

AGREEMENT

Between

CONSTANTINE PUBLIC SCHOOLS

**One Falcon Drive
Constantine, MI 49042**

And

Constantine Public School Driver's Association

August 1, 2015 – July 31, 2016

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ARTICLE I

PURPOSE

It is the purpose of this Agreement to promote and ensure harmonious relations, cooperation and understanding between the employer and the employees covered hereby, to ensure and establish standards of wages, hours, working conditions and other conditions of employment.

Wherever reference is made to gender in this Agreement, the same shall be interpreted and construed as including both male and female.

ARTICLE II

RECOGNITION

A. RECOGNITION CLAUSE

This contract covers full-time drivers (full-time drivers are defined as those drivers who are assigned to a regularly scheduled daily route) and all Transportation Aides regularly scheduled twenty (20) or more hours per week during the school year. It does not apply to temporary route drivers who are substituting on a route of a full-time driver.

The Employer hereby recognizes the Constantine Public School Driver's Association as the bargaining agent of the employees covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other terms and conditions of employment.

This Agreement, shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

ARTICLE III

PROBATION, SENIORITY, & REDUCTIONS

A. PROBATIONARY PERIOD

All newly hired permanent bus drivers will be placed on probation for sixty (60) working days.

B. SENIORITY

Seniority as a driver shall accrue from the date the Board approves the employment of a driver. Should more than one (1) driver have the same Board approved date, the order of seniority shall be determined by the lowest last four (4) digits of their Social Security numbers – lower numbers shall be ranked higher in seniority.

A new driver is classified as any full-time assigned driver that has not driven at least eighty-five (85) days per year.

An employee will lose their seniority for the following reasons:

1. They resign from a classification covered by this Agreement;
2. They're discharged for cause and not reinstated through the Grievance Procedure;
3. Upon normal retirement.

Upon request of the Association, a current seniority list shall be made available to each employee covered by this Agreement. Such list shall contain date of hire, classification and classification seniority date.

C. REDUCTION IN FORCE

Employees shall be reduced in hours, laid off or recalled according to seniority in their classification with a minimum of twenty (20) day notice, provided, however, that to be eligible for recall, the employee must be qualified to hold the position. An employee on scheduled lay-off shall have the right to displace a lesser seniority employee who is the same or lower classification; provided, the senior employee is qualified to hold the position held by the lower seniority employee. In the event that one (1) or more bus routes are eliminated, a bid meeting shall be conducted. The bid meeting shall likewise be utilized to implement any reduction in force or reduction in hours beyond a half (0.5) hour per day. At a bid meeting held due to route elimination or hours reduction, those driver(s) displaced shall have a right to utilize their seniority to bump into a route (only one (1) route) held by a less senior bargaining unit member(s) in the same classification.

Upon lay-off from the District, an employee's seniority shall be frozen.

Article IV

ROUTE VACANCIES & BIDDING

A. VACANCIES & BIDDING

When a route or routes become open, they will be posted on the drivers' bulletin board for at least five (5) working days. In the event the route or routes become open when school is not in session, all drivers will be notified by mail and will have seven (7) days from the posting date to notify the Transportation Supervisor of their intent to bid on an open route(s). A proxy bid(s) given to an Association Official is acceptable, and the Transportation Supervisor should be informed of any proxy bid(s) brought to the meeting. It is the employee's responsibility to provide contact information and/or proxy bid wishes to the Association if they are absent during a posting period and/or bid meeting. Upon receipt of a written request, the business office will provide two (2) years of cost history on an open route. The senior employee making application shall be transferred within the following pay period to fill the vacancy or new position, provided they are capable of performing the duties of the job involved and has a satisfactory work record. However, the Transportation Supervisor shall consult with the representatives of the Association prior to making the decision on the transfer. There will be a sixty (60) driving day probationary period. Any driver requesting a reassignment will have twenty (20) driving days to request a return to their previous route. The route reassignment will be done as quickly as possible, but in no instance will the reassignment take more than ten (10) days.

Temporary routes, of sixty (60) days or less, will be posted in the same manner as above. Should the route become permanent after the sixty (60) days temporary period, it shall be re-bid according to the above criteria.

ARTICLE V

EXTRA TRIPS

A. MASTER SCHEDULE

A master schedule of all regular drivers shall be prepared for rotation of drivers for extra-curricular activities. On short notice trips, the supervisor shall have the right to ask a driver to take a trip. All extra-curricular trips paid by the school district, potentially excluding golf, tennis, cheerleading, and some post-season MHSAA tournaments, shall be posted. All co-curricular trips may be driven by the certified professional staff supervisor, if that person can drive by ability and compete the required training class.

B. ASSIGNMENT OF EXTRA TRIPS

Assignment of permanent substitute drivers for the Special Education, CTE or other routes that use sub drivers during the day, shall be on a rotating basis similar to the Extra Trips procedure. The Transportation Supervisor shall have the right to ask a driver to perform sub driver duties in the event of short notification, if the sub list has been exhausted.

A full-time driver may be eligible to drive an Extra Trip instead of their regular bus route, only if a substitute driver is available to replace the full-time driver. This substitute driver also must be fully qualified, which is defined as having ridden and driven that particular route without problems. A driver may give up their route to take any Extra Trip, including sports, if a permanent substitute driver is available to drive this route. The driver will still receive their route pay, in addition to the pay received for the extra trip.

If Extra Trips are changed after being posted, drivers, if possible, will be given twenty-four (24) hour notice of changes after trip is assigned, with weather issues excluded from this rule. The driver shall have the right to refuse the Extra Trip if changes are made after it is assigned, provided, however, the right to refuse is conditioned upon there being sufficient item to obtain another driver for the Extra Trip. The driver will go to the top of the Extra Trip bid list.

Should an Extra Trip be canceled, the affected driver(s) will go to the top of the Extra Trip list for the next available trip within one (1) week. When necessary, the driver shall request a map and/or driving directions to an Extra Trip destination upon assignment for the Extra Trip.

C. EXTRA TRIP PAY

Pay for trips, other than regular daily runs, shall be at a rate established on Schedule A, with two (2) hours minimum pay. Drivers will receive an eleven dollar (\$11.00) reporting bonus for Extra Trips that have been scheduled on days when students are not scheduled for attendance. Drivers will be reimbursed up to seven dollars (\$7.00) for meals on Extra Trips involving six (6) or more hours of continual service (with afternoon route times to be part of this time if a trip departs within forty-five (45) minutes of the end of the regular route, and up to an additional seven dollars (\$7.00) involving eleven (11) or more hours of continuous service. The driver must submit paid and itemized meal receipts. On any overnight trip, drivers will be assigned their own room(s). All non-wheelchair (non-lift bus) Special Education Extra Trips that originate from Constantine Public Schools shall be paid at the regular Extra Trip Driving rate, as well as taking busses for service. Any trips to deliver or pick-up a bus for repair or service, will be assigned on a rotating basis from the Full-Time Driver Daytime Sub List of five (5) Drivers, and paid at the current contractual rate for Extra Trips.

D. MISCELLANEOUS FEES

When trips are of such length that the purchase of fuel, parking, toll, or other fees are required, expense money shall be provided in advance, when requested, within twenty-four (24) hours of trip departure.

E. EXTRA DRIVER REQUEST

On Extra Trips, where the drivers or transportation secretary feel it is appropriate, a request for a second driver may be submitted to the Transportation Supervisor. If the Transportation Supervisor concurs, the request shall be forwarded to the Superintendent or their designee for approval. The approval of a second driver for any trip will be at the sole discretion of the Superintendent or designee and is not subject to any form of grievance.

ARTICLE VI

COMPENSATION & BENEFITS

A. WAGES

Wages and compensation shall be paid as established in Schedule A. The Board will pay the required contribution on gross wages to the Michigan Public School Employees Retirement System.

B. LIFE INSURANCE

A \$10,000 Life Insurance Policy will be purchased for each driver who has successfully completed one year of full-time service with the District. The coverage will begin at the start of the 2nd year and the cost will be borne by the District.

C. FORGIVEN DAYS

Drivers, and others covered by this Agreement, will be paid at the current contract rate for each type of trip driven, plus be paid their regular daily pay rate, for up to four (4) "forgiven" days within the current School Aid Act provisions. Such "forgiven" days may include snow days, severe storms, fire, epidemics, health conditions, or other days beyond the school district's control as defined by the current School Aid Act.

D. PROFESSIONAL DEVELOPMENT & CDL RENEWAL

For the duration of this Agreement, drivers will be paid for up to two (2) Professional Development days. One of the Professional Development days shall be the annual before school drivers meeting. The date of the second day shall be the date of CPR Training. The Professional Development day pay will be the current Extra Trip hourly rate with a three (3) hour minimum.

Pay rate for schooling shall be paid at the applicable Extra Trip rate.

The district will reimburse drivers for their extra fees above and beyond a standard driver's license for the renewal of their CDL and required endorsements.

E. ANNUAL PHYSICALS

Annual driver physicals will be reimburse up to one hundred dollars (\$100.00),

with the driver responsible for charges above that amount. All drivers, at the time of the annual physical, may be required to submit to a urinalysis test conducted by a licensed lab. Random urinalysis drug testing may be required, when suspicion on the part of the Administration or the Board warrants such action, or to meet current legal requirements. The cost of this drug testing will be paid by the District. Drivers shall be paid a minimum of one (1) hour at the current Extra Trip rate for off-site random drug testing.

F. SICK DAYS & ATTENDANCE BONUS

Full-time bus drivers and aides shall be granted ten (10) sick leave days per year, cumulative to eighty-five (85) days for reason of personal illness, and paid at the daily average during the week of the absence. A maximum of ten (10) of these days may be used annually for family-related illnesses. A 1st semester bonus of \$175 is available for drivers who miss one day or less. Drivers who miss 4 days or more during the 1st Semester are not eligible for the 2nd Semester Bonus. A second semester bonus of \$200 is available for drivers who miss one day or less. No driver will be eligible for more than a total bonus of three hundred seventy-five dollars (\$375). Bereavement, Jury, Personal Days, and FMLA leave shall not be counted in determining a driver's eligibility for an attendance bonus. Bonuses shall be paid at the time they are earned on the next payroll date.

G. PERSONAL BUSINESS DAYS

Full-time bus drivers and aides shall be granted two (2) days per year (non-cumulative), for the conduct of personal affairs that cannot be handled normally outside school hours. Employees with seventeen (17) or more years of seniority shall receive one (1) additional personal day.

1. The day immediately preceding, or the day immediately following a school vacation (defined as Thanksgiving, Christmas, and Spring vacations) will not be recognized by the Board as a personal leave day with the exception, however, of such cases which may cause undue hardship on the individual concerned. Circumstances presenting unusual conditions will be reviewed upon request by the Transportation Supervisor to determine whether such time may be granted.
2. No personal days will be granted for the first or the last day of the school year.
3. Each request for personal leave shall be in writing on the form approved by the Business Office and submitted to the Transportation Supervisor at least

4. two (2) working days prior to the requested leave date; except in the case of an emergency. Approval or denial shall be granted by the Supervisor within twenty-four (24) hours of receipt of the request, if made within four (4) days of the requested leave date, or forty-eight (48) hours prior to the date of the requested leave, if the request is made over five (5) or more days prior to the requested date. Not more than two (2) drivers may be granted personal days on the same day, taken on a first come, first served basis, to avoid staffing problems.
5. All employees are eligible to use personal days for holiday pay (without the need for a substitute driver).

H. EXTENDED LEAVE REQUESTS

If a driver requests and receives a Board approved leave from driving, for up to two (2) years, they may return at the end of the leave period to the next available opening after all drivers with more seniority have exercised their rights for a different route. The Superintendent may approve/disapprove the request after taking into consideration the needs of the District. Leaves will be approved with the stated duration and if the employee wishes to return to active employment prior to the stated date a written notice must be submitted five (5) days prior to return. Leaves approved or denied shall not be subject to the grievance procedure. A driver will not lose or accrue seniority during the leave period. An employee may request a leave of up to 12 weeks for any valid reason without being subjected to the Article 6, G bidding process for routes. A returning driver shall maintain their pay step at the same pay step as when they left; however, they will be placed on the driver's seniority list at the proper position for time they have actually worked, with no additional credit given for leave time. This will be the seniority position used for bidding when returning from Board approved leave. If an opening does exist upon returning from a leave, the driver will still have an opportunity beyond the leave time to the next available opening. When returning from a leave, a driver who refuses an assignment will be considered to have terminated all Transportation Department employment relationships with the District.

I. BEREAVEMENT LEAVE

Three (3) days leave of absence, with pay, not chargeable against sick leave time, shall be granted for a death in the immediate family. (Immediate family shall be defined as spouse, son, daughter, son-in-law, daughter-in-law, mother, father, mother-in-law, father-in-law, grandparents, or grandparents-in-law, brothers, sisters, grandchildren and step family members.) Additional days may be approved by the Board of Education only.

J. JURY DUTY

Employees required to appear as a subpoenaed witness, or for jury qualification or jury service, shall receive their pay from the Employer for such time lost as a result of such appearance or service, less any compensation received, excluding expenses and travel allowances for such witness or jury services.

K. JACKETS

The Employer will pay up to but no more than seventy-five dollars (\$75.00) (inclusive of the cost of printing "Constantine Schools Transportation" and a logo on the front of each jacket), to provide each regular bus driver and bus aide who has completed the sixty (60) days probationary period, with a jacket. The jacket design selected must be of a good quality, be approved by a majority vote of all non-probationary regular bus drivers and bus aides, and meet the Employers' approval. Jackets will generally be ordered no later than October 15th, provided the drivers make a timely selection decision. Jackets are expected to be worn on a regular basis, especially on Extra Trips, and in such a manner as to reflect well on the school district. Employee jackets shall be purchased on or before October 15, 2012 and every three (3) years thereafter.

L. HEPATITIS SHOTS

The District shall furnish Hepatitis Vaccine shots at no charge to all covered employees upon written request from the employee to the Transportation supervisor.

ARTICLE VII

TERMINATION & DISCIPLINE

A. TERMINATION

When a school bus driver desires to terminate their employment, a minimum of ten (10) business day notice, in writing, shall be provided to the Employer. When the Employer intends to terminate a school bus driver, ten (10) business day notice shall be given, unless the termination is for gross disciplinary reason. If the Employer feels there's a gross disciplinary reason, a driver may be placed on immediate suspension, without pay.

A committee of three (3) bus drivers, appointed by the Association, the Transportation Supervisor and Superintendent, will meet, at the driver's request, within (5) days of said action to determine if an infraction did occur. If the settlement is not satisfactory, the driver may request a hearing with the Board of Education. The Board of Education will rule on the grievance at the next regularly scheduled Board of Education meeting.

B. DISCIPLINE

Dismissal, suspension, and/or any other disciplinary action shall be only for just and stated causes, which shall be given to the employees in writing, with the employees having the right to defend themselves against any and all charges. If an employee is given a verbal reprimand or verbal warning, the requirement that the disciplinary action be given to the employee in writing shall be satisfied by giving the employee a letter which confirms the verbal discipline. The Board recognizes and accepts the concept of progressive discipline. However, it is also recognized that factors such as the seriousness of the offense justify the imposition of discipline which is not progressive in nature. When the Employer feels disciplinary action is warranted, such action must be initiated within five (5) working days from the date of the occurrence of the condition giving rise to the action, or within five (5) working days of the date it is reasonable to assume that the Employer became fully aware of the conditions giving rise to the discipline. However, disciplinary action may be delayed and not imposed within the aforementioned time limit in the event there is a delay in completion of the investigation, or in the event there is a delay in completion of the investigation, or in the event the Board determines the alleged conduct should become the subject of an before disciplinary action is taken. Documented verbal warnings shall not remain in an employee's file for more than twelve (12) months.

C. LATE GRACE PERIOD

Drivers shall receive two (2) grace periods per year of up to five (5) minutes each protecting them from being disciplined for tardiness during the late grace period. The late grace period shall overlap the fifteen (15) minute pre-trip inspection time proceeding the departure time of each trip.

D. SPECIAL NEEDS STUDENTS

In order to positively impact educational services for special needs students, the building administrators will inform drivers of the individual circumstances of special needs students as appropriate. Specific items on student IEP's, behavior plans, or health issues that refer to or impact transportation will be shared with drivers. Non-compliance with confidentiality requirements by drivers or transportation aides regarding this information will lead to disciplinary action, up to and/or including termination. If specific bus riding plans are proposed, the Transportation supervisor and driver should be involved in the planning.

ARTICLE VIII

GRIEVANCE PROCEDURE

Any employee(s) within the bargaining unit believing that there has been a violation, misinterpretation, or misapplication of any provisions of the Agreement relating to wages, hours, terms, or conditions of employment may be processed as a grievance as hereinafter provided (see Schedule B). Any grievance not initiated with fifteen (15) days is considered null and void. For the purpose of this contract, the term "days" shall refer to the normal working days the District's Business Office is open.

A. ADJUSTMENT OF GRIEVANCES

Grievances of employees within the bargaining unit shall be presented and adjusted in the following manner:

Level One: The employee with a grievance shall first discuss the matter with the Transportation Supervisor in the presence of their Association Representative, with the object of resolving the matter informally. In the event the aggrieved person is not satisfied with the disposition of their grievance, they may then within the five (5) days invoke the formal Grievance Procedure.

Level Two: In the event that the employee is not satisfied with the disposition of their grievance at Level One, a copy of the grievance form (Schedule B) shall be delivered to the Transportation Supervisor within five (5) working days. Upon receipt of the grievance, the Transportation Supervisor shall provide disposition in writing within five (5) days, and shall furnish a copy to the Association.

Level Three: In the event that the employee is not satisfied with the disposition of their grievance at Level Two, they shall transmit the grievance and the Transportation Supervisor's disposition to the Superintendent and School Board Secretary by Certified Mail within five (5) days. Within five (5) days, the Superintendent shall issue written disposition of the grievance to the grievant and the Association President.

Level Four: If the employee is not satisfied with the disposition of their grievance at Level Three, or if no disposition has been made, the grievance shall be transmitted to the Board within fifteen (15) days by filing a written copy thereof.

Within fifteen (15) days from receipt of the grievance, or its next regularly scheduled meeting, the Board shall pass upon the grievance. The Board may hold a hearing or otherwise investigate the grievance, or prescribe such procedure as it may deem appropriate for consideration of the grievance, provided however, that in no event,

except, with express written consent of the Association, shall final determination of the grievance be made by the Board more than twenty (20) days after its submission to the Board.

If any legal employee for whom a grievance is sustained shall be found to have lost hours, wages, or to have been unjustly discharged, they shall be reinstated with full reimbursement of all compensation and benefits lost.

Level Five: If the Association is not satisfied with the disposition of the grievance by the Board, then within twenty (20) days from the date of receipt of the decision rendered by the Board, the grievance may be submitted to Arbitration.

Arbitration shall be invoked by written notice to the other party of intention to arbitrate. The grievance must be referred to the Michigan Employment Relations Commission, in writing, no later than thirty (30) days from the date of receipt of the decision rendered by the Board.

The Arbitrator, the Association or the Employer may call any person as a witness in any arbitration hearing.

Each party shall be responsible for the expenses of the witnesses that they may call.

The Arbitrator shall not have jurisdiction to add to, subtract from or modify any of the terms of this Agreement, or any written amendments hereof, or to specify the terms of a new Agreement, or to substitute his discretion for that of any of the parties hereto.

The Arbitrator shall have no power to establish wage scales or change any wage.

The Arbitrator shall have no power to rule upon the termination of, or failure to re-employ, a probationary employee.

The Arbitrator shall have no power to change the content of an employee evaluation.

The Arbitrator shall have no power to rule on a grievance concerning a dispute for which there is another remedial procedure or forum established by law, and for which there is no specific language contained in this Agreement.

The Arbitrator shall have no power to rule on any dispute within the jurisdiction of a state or federal agency beyond the jurisdiction of MERC.

The Arbitrator shall have no authority to grant relief retroactive beyond the date of the alleged incident giving rise to the grievance, and no sooner than the original date of this Agreement.

The Arbitrator shall have no power to award punitive damages in relief.

The Arbitrator shall have no power to change any practice, policy or rule of the Board.

The per diem fees of the Arbitrator shall be shared equally by the parties.

The Arbitrator shall render his decision in writing not later than thirty (30) calendar days from the date of the conclusion of the arbitration hearing.

The decision of the Arbitrator shall be final, conclusive and binding upon all employees, the Employer and Association.

In the event of a vacation period or school year's end, all levels of grievance shall be handled within fifteen (15) days.

ARTICLE IX

SCOPE OF AGREEMENT

A. SCOPE, WAIVER, AND ALTERATION OF AGREEMENT

This Agreement shall be binding upon the parties hereto. No agreement, alteration, understanding, variation, waiver or modification of any of the terms or conditions contained herein shall be made by any employee or group of employees with the employer.

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions herein.

If any provision of this Agreement or any supplement thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by such tribunal, the remainder of this Agreement and supplements shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such provision.

B. TERMINATION AND MODIFICATION

This Agreement shall continue in full force and effect until July 31, 2016.

If either party desires to terminate this Agreement it shall, ninety (90) days prior to the

termination date, give written notice of termination or withdraws the same prior to the termination date of this Agreement, it shall continue in full force and effect from year to year, thereafter subject to notice of termination by either party on ninety (90) days written notice prior to the current anniversary date of termination.

If either party desires to modify or change this Agreement it shall, ninety (90) days prior to the determination date, or any subsequent anniversary date of termination, give written notice of amendment, in which event the notice shall set forth the nature of the amendment or amendments desired. If notice of amendment has been given in accordance with this paragraph, this Agreement may be terminated on or after its termination date by either party on ten (10) days written notice of termination. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.

Notice of termination of modification shall be in writing and shall be sufficient is sent by Certified Mail to the Employer, addressed to Constantine Public Schools, One Falcon Drive, Constantine, MI 49042.

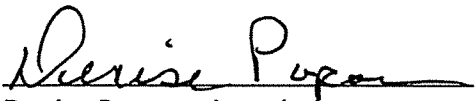
This Agreement between the Constantine Board of Education and the Transportation Association shall be effective as of August 1, 2015 and shall end July 31, 2016.

IN WITNESS OF WEREOF: the parties hereto have caused this instrument to be executed.

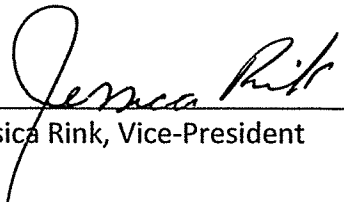
FOR THE EMPLOYER:
Constantine Public Schools
Board of Education
One Falcon Drive
Constantine, MI 49042

FOR THE ASSOCIATION:

John Shuler, Board President
President


Denise Popour, Association

Chuck Colley, Board Secretary


Jessica Rink, Vice-President

Chuck Frisbie, Superintendent

Schedule A

Daily Regular, Special Education, CTE, & Early Childhood Trips

Drivers hired prior to August 1, 2012 shall be paid based upon the following schedule:

\$23.25

Drivers hired on or after August 1, 2012 shall be paid upon the following schedule:

Year	Year 1	Year 5	Year 10	Year 15	Year 20	Year 25
2015	16.50	17.50	18.50	19.50	20.50	23.00

- 1.5 hour daily minimum pay per run for each of these trips only; & drivers not fully certified stop at level 3.

Extra Duty Trips

Year	Driving Rate	Lay Over Rate
2015-2016	13.83	9.57

Full-Time Drivers Longevity Pay

25 +	An Additional \$360.50
20 +	An Additional \$309.00
15 +	An Additional \$257.00
7 +	An Additional \$206.00

- TO BE PAID ON ANNIVERSARY DATE OF HIRE

Transportation Aides

Years	1-7	8-15	15+
2016	\$10.00	\$11.00	\$12.00

Constantine Public Schools

Schedule B
Bus Driver's Grievance Form

Grievant _____ Grievance Number _____/20_____

Date of Supposed Violation _____ Date of Level One Meeting _____

Level Two

Statement of Grievance: _____

Remedy Requested: _____

Signature of Grievant(s)

Date

, 20_____

Supervisor's Disposition: _____

Signature of Supervisor/Principal

Date

, 20_____

Association's Disposition: Satisfactory _____ Unsatisfactory _____ Date _____, 20_____

Level Three

Attach Superintendent Disposition

Level Four

Attach Board Disposition

Letter of Agreement Between the
Constantine Public School District
And
Constantine Public School Driver's Association

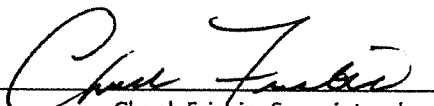
This agreement shall be effective as of the 1st Day of October 2015 and shall continue in effect for three (3) years until the 30 day of June, 2016. Upon expiration of the letter of agreement the terms of this agreement will be added to the master contract effective July 1, 2016.

It is hereby agreed:

Drivers who retire and then return to the District to drive will start at the beginning rate for drivers hired on or after August 1, 2012 as follows;

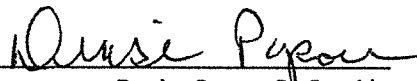
Year	Year 1	Year 5	Year 10	Year 15	Year 20	Year 25
	16.50	17.50	18.50	19.50	20.50	23.00

For the District;

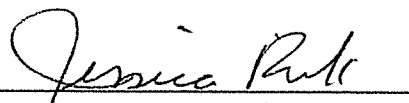
By 
Chuck Frisbie, Superintendent

9/30/15
Date

For the Union;

By 
Denise Popur, Co-President
Popur

9-30-15
Date


Jessica Rink, Co-President

9/30/15
Date