted sick leave as follows:

One (1) day per month (credited and used based on bid hours), beginning in October to a maximum of 9 days per school year, accumulative to a maximum of 140 days (credited and used based on bid hours).

14.2 Employees may be paid sick time in increments of fifteen (15) minutes.

14.3 Employees who work summer bid runs without any unpaid paydays will be awarded two additional sick days upon completion of the summer programs.

14.4 Sick leave allowance shall be used when an employee is absent from duty because of illness, injury, or an anticipated prolonged absence including scheduled surgery, pregnancy/childbirth related disabilities. Any employee who anticipates a prolonged illness, longer than three (3) consecutive working days shall supply the Employer with notification from his/her physician.

14.5 If a probationary employee is absent due to injury on the job, sick leave benefits are effective as of the first day of hire.

14.6 If an employee is absent due to illness for more than three (3) consecutive days, a doctor's letter may be required to qualify for additional sick days.

14.7 An employee who becomes ill during the summer vacation and cannot assume his/her duties at the beginning of the school year will be eligible for benefits under his/her accumulated sick leave commencing the first day of school, upon presentation of a physician's certificate of illness or injury (if related to FMLA, see Section 9).

14.8 Upon request, the Employer will furnish each employee with a copy of his/her accumulated sick leave.

CHILD-CARE LEAVE

Section 15

15.1 An unpaid leave of absence up to one (1) year may be granted to an employee for the purpose of providing child care for a newborn or adopted infant under the following conditions:

- 15.2 The application for such leave shall be received by the Director of Transportation or designee no later than fifteen (15) calendar days prior to the effective date of the commencement of the leave.
- 15.3 The child-care leave shall commence on the date the employee has been released from her disability by the attending physician and shall terminate not later than one (1) calendar year from the date the leave commences.
- 15.4 In the case of an adopted infant, the child-care leave shall commence on the date of adoption and shall terminate not later than one (1) calendar year from the date the leave commences.
- 15.5 The child-care leave shall be granted without salary or other economic benefits except as provided under the Family Medical Leave Act (see Section 9).
- 15.6 If an employee's unpaid child-care leave granted by the Employer extends for a period of twenty (20) consecutive driving days or more, the loss of time shall be subtracted from his/her seniority date.

ILLNESS IN IMMEDIATE FAMILY - ABSENCE FROM DUTY

Section 16

- 16.1 Absence without loss of salary shall be allowed for illness in the immediate family as follows:
- Six (6) days per year, not accumulative.
- 16.2 Immediate family is defined as husband, wife, spouse, parent, brother, sister, child, child-in-law, parent-in-law, immediate step-parent, grandparent, grandparent-in-law, immediate step-child, brother-in-law, sister-in-law, or a person living and making his/her home in the employee's household.
- 16.3 Such absences shall be deducted from the employee's sick leave, and it becomes the responsibility of the employee to complete a "Record of Absence" form upon his/her return to work.

BEREAVEMENT - ABSENCE FROM DUTY

Section 17

- 17.1 An employee shall be allowed up to eight (8) per incident days with pay as bereavement not being deducted from sick leave for a death in the immediate family or for an employee or employee's spouse who suffers a miscarriage. Immediate family is defined as husband, wife, spouse, parent, brother, sister, child, child-in-law, parent-in-law, immediate step-parent, grandparent, grandparent-in-law, immediate step-child, brother-in-law, sister-in-law, or a person living and making his/her home in the employee's household.
- 17.2 The leave granted by the provisions of this section shall be used for the purpose of attending the funeral or for making necessary arrangements for family affairs both prior and subsequent to the funeral, if required.

- 17.3 Upon receipt of a request from the employee, accompanied by a physician's recommendation, additional days may be granted by the Director of Transportation or designee. The additional days shall be subtracted from the employee's sick leave.
- 17.4 It is the responsibility of the employee to complete a "Record of Absence" form upon his/her return to work.

INCENTIVE DAYS

Section 18

- 18.1 An employee with perfect attendance (no without pay days/dock days, sick days, or personal leave days) will be paid one (1) paid day at the end of the school year.
- 18.2 An employee who has accrued sick days and has perfect attendance (no without pay days, sick days, personal business days or bereavement days) during a school year shall receive additional paid days based on the following schedule.

Additional paid days with Accrued Sick Hours	Perfect attendance
780 hours	5 days of pay
660 hours	4 days of pay
540 hours	3 days of pay
420 hours	2 days of pay
300 hours	1 day of pay

WORKERS' COMPENSATION

Section 19

- 19.1 All employees shall be covered by Workers' Compensation Insurance under the Michigan Workers' Compensation Law. Any employee who is absent because of an injury or disease compensable under the Michigan Workers' Compensation Law, shall not have his/her accumulated sick leave days reduced while receiving pay through Michigan Workers' Compensation.

PERSONAL BUSINESS LEAVE

Section 20

- 20.1 Absence may be granted during the school year without loss of salary for attending to affairs of a personal nature, which could not be conducted on a weekend or outside the school day.
- 20.2 An employee planning to use a personal business day shall obtain approval from the Director of Transportation or designee in writing in advance. In cases of emergency, prior approval must be obtained and a written application must be submitted upon return.
- 20.3 Two (2) days shall be allowed per year not accumulative. This day shall not be granted for vacation or recreational activities, nor immediately before or after a holiday or vacation except at the discretion of the Director of Transportation or designee.

- 20.4 At the end of the school year, any unused personal business day will be added to the employee's accumulated sick leave.
- 20.5 One (1) unpaid personal business day will be granted during the school year for attending to affairs of a personal nature, which could not be conducted on a weekend or outside the school day.

JURY DUTY

Section 21

- 21.1 An employee summoned to jury duty or subpoenaed as a witness on behalf of the school district, where failure to appear would result in punishment under the law, shall be paid his/her full salary, except that:
- Should said duty constitute less than one-half day, he/she shall report for his/her assignment upon termination of duty.
 - An employee shall report for work if the case is dismissed or settled prior to his/her shift.
 - This time is not charged as a personal business day or sick leave and will not affect an employee's incentive pay.
 - Should said jury duty continue for more than fifteen (15) working days, the employee s/he shall return to the district the earnings received for jury duty for any days beyond the aforementioned fifteen (15) days.
- 21.2 An employee who plans to participate in a hearing or judicial matter may do so with prior supervisor approval and without pay unless the employee chooses to use a paid personal business day.

WORKSHOPS/CONFERENCES AND PARENT MEETINGS

Section 22

- 22.1 Workshop: A meeting in which employees are required to attend training programs.
- Employees shall be paid at their established rate of pay for attending workshops scheduled by the Employer.
 - For workshops held prior to or immediately after their run assignment, payment shall be made based on actual time.
 - For workshops held during run time, no run time will be lost. Any additional time will be paid based on actual time.
 - Attendance at workshops is required unless prior arrangements are made with the Director of Transportation or designee.

- c. Employees shall be reimbursed mileage at the school district rate if it is required by the Director of Transportation or designee to use personal vehicles to attend employee workshops scheduled outside the school district. Only one driver of each authorized vehicle shall receive mileage reimbursement. Mileage is figured from the bus garage to the meeting and return to the bus garage.
- d. Employees shall be reimbursed for meals when attending a required out-of-town workshop in accordance with the District's travel payment and reimbursement policy (Policy 4110) , as scheduled by the Director of Transportation or designee.

RETIREMENT PAY

Section 23

- 23.1 To qualify for retirement pay, the individual retiring must have been employed by the District for a minimum of ten (10) consecutive years. In addition, the employee must be qualified for retirement (including disability retirement) under the Michigan Public School Employees Retirement System (MPERS) unless the employee has been employed for a minimum of ten (10) consecutive years by the District and has reached the age of sixty (60) years. Evidence of application for retirement is required. The employee must be eligible to begin drawing within thirty (30) days of the time of terminating employment with the District.

Additionally, an employee may qualify for retirement pay if an employee is not eligible for retirement or disability retirement under MPERS, but the employee has been employed for a minimum of ten (10) consecutive years by the District and qualifies and is eligible to draw within thirty (30) days of retirement through another Michigan state employee retirement system which allows the individual to transfer retirement credit earned while working for the District from MPERS to the Michigan state retirement system under which the employee is eligible to draw benefits. The employee will be required to submit evidence of such eligibility and transfer of retirement credit.

- 23.2 An employee qualifying for retirement pay under this section of the contract shall receive \$500 if the employee has had perfect attendance as defined in Section 18.1 during the 12 months prior to the employee's retirement. In addition, as retirement pay, an amount equal to one-half (1/2) of the employee's regular hourly rate of pay at retirement for each hour of accumulated sick leave time, but not to exceed the following tiered pay of sick leave time:

Amount of Accumulated Sick Hours	Maximum Retirement Pay
0-200 hours	\$1,750
201-400 hours	\$2,000
401-600 hours	\$2,250
601-800 hours	\$2,500
801-1000 hours	\$2,750
1001+ hours	\$3,000

- 23.3 In case of the death of the employee, the beneficiary shall receive \$500 if the employee has had perfect attendance as defined in Section 18.1 during the 12 months prior to the employee's retirement. In addition, as retirement pay, an amount equal to one-half (1/2) of the employee's regular hourly rate of pay for each hour of accumulated sick leave time shall be paid to the employee's beneficiary, but not to exceed the tiered pay of sick leave time described in 23.2.

CONTRACTS

Section 24

- 24.1 Copies of this agreement shall be printed at the expense of the Board and furnished to employees. All new hires shall receive a copy of the Master Agreement provided by the Employer.

SUMMER RUNS

Section 25

- 25.1 Summer runs will be bid and awarded by seniority rank within classification. Employees may not bid or be awarded runs resulting in more than 40 hours of work per week for all jobs in the District. Notification of the availability of summer runs will be posted when known. A copy of the list of drivers awarded runs may be sent to the Association President, prior to the close of school, upon request.

CHAUFFEUR'S LICENSE/COMMERCIAL DRIVER'S LICENSE (CDL) - FOR DRIVERS

Section 26

- 26.1 The cost of the initial chauffeur's license/commercial driver's license and fees for the school bus driver and passenger carrying endorsements will be paid by the Employee. Chauffeur's license/commercial driver's license fees and school bus and passenger carrying endorsements renewals will be paid by the Employer.

- 27.1 Special trips are defined as any scheduled trip other than the regular bus run, which involves the transportation of passengers. Special trips will be paid at a rate of \$17.25 per hour for 2025/26. In addition, a special trip that occurs when students are not scheduled to report (per the district calendar) will be paid at the bus driver's regular hourly rate of pay.
- a. Drivers will be permitted to drive their regular runs and a special trip even if the combination of hours exceeds eight (8) hours a day.
 - b. Regionally merged trips with the District and/or other school districts will follow the provisions of this section unless altered by mutual agreement.
- 27.2 Selection of bus drivers for special trips shall be based on a seniority list with the exception of special circumstance trip privilege as defined in 27.3. Bids will be based both on the seniority and on the number of trip hours, beginning with the driver with the least amount of trip hours then seniority. Only in an emergency shall bus mechanics and the bus garage maintenance employees be required to drive a school bus to transport students.
- 27.3 Special circumstance trip privilege. All non-probationary bus drivers will be credited with one trip privilege credit per year that can be used by the employee to bump out any other employee from a trip regardless of seniority or hours. The trip privilege credit is non-transferable from one employee to another. If two (2) or more employees choose to use the trip privilege credit for the same trip, the employee with the most seniority will be awarded the trip and those not selected will retain their trip privilege credit for use at another time.

Twenty (20) hours/month from the date of hire through the date of completion of probation will be assigned to new employees when they come off of probation.

An emergency signer will be called back if a trip no longer requires all buses reserved. If more than one regular driver is needed, the driver with the most trips will be called back.

In order to accommodate the transportation needs of our students and to increase the number of trips performed by the transportation department, Administration will prioritize the trips so that permanent bus drivers are given first opportunity to sign the four longest trips that impact runs. Additional requests that are in excess of those four (4) posted trips that impact a run will be posted for permanent drivers whose run will not be impacted, instead of denying the trip request as is currently occurring. Every attempt will be made to fill all trip assignments with permanent bus drivers. Administration and the Association will continue to meet and confer to discuss trip postings as more drivers and trips are added.

27. 4 The following are guidelines for special trips. Employees should refer to the Transportation Department Handbook for additional guidelines associated with the management, operation, and expectations of special trips:

- a. Trips shall be posted four (4) working days prior to the day of the trip and will lock-in at 11:00 a.m. two (2) days prior to departure. Should a trip be posted less than forty-eight (48) hours prior to departure time, said trip would be open for bid up to 3:00 p.m. the night before the trip. A Saturday/Sunday trip will be treated the same as a Friday trip. Holidays and non-school days will not be used for computation of the lock-in period.
- b. Employees who receive posted emergency trips will be charged for emergency trip hours.
- c. Trip hours shall be accumulative from the first day of school through the day prior to the start of school the next year.
- d. Should a trip be canceled within the lock-in period, the employee shall be compensated for a two (2) hour call-in if the trip was posted for eight (8) or fewer hours and for four (4) hours if the trip was posted for more than eight (8) hours except when canceled due to weather, if canceled two (2) hours prior to the trip start time. The call-in compensation shall not be charged to the accumulative trip hours. The call-in shall not apply when the District is closed due to an emergency and the trip is canceled as a result of said emergency.
- e. Employees that lock in on more than one (1) trip that results in conflicting times, the employee must choose one (1) of the trips at the time notified by dispatch. If the employee refuses all trips, the employee will be charged with the hours of the longest trip.
- f. Employees absent the day before a special trip shall call the dispatcher by 1:00 p.m. of the day of absence to inform the dispatcher of his/her availability for the trip.
- g. Employees that cancel out within the lock-in period shall be charged with the number of hours of that trip.
- h. Employees returning from leave, where loss of seniority occurs, shall be charged with the same number of hours as the driver with the highest number of hours on the list at that time.

27. 5. Overnight Special Trips

- a. The employee's time will start at the time established by the daily trip itinerary, and shall be paid no less than the actual time involved in driving responsibilities each day, but not less than eight (8) hours each day.

- b. Employees shall not be required to supervise students except in an emergency situation.
- c. For each overnight, each driver will receive a food allowance per night in accordance with Board Policy and Guideline 4110.

27. 6. Long Distance Trips

- a. In the interest of safety, two (2) drivers may be assigned to trips which 1) exceed 225 miles each way, and 2) are completed in one day.
- b. Two (2) drivers may be provided for long distance trips which 1) are for fifteen (15) hours or more, but less than 225 miles each way, and 2) must stop in two or more different cities for school performances or activities.
- c. One (1) driver may be used for trips covered in a. and b. of this subsection and sleeping accommodations may be provided if necessary.

27. 7. Notice Time Prior to Special Emergency Non-Posted Trips

In the event the Transportation Office is notified the same day the need exists for a trip assignment, the Director of Transportation or his designated representative shall select an employee. If an employee is notified concerning a special trip twenty-four (24) hours or less from the departure time, and he/she does accept it he/she shall not be charged with the trip's resulting trip hours.

27. 8. Shuttle Trips

- a. Local shuttles may occur between the a.m. and p.m. bus run and may be attached to a regular bus run.
- b. Shuttle attachment drivers will be paid at the regular rate based on the actual time that exceeds that driver's regular run time. The hours for these attachments will be charged to the drivers shuttle hour log separate from extra work or trip hours.
- c. Drivers may refuse local shuttles if they conflict with other work responsibilities or other commitments.

27. 9. Additional contractual services by way of example but not limited to the Migrant Program, Head Start, Van trips, etc. may be accommodated by mutual agreement.

EXTRA WORK

Section 28

- 28.1 Extra work shall be defined as any and all work performed outside an employee's assigned classification. Extra work by way of example and not limitation may include bus washing and State Police Inspection. Extra work will be paid at the employee's regular hourly rate.
- 28.2 Employees may not bid or be awarded extra work resulting in more than forty (40) hours of work per week for all jobs in the District unless approved by the Director of Transportation or designee.
- 28.3 Selection of employees for extra work shall be based on a merged seniority list. Bids will be based on seniority, job requirements and the number of extra work hours, beginning with the employee with the most seniority, and continuing down to the one with minimum service.
- 28.4 In order to qualify for extra work, a new employee must have completed his/her probationary period. When an employee becomes eligible for extra work, he/she must be charged with the same number of hours to his/her credit as the employee with the highest number of hours on the list at that time.
- 28.5 Employees will not be charged for extra work hours for assisting in emergency situations.
- 28.6 Employees returning from leave, where a loss of seniority occurs, shall be charged with the same number of hours as the employee with the highest number of hours on the list at that time.
- 28.7 In the event an employee locks in on more than one (1) extra work assignment that results in conflicting times, the employee must choose one of the extra work assignments at the time notified by dispatch. If the employee refuses all extra work assignments, the employee will be charged with eight (8) hours of extra work.

CALL-INS/EXTRA ASSIGNMENTS/ EMERGENCY EXTRA RUNS

Section 29

- 29.1 Bus employees shall not be paid less than two (2) hours when called in. For an assignment immediately preceding or following a regular run or special trip the employee shall be paid based on actual time. Emergency extra runs shall be defined as runs that occur after an employee's return time. For emergency extra runs, employees shall be paid based on actual time.

BULLETIN BOARDS

Section 30

- 30.1 The Employer shall furnish two (2) bulletin boards (not less than 2'x4') for use by the Association.

MEETING PLACES

Section 31

- 31.1 The Association shall be granted the use of school facilities as assigned by the Administration for conducting meetings, providing space is available without interfering with the school.

ASSOCIATION BUSINESS/WORKSHOPS

Section 32

- 32.1 a. An employee selected to attend Association Business or an Association Workshop shall be allowed time off with pay to attend. The Employer shall bill the Association for the cost of a substitute if one is needed. Total time allocated to the Association shall not exceed twenty (20) working days per year. The Association will notify the Employer in writing a minimum of three (3) working days prior to the leave. Requests submitted less than three (3) working days prior to the leave may be approved at the discretion of the Director of Transportation. The number of employees attending shall be limited to two (2) at any one time.
- b. Consistent with Section 71(6) of the Michigan Public School Employees Retirement Act, retirement contributions may be remitted for released time to conduct union business. The District shall be reimbursed said remitted funds paid to the retirement board.
- c. Additional days or employees may be approved by the Director of Transportation or designee.
- d. An additional employee may be allowed to attend Association Business or an Association Workshop without pay at the discretion of the Director of Transportation or designee.
- e. Meetings where attendance is requested by the Director of Transportation or designee will not be charged toward Association Business/Workshops.

REPRESENTATION

Section 33

- 33.1 If an employee is to be subject to a meeting, which could result in discipline, the Employer shall inform the employee of their rights to Association representation. For any employee receiving a reprimand, the Employer shall provide a copy of the reprimand to the Association President and Chief Steward or their designee.

GRIEVANCE PROCEDURE

Section 34

34.1 Definitions

- a. A “grievance” is a written claim by an employee that there has been a violation, misinterpretation, or a misapplication of the terms of this agreement.

- b. A “day” is a weekday (Monday through Friday) exclusive of Saturday, Sunday, or holiday when the district is in operation.

34.2 Informal Level

An employee with an alleged grievance shall first discuss the matter with his/her immediate supervisor. If requested by the employee, he/she may have a steward present. If the complaint is not satisfactorily settled, it may be advanced to Step I.

34.3 Step I

If, as a result of the informal discussion with his/her immediate supervisor, the matter is not satisfactorily resolved, a formalized grievance shall be submitted in writing to the Director of Transportation or designee within fifteen (15) days following the date of the alleged grievance. The written grievance shall include:

- a. Identification of the grievant(s).
- b. The specific facts upon which the grievance is based.
- c. Identification of the applicable portion of the agreement allegedly violated, misinterpreted, or misapplied.
- d. The specific relief requested.
- e. The date on which the alleged grievance occurred.
- f. The date on which the grievance is filed.
- g. A signature attesting to the facts as presented.

The Director of Transportation or designee will respond in writing to the grievant within ten (10) days following receipt of the written grievance.

34.4 Step II

If the grievance has not been satisfactorily resolved at Step I, it may be appealed in writing to the Associate Superintendent of Labor Relations and Legal Services and or his/her designee within five (5) days after the written response at Step I. A hearing will be arranged within five (5) days of receipt of said appeal. Within ten (10) days after the hearing, the Associate Superintendent of Labor Relations and Legal Services or his/her designee will issue a written reply to the Association and the grievant.

34.5 Step III

If the grievance is not resolved under the procedures set forth in the previous steps, either party may refer the grievance to the Michigan Bureau of Employment Relations for mediation, said submission to be made not later than fifteen (15) days following receipt of the answer to the grievance filed by the Employer in Step II.

34.6 Step IV

Within fifteen (15) days after Step III, if the grievance has not been resolved at Step III, upon written notice to the other, either party may submit the grievance to arbitration under and in accordance with the rules of the American Arbitration Association.

34.7 Any of the above steps may be dropped by mutual agreement of both parties.

34.8 Powers of the Arbitrator

It shall be the function of the arbitrator, and he/she shall be empowered except as his/her powers are limited below, after due investigation, to make decisions in cases of alleged violations of specific articles and sections of this agreement.

- a. He/she shall have no power to add to, subtract from, alter or modify any of the terms of the agreement.
- b. He/she shall have no power to establish salary structures or change in salary.
- c. He/she shall have no power to rule on any of the following: Termination of services or failure to re-employ any probationary employee.
- d. He/she shall have no power to change any practice, policy, or rule of the Board nor to substitute his/her judgment for that of the Board as to the reasonableness of any such practice, policy, rule or any action taken by the Board, not in conflict with the provisions of this agreement.
- e. He/she shall have no power to decide any question which, under this agreement, is within the responsibility of the Board to decide.
- f. There shall be no appeal from an arbitrator's decision if within the scope of his/her authority as set forth above. It shall be final and binding on the Association, its members, the employee or employees involved, and the Board.
- g. Losers shall pay the fees and expenses of the arbitrator. All other expenses shall be borne by the party incurring them and neither party shall be responsible for the expense of witnesses called by the other.

- h. The arbitrator's findings and recommendations shall be forwarded to the parties and the adverse party shall issue its decision with respect to implementation of said findings no later than fifteen (15) days from the date of receipt.

34.9 General

- a. No grievance may be advanced through the procedure herein established, later than fifteen (15) workdays after the occurrence or the awareness of the occurrence, which gave rise to the alleged grievance. The time limits established by this grievance procedure shall be strictly construed; provided, however, the parties to this agreement reserve the right to mutually extend or alter said time limits in writing. Any grievance not advanced to the next step of the grievance procedure within the time limits specified shall be deemed forfeited by the party.
- b. In the event the Employer fails to respond to a grievance within the time limits specified, said grievance shall be deemed denied and subject to advancement to the next step of the grievance procedure.
- c. The Grievance Chairperson shall be provided a place to meet on the Employer's property immediately preceding meetings involving Steps I through IV, providing the request is made in advance.
- d. The grievance form to be utilized in the formal grievance procedure will be developed by the Employer and the Association. The grievance forms will be provided by the Employer.

CANCELLATION DAYS

Section 35

35.1 Cancellation Days

- a. Consistent with MCL 388.1701, schools may be closed or may cancel the first six (6) days or the equivalent numbers of hours due to conditions not within the control of school authorities, such as severe storms, fires, epidemics, utility power unavailability, water or sewer failure, or health conditions as defined by the city, county, or state health authorities. The District will follow the terms and conditions of MCL 388.1701 in the event it changes in the future.
- b. Employees shall receive three (3) paid emergency closure days for the first, second, and third cancellation (emergency closure) days called by the district and may use up to three (3) of their personal business days and/or sick time to receive pay for the fourth, fifth, and sixth cancellation (emergency closure) days.
- c. In the event school is canceled within thirty (30) minutes or less of an employee's check-in time, the employee shall be paid a two (2) hour call out.

- d. In the event that the district is closed for more than six (6) days due to conditions not within the control of school authorities, and such days are not required to be made up, the parties agree to meet to determine if additional professional development opportunities exist to allow staff some options for pay.

35.2 Delay/Hold days

Any time school begins other than the normal school start time.

- a. One Hour Delay/Hold--Report one hour later than normal report time unless special circumstances require, such as deicing. All employees will be paid one (1) hour plus their normal bid times for the full day if they report to work.
- b. Two Hour Delay/Hold--Report two hours later than normal report time unless special circumstances require, such as deicing. All employees will be paid one (1) hour plus their normal bid times for the full day if they report to work.
- c. In the event school is canceled after a delay/hold a one (1) hour call-in shall apply to those employees who have reported to work or have a revised report time twenty (20) minutes or less after the time of cancellation unless 35.1, 35.2.a, or 35.2.b applies.

NO STRIKE CLAUSE

Section 36

- 36.1 The Association and its members recognize that the cessation or interruption of their services is contrary to Public Act 112 and public policy. Therefore, the Board and the Association agree that all differences between them shall be resolved by the orderly procedures provided herein, without interruption of the school program.

37.1 The bus run for drivers will be as described in Section 8 of this agreement.

37.2 Wage Schedule

The 2025/26, 2026/27, and 2027/28 salary schedules are listed below.

37.2a Bus Driver Wage Schedule

Step	2025/26	Longevity (2%)	2026/27	Longevity (2%)	2027/28	Longevity (2%)
1	\$22.71		\$23.66		\$24.14	
2	\$23.24		\$24.20		\$24.69	
3	\$24.54	\$25.03	\$25.53	\$26.04	\$26.04	\$26.56
Trainer	\$25.58	\$26.09	\$26.59	\$27.12	\$27.12	\$27.66

*The Trainer rate is applicable only during the times that the individual is engaging in training activities.

Bus Drivers on step 3 and greater will receive longevity pay of 2%.

Employees will be credited with one step increase up to the maximums outlined in the salary schedules for 2025/26, 2026/27, and 2027/28.

The parties agree to meet and confer in Spring 2027 to review the District's financial status regarding the 2027/28 contract year.

37.2b Bus Assistant Wage Schedule

The 2025/26 wage schedule for Bus Assistants will be incorporated into the contract as follows:

Step	2025/26	Longevity (2%)	2026/27	Longevity (2%)	2027/28	Longevity (2%)
1	\$17.11		\$17.95		\$18.31	
2	\$18.84		\$19.71		\$20.11	
3	\$19.31	\$19.70	\$20.20	\$20.60	\$20.60	\$21.02

Bus Assistants on step 3 and greater will receive longevity pay of 2%.

- 37.3 The salary/wage adjustments herein provided as a result of vertical movement within the salary schedule (e.g. years of service) shall be permitted only during the specific school years expressly identified within this contractual salary/wage schedule and only during the effective dates of this contract. Any such movement upon the salary/wage schedule for any school year beyond those years for which this contract is expressly effective is subject to the negotiation process and the parties' duty to bargain in good faith.
- 37.4 Non-probationary Employees will receive up to nine (9) paid holidays as determined by the district on an annual basis. An employee who applies and is selected for a TCTA position that requires regular and consistent work during the summer months will be paid for the fourth of July holiday if the employee works before and after the day of the holiday observance resulting in up to ten (10) paid holidays. The District reserves the right to reschedule a holiday observance day if it should fall on a day that students are in session.
- The District will identify one non-student attendance day annually for completion of required online training modules.
- a. To be eligible for non-attendance/holiday pay, employees must work or be on authorized paid leave the day before and the day after the holiday unless with the prior approval of the Director of Transportation or designee. If school begins after Labor Day, drivers will be paid for Labor Day if they attend the back to school orientation.
- 37.5 Time and one-half shall be paid for hours worked in excess of forty (40) hours in one (1) work week.
- 37.6 When bona fide errors in an employee's pay are discovered, the employee will be notified and immediate arrangements for adjustment will be made. In cases where the employee fails to make acceptable arrangements, the Employer will make corrections, notifying the employee of the adjustment.

HEALTH AND LIFE INSURANCE

Section 38

- 38.1 a. The Employer shall offer medical coverage for employees bidding and working regular a.m. and p.m. runs of twenty-two (22) hours per week.

The Board will provide contributions for single, two-person, and full family medical insurance at the maximum allowed by law (hard cap) as defined in Section 3 of the Publicly Funded Health Insurance Contribution Act. The remaining premium and fee costs will be paid for by Employees through bi-weekly deductions as mutually agreed by the Employer and Association. Employees will have multiple MESSA medical plans to choose from. Additional information, such as plan summaries and current deductible amounts can be found on the TCAPS Cloud.

When the employer subsidy exceeds the monthly premium of a High Deductible Health plan (HSA plan), employees will receive the difference between the employer subsidy and the monthly premium in the form of an annual deposit to their Health Savings Account (HSA). The deposit will be prorated if the employee is not enrolled on January 1st of the calendar year for PA 152 compliance purposes. There will be no refund or credit for the Choices (traditional) plan where the premium is lower than the employer subsidy.

The parties will convene to discuss cost containment if insurance premium costs go up to equal or greater than ten percent (10%).

- b. The following benefits are provided to employees enrolled in health care insurance coverage. Employees eligible for, but not selecting, health care insurance coverage shall be provided the following benefits, including cash in lieu:

Life Insurance	Life volume requested \$10,000.00
Accidental Death & Dismemberment	Life volume requested \$10,000.00
Vision	VSP-3 Plus P-250CL plan 100% subsidy for employee and eligible dependents
Dental	100/100/100, \$1,500 annual max per person 50% orthodontics, \$1,000 lifetime max per person 100% subsidy for employee only; additional premiums apply for eligible dependents
Cash in Lieu	\$100/month; Employees receive \$100 in gross wages per month in lieu of medical insurance. In order to participate in this program, the employee must show proof of health insurance under another plan. It is understood that the Employer's contribution will reduce the maximum allowable exclusion as defined in the IRS Code. Responsibility for enrollment in the program rests with the employee.

Employees will have the option to enroll in additional ancillary benefits that are available, including life, short-term, and long-term disability insurance. Premium payments for optional insurance will be made by payroll deduction through a Section 125 plan.

- 38.2 Health care insurance coverage shall be limited to single, two-person, or full-family coverage, but dual family coverage for spouses employed with the District shall not be permitted.

- 38.3 Employees shall notify the Business Office of any dependent status changes. All dependents on an active employee's medical, dental and/or vision plan through TCAPS will be allowed to maintain coverage through the end of the calendar year they turn twenty-six (26). If an employee fails to notify the Business Office, and as a result of the employee's negligence when the number of dependents are reduced (if no longer eligible for coverage), the employee shall assume the responsibility of repaying the Employer for any overpayment made on a policy in excess of what the employee is entitled to receive.
- 38.4 Benefits, for eligible employees, will become effective the first of the month following the employee's date of hire.
- 38.5 Eligibility for medical, vision, dental, disability, and/or life insurance benefits is based on the acceptance of the written application by the insurance carrier.
- 38.6 Enrollment or changes for medical, vision, dental, disability, and/or life insurance benefits must occur during the established open enrollment period of each year, within thirty (30) days of a qualifying event, or for new employees within thirty (30) days of the date of eligibility.
- 38.7 Responsibility for enrollment in the medical, vision, dental, disability, and/or life insurance benefits rests with the employee.
- 38.8 For information purposes, the contract year for insurance coverage currently is January 1 through December 31.
- 38.9 Employee deductions for health coverage and optional dependent dental, and short term disability insurance will occur through payroll deduction utilizing the IRS Section 125 plan.

SCHOOL CALENDAR

Section 39

- 39.1 The work year for regular runs shall consist of the number of days as set by the approved school calendar for student instruction during each year of this contract.
- 39.2 School days lost because of a strike or withholding of services by any organization within the District will be scheduled in accordance with the law.
- 39.3 It is understood that the number of days as scheduled for student instruction will include one-half days. The Association will be notified, a minimum of two weeks prior to the one-half day sessions, except for those one-half days scheduled to end each semester that are covered under Section 35.

TERMS OF AGREEMENT

Section 40

- 40.1 This Agreement shall take effect as of September 8, 2025 and shall remain in force and effect until June 30, 2028. Following February 15, 2027, either party may initiate negotiations for renewal and modification, or a new Agreement.
- 40.2 In witness whereof, the parties have executed this Agreement by their duly authorized representatives for this purpose on this 8th day of September, 2025.
- 40.3 In accordance with the Public Employment Relations Act (PERA), an emergency manager appointed under local government and school district fiscal accountability act shall be allowed to reject, modify, or terminate the collective bargaining agreement as provided in the local government and school district fiscal accountability act.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives for this purpose.

TRAVERSE CITY TRANSPORTATION ASSOCIATION

BY: 
President

DATE: 9/9/25

BY: 
Vice President

DATE: 9/09/25

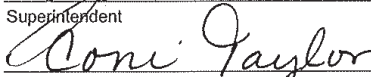
TRAVERSE CITY AREA PUBLIC SCHOOLS BOARD OF EDUCATION

BY: 
President

DATE: 9/8/25

BY: 
Superintendent

DATE: 9/8/25

BY: 
Spokesperson

DATE: 9/8/25

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