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Union: **Geneseo Transportation Drivers**

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Bus | 5093

**CONTRACTUAL AGREEMENT
BETWEEN
THE BOARD OF EDUCATION AND
THE GENESEO CENTRAL SCHOOL DISTRICT
BUS DRIVERS**

- CONDITIONS OF EMPLOYMENT -

2007-2010



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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

14

PREAMBLE

This agreement made this 15 day of June by and between the Chief Executive Officer of the Geneseo Central School District and the Geneseo Transportation Drivers will cover the period from July 1, 2007 through June 30, 2010 and is intended to define the rights and responsibilities of the parties in a mutual desire to promote cooperative and effective working conditions to carry forward the functions of the School District.

GENERAL TERMS/CONDITIONS AND DEFINITIONS

1. Definition of terms-
 - a. **Contract Drivers**-drivers that are assigned a specific, consistent route for the transportation of students from their home/residency to the GCS School.
 - b. **Regular-Daily Drivers**-drivers that are assigned a specific, consistent route for the Transportation of students from their home/residency to an educational setting that is usually different from the GCS school.
 - c. **Extra Runs**-these are routes that are created for the sole purpose to support field trips, athletic, and co-curricular programs.
 - d. **Contract hours**-the time that is routinely taken for a contract driver and/or a regular-daily driver to prepare the vehicle, transport students, and to return a vehicle.
2. Contract drivers and regular-daily drivers will be assigned field trip and athletic trip runs during contract hours only after all drivers without contract or regular-daily runs have been asked to make these trips. A contract or regular-daily driver assigned to such a field trip or athletic run during contract hours will be paid the differential between his/her run and the extra trip rate.

UNPAID LEAVE OF ABSENCE

Leaves of absence may be granted to drivers in cases of prolonged illness, personal or family problems or in other cases at the discretion of the employer. Requests for leave must be submitted to the Superintendent in writing and must include the reason for the request and the duration of the leave. Leaves extending beyond eighteen (18) calendar months will not be credited toward tenure or seniority. A bus driver on leave must give notice of intent to return no later than the end of the 14th month of leave. If the employer does not receive such notice, a replacement may be hired. The driver will be returned to his/her original position or if the position is eliminated, to the next vacancy for which the driver is certified, recognize seniority.

All benefits and rights of employment accumulated before such a leave will continue in effect upon return. The driver will not receive a salary increase if the leave was for a semester or more. The driver on leave will have the option of maintaining membership in the group health plan at no expense to the employer.

SENIORITY

Seniority date shall be the new driver's first day of driving own regular or contract run by him/herself or on the date of his/her rehire, if his/her employment was interrupted for a period of time exceeding eighteen (18) calendar months. Substitutes do not accrue seniority.

Transportation Seniority Listing-2006-07 School Year

Hire Date	Employee
10/16/1981	Roodenburg, William
06/18/1987	Parent, Debra
07/09/1987	Moses, Christine
08/06/1987	Peri, Robert
07/18/1989	Loomis, Roxanne
01/30/1990	Metzger, Paul
09/06/1991	Tenalio, Deborah
12/19/1991	Lemen, Tammy
04/30/1992	Little, William
04/15/2003	Cassada, Marie
10/7/2005	Cario, Beth
09/01/2006	Linsner, Thomas (4/23/82)
08/15/2006	Wachholder, Teresa
09/01/2006	Siebert, LouAnn

VACANT CONTRACT, EXTRACURRICULAR DAILY AND EXTRA RUNS

1. A vacant contract or regular-daily run that is caused by resignation, retirement, change of routes, or the addition of new routes should be offered to drivers in order of seniority, as noted in this agreement under salary agreement. Preference is determined starting with the first person with the most seniority and then down the list. The final placement determination shall rest with the Supervisor of Transportation and the Superintendent.
 - 1a. A newly hired driver will be paid per the salary agreement.
2. Vacant runs are to be posted on the bulletin board at the bus garage for five (5) working days. Notice of interest in the vacancy must be *made in writing* to the Supervisor of Transportation. **If a run becomes vacant in the summer, the information will be put in writing and mailed out to the staff, not just posted in the bus garage.**
3. Extra runs should be offered to drivers in order of seniority on a rotating basis. Preference for extra runs is determined starting with the person with the most seniority and then down the list. When possible extra runs should be offered in a weekly format.
4. Extra runs are to be posted on the calendar at the bus garage. When possible extra runs should be posted for five (5) working days and offered in a weekly format.

5. Assignments for driving during the months of July and August **will NOT** be made on a seniority basis.
6. Part-time employees will be asked to sub first when they are available to do so.

SICK LEAVE

One (1) day/month, accumulated to **200** days.

ATTENDANCE INCENTIVE

1. Employees running four trips a day will receive **\$30.00** per sick day accumulated up to 10 per year with a \$300.00 maximum. To be paid in June at the end of each school year.
2. Employees running two trips a day will receive **\$15.00** per sick day accumulated up to 10 per year with a \$150.00 maximum. To be paid in June at the end of each school year.

RETIREMENT ATTENDANCE BENEFIT

Drivers leaving the District after 20 years of service are entitled to payment for any unused sick days over 100 and up to 200 at 35% of their daily rate.

TEMPORARY LEAVE (NON-CUMULATIVE)

Five (5) days leave may be granted for the following reasons:

1. Sickness or death in the immediate family, including mother (step-mother), Father (step-father), mother-in-law, father-in-law, sister-in-law, brother-in-law, husband, wife, children, sister, brother, grandparents, grandchildren, And stepchildren. In the event of a death to an employee's aunt/uncle 1-day with pay shall be granted, only for funeral attendance. Requests for leave to be used for any other "special family" relationship must be approved by the Supervisor of Transportation and the Superintendent.
2. Days when impossible to report due to road conditions.
3. Personal reasons such as; (legal problems, religious holidays not covered under paid holidays, etc. These days should not be at the beginning or end of scheduled school holidays. Only two (2) days may be taken for personal reasons.
4. Any other unusual circumstances necessitating time off during regular work hours.

NOTE: All such leaves must be approved by the Supervisor of Transportation with at least 24 hours notice, except those caused by emergencies.

OPTICAL

For full and part-time drivers, the District agrees, upon presentation of proper receipts and documentation, to compensate each driver \$100.00 every other year for either the cost of an eye examination or cost or partial cost of prescription glasses.

FEES, LICENSES, & NEW YORK STATE REQUIRED EXAMINATIONS

The District agrees to pay the difference between a regular driver's license and a CDL driver's license.

The District agrees to pay, on time, only the fee connected with any particular New York State examination for a bus driver's license. The fee will be reimbursed to the Geneseo Central School bus driver upon verification of successful completion of a required examination.

The District agrees to pay \$100 towards the 30-hour beginner course required by New York State.

LUNCH/DINNER ALLOWANCE

The District offers to pay \$6.00 for dinner allowance when drivers are engaged for the full three (3) hour period from 4:00 to 7:00 p.m. Additionally, the district offers to pay \$4.00 for lunch allowance when drivers are engaged for the period from 11:00 a.m. to 1:00 p.m.

OTHER CONDITIONS

All bus drivers agree to keep gas tanks at least half-full at the end of any regular run. Drivers will sweep buses at the end of any regular run.

FULL- TIME EMPLOYEES

Are those employees that have BOTH a morning and an afternoon run.

PART-TIME EMPLOYEES

Are those employees that have ONLY a morning OR an afternoon run.

SALARY

Current members in positions as of June 30, 2007 shall receive increases as follows:

Base step/rate scale as established for 2007-2010

Step	2007- 2008	2008-2009	2009-2010
4 (10+ years)	29.94	30.99	32.08
3 (7-9 years)	28.57	29.57	30.60
2 (3-6 years)	26.61	27.54	28.51
1 (1-2 years)	23.69	24.52	25.38
Daily Runs	19.77	20.46	21.18
Extra Trips	15.39	15.93	16.49
Substitute Run	18.77	19.43	20.11

Effective July 1, 2007, the following are components of this agreement:

- Effective July 1, 2007, each employee covered by this bargaining unit will receive a three and 1/2 percent (3.5%) increase in their salary at the base step/rate.
- Effective July 1, 2008, each employee covered by this bargaining unit will receive a three and 1/2 percent (3.5%) increase in their salary at the base step/rate.
- Effective July 1, 2009, each employee covered by this bargaining unit will receive a three and 1/2 percent (3.5%) increase in their salary at the base step/rate.

Payment for Mandatory Work

The district has agreed to pay for the following at the extra run rate:

- a. Refresher course-per hour
- b. Up to 4 hours per year for safety meetings
- c. Court appearances-per hour
- d. 1 hour pay for a physical-may be a DOT physical
- e. 1 hour pay for a road test every other year.
- f. Drug tests-per hour.
- g. 1 hour for show up time.
- h. Kindergarten Summer Orientation-per hour.

EARLY DISMISSALS

"Early dismissals" will be compensated at the contract rates.

Tammy Lemen
Tammy Lemen
Transportation Representative
Date: _____

Timothy C. Hayes
Timothy C. Hayes
Superintendent

Debbie Tenalio
Debbie Tenalio
Transportation Representative
Date: 6-13-2007