

Note: The handwritten notes reflect changes verbally made by the union across the bargaining table on January 29, 2020.

New Language

The District shall pay any bus driver who is called into work to do snow removal or other tasks to assist in the opening of the district because of an emergency closing at one and a half times (1 ½) his or her normal hourly rate for all hours worked.

In exchange for permitting the elimination of the transportation department by subcontracting, the District shall:

1. Subcontracting will start no earlier than July 1, 2020.
2. Severance will be offered as follows for each employees whose employment is ended as a result of transportation department subcontracting. The severance shall be:
 - a. one (1) year of salary based on July 1, 2020. It shall be calculated by multiplying the individual's hourly rate which would have been earned beginning on July 1, 2020 multiplied by the number of hours the worked from July 1, 2019 through June 30, 2020.
 - b. One year (1) of benefits from the district which shall run from July 1, 2020 through June 30, 2022. This shall not be used to reduce any benefits that a person may be entitled to which is greater than one (1) year.
 - c. Payment of any unused leave. This leave included but is not limited to sick leave, personal leave, and vacation leave. The payment will be calculated by multiplying the employee's hourly rate which would have been earned beginning on July 1, 2020 by the number of hours the person was scheduled to work from July 1, 2019 through June 30, 2020 by the number of leave days unused.
 - d. Any transportation department employee who was been employed by the district for up to and including 18 years and 20 years shall be credited with having competed twenty years of service for the purpose of receiving benefits.
3. Offer an early retirement incentive to members of the bargaining unit. In order to take advantage of this incentive, the employee must give written notice by July 1, 2020. The incentive shall offer shall be:
 - a. Fifty percent (50%) of next year's salary. The payment shall be calculated by multiplying the employee's hourly rate which would have been earned beginning on July 1, 2020 by the number of hours the person was scheduled to work from July 1, 2019 through June 30, 2020.

b. employee who was been employed by the district for up to and including 18 years and 20 years shall be credited with having competed twenty years of service for the purpose of receiving benefits.

4. Any employee who is furloughed because of subcontracting of student transportation, shall receive a five thousand (\$5000.00) stipend if not hired back by the district into a position with equal or higher salary within one year. ~~This stipend shall be paid each year until the employee is hired back or is offered a position with equal or higher salary.~~