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**AGREEMENT**  
**BETWEEN**  
**THE SUPERINTENDENT**  
**OF THE**  
**ARKPORT CENTRAL SCHOOL DISTRICT**  
**AND THE**  
**ARKPORT TRANSPORTATION ASSOCIATION**

*7/1*  
2009-10

2010-11

2011-12 *6/30*

**RECEIVED**  
NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

JAN 18 2010

**ADMINISTRATION**

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This Agreement is made pursuant to Article 14 of the Civil Service Law of New York State and entered into as of the first day of July, 2009, between the Superintendent of Schools of the Arkport Central School District, Arkport New York, hereinafter referred to as the "Employer" and the Arkport Transportation Association, hereinafter referred to as the "Association" or "ATA."

**Article 1 - RECOGNITION**

**Section 1**

The Employer hereby recognizes the ATA as the sole and exclusive negotiating agent for all bus drivers employed in the Transportation Department for the maximum period permitted by law upon the date of execution of this agreement.

**Article II - MANAGEMENT RIGHTS**

**Section 1**

Except as otherwise specifically provided by this Agreement, the Employer shall have the customary and usual rights, powers and functions to direct employees, to hire, promote, reassign, suspend and to take disciplinary action for reasonable cause, and to otherwise take whatever actions are necessary to carry out the mission of the Employer pursuant to existing practices unless altered by this Agreement.

**Section 2**

The Employer shall specifically have the right to formulate and enforce such operation procedures, guidelines and work rules as are deemed necessary for the safe and efficient movement of passengers except as otherwise provided in this agreement. All said procedures, guidelines, and work rules shall be superseded by the ATA.

**Article III - ATA RIGHTS**

**Section 1**

The ATA shall have the sole and exclusive right with the respect to other labor organizations to represent all employees in the heretofore defined negotiation unit in any and all proceedings under the Public Employees Fair Employment Act; under any other application law, rule, regulation or statute, under the terms and conditions of this agreement, to designate its own representatives and to appear before any appropriate official of the employer to effect such representation, to direct, manage, and govern its own affairs; to determine those matters which the membership wishes to negotiate, and to pursue all such objectives free from any interference, restraint, coercion or discrimination by the employer or any of its agents.

**Section 2**

The ATA may exercise the sole and exclusive right to pursue any matter or issue including but not limited to the grievance procedure in this agreement and to pursue any matter or issue to any court of competent jurisdiction, whichever is appropriate, provided however that such activities shall be only on behalf of an aggrieved employee.

**Article IV - RIGHTS OF EMPLOYEES**

**Section 1**

Any employee covered by the provisions of this agreement shall be free to join or refrain from joining the ATA without fear of coercion, reprisal or penalty from the ATA or the Employer.

**Section 2**

Employees may join and take an active role in the activities of the ATA without fear of any kind of reprisals from the Employer or its agents.

The ATA will not engage in, cause, encourage or condone any strike, work slowdown or work stoppage against the District nor will the Employees take any similar action on his or her own.

**Section 3**

It is understood and agreed that the benefits of Section 75 of the Civil Service Law of the State of New York shall be granted to all employees included in the terms and conditions of this Agreement who have been employed by the Employer for a period of eighteen (18) months.

**Section 4**

An employee may bring matters of personal concern to the attention of the appropriate Employer's representatives and officials in accordance with applicable laws and rules, and may choose his own representative or appear alone in a grievance or appeal proceeding providing that no employee organization other than the ATA be the employee's representative.

**Article V - DURATION**

**Section 1**

This Agreement, and any written amendments made and annexed hereto, shall continue in full force and effect until midnight, June 30, 2012, and shall commence on July 1, 2009.

**Article VI - AGREEMENT**

**Section 1**

The Employer and the ATA acknowledge that during the negotiations, which resulted in this Agreement each had the unlimited right and opportunity to make proposals with respect to any subject or matter not removed by law from the area of collective negotiations.

**Section 2**

This document constitutes the entire Agreement between the parties and no verbal statement or other Agreement in whatever form, except as an amendment to this Agreement in written form and annexed hereto as mutually agreed upon, and specifically designated as an amendment to this Agreement shall supersede or vary any of the provisions herein contained.

**Article VII - PROBATIONARY PERIOD**

**Section 1**

All newly hired full-time employees shall be considered as probationary employees until they have been employed within the bargaining unit for a continuous period of eighteen (18) months. A full-time employee is defined as being assigned both an AM and PM run on the same day.

**Section 2**

All new full-time employees hired after July 1, 2006, will be given notice at least one (1) month prior to the end of their eighteen (18) month probationary period as to whether or not the District wishes to have them remain in their employ.

**Article VIII - RETIREMENT**

**Section 1**

The employer will continue the New York State Public Employees Retirement System plan presently in effect.

**Article IX - BULLETIN BOARD**

**Section 1**

The Employer shall permit the ATA to use a bulletin board space approximately two (2) feet high and two (2) feet wide for the purpose of posting meeting announcements, election notices and other notices germane to ATA business and of a non controversial nature.

**Article X - CONTRACT COPIES**

**Section 1**

The Employer shall reproduce and make available copies of this Agreement to all ATA employees.

**Article XI - SAVINGS CLAUSE**

**Section 1**

If any article or part thereof this Agreement or any addition thereto, should be decided as in violation of any federal, state or local law; or if adherence to or enforcement of any article or part thereof should be restrained by a court of law, the remaining articles of this Agreement or any addition thereto, shall not be affected.

**Section 2**

It is agreed by and between the parties that any provision of this agreement requiring legislation to permit this implementation by amendment by law or by providing the additional funds therefore, shall not become effective until an appropriate legislative body has given approval.

**Article XII - SICK LEAVE**

**Section 1**

Each full-time employee shall be permitted to accumulate up to one hundred eighty (180) days of sick leave to be applied toward time off due to illness or injury to the employee or to the employee's spouse, parent, child or any person who is residing with the employee.

**Section 2**

For purposes of sick time and bereavement, one-half of a driver's day will end at 11:30 AM and one-half of a driver's day will start at 11:31 AM.



**Section 3**

Sick leave shall be accumulated at a rate of one (1) day per month plus two (2) additional days for the year. Ten-month employees will receive a total of twelve (12) days per year and twelve month employees will receive a total of fourteen (14) days per year,

**Section 4**

Drivers who retire under the terms and conditions of the New York State Employee's Retirement System and with a minimum of fifteen (15) calendar years of service to the District will have their accumulated sick leave converted into health insurance premiums as follows:

- (a) The District will pay fifty percent (50%) of the premium for individual coverage and thirty-five percent (35%) of the premium for family coverage.
- (b) The driver retiring shall have his total accumulated sick leave days equated to a dollar value by multiplying the daily substitute driver type A run rate at the time of retirement by the number of accumulated days. This dollar value shall then be used to pay the difference in the premium and the percent paid by the District as per (a) above until the dollar value is exhausted. Thereafter the driver may continue to participate by paying the difference in premium and the percent paid by the District.
- (c) In the event that the death of the retiree occurs before this benefit is used up the sick leave based payments will be canceled. This sick leave benefit is not transferable to the spouse, estate or other heirs of the deceased retiree. The spouse of the deceased driver may, however, continue to participate in the Plan by paying the entire premium to the District.
- (d) A retiring bus driver may elect to waive receipt of the benefits described in (a) and (b) above. In this event, the following conditions will apply:
  - (i) The bus driver will sign, at least one hundred eighty (180) days before his effective date of retirement, an irrevocable waiver making him ineligible to receive this benefit at any time in the future; and,
  - (ii) The District will pay the bus driver a lump sum benefit equal to the value of the sick leave calculation described

in (b) above with any payment payable on or before December 31<sup>st</sup> of the calendar year in which he retires.

**Section 5**

Any return from sick leave of more than three (3) consecutive days will require the submission of a written doctor's approval to return to work.

**Section 6**

1. A sick leave bank for ATA employees will be established with a maximum of thirty (30) days total in the bank.
2. ATA employees may donate days from their accumulated sick leave to establish the bank and to keep it going.
3. In order to belong, an employee must contribute at least two (2) days to the bank. The maximum number of days an employee may donate shall be four (4) in a fiscal year.
4. Employees who do not belong may only join during the month of September, except for new employees. (New employees will have up to thirty (30) days after their employment begins to join.)
5. The Superintendent will provide forms to be used for membership application and forms for requests to borrow from the sick bank.
6. A committee will consist of the Superintendent and two (2) ATA employees to be voted on by the ATA employees. Committee decisions to allow borrowing will be by unanimous agreement only.
7. No individual will be allowed to apply to the sick leave bank unless:
  - a. The person has completed the required forms and has contributed at least two (2) days to the bank.
  - b. The person has used all current and accumulated sick leave.
  - c. The person submits written evidence from a physician indicating that he/she is unable to work because of medical reasons.
  - d. The person agrees, in writing, to repay the borrowed days at the rate of at least five (5) days per fiscal year. The days paid back each year will be automatically deducted from the person's sick leave allocation at the beginning of each fiscal year.
8. The number of days that an individual may borrow in a given fiscal year will be determined by the committee on a case-by-case basis. The committee will also decide whether or not an individual may borrow again in the next fiscal year. In each case the probability that the individual will be able to pay the days back within a reasonable time period will be a factor that the committee will consider.
9. Employees are encouraged to purchase income protection insurance for longer-term illness or disability.
10. The sick leave bank may not be used for cases covered by Workman's Compensation.
11. Any employee who voluntarily leaves the employment of the Arkport Central School District and owes days to the Arkport Transportation Association Sick Bank will be required to repay the cost of the days to the district at the employee's current per diem daily (full-time) rate. Such payment must be made within thirty (30) days of separation.

**Article XIII - BEREAVEMENT LEAVE**

**Section 1**

In the event of death in the immediate family (spouse, child, parent, father-in-law, mother-in-law, sister, brother) each full-time employee shall be granted time off with pay for time lost during the regular scheduled workweek. This time shall not exceed three (3) days.

**Section 2**

Permission will be granted to attend the funeral service for a grandparent or grandchild on the day of the funeral.

**Section 3**

In the event of extenuating circumstances, an appeal may be made to the superintendent for additional bereavement days.

**Section 4**

Bereavement leave only applies to type A and regularly scheduled type B runs.

**Article XIV - PERSONAL LEAVE**

**Section 1**

Each full-time employee shall be given two (2) personal leave days per year, which will be deducted from the employee's sick leave. Such requests shall be made in writing at least twenty-four (24) hours in advance.

**Article XV - MILEAGE PAYMENTS**

**Section 1**

No employee shall be required to drive his personal motor vehicle for any school business. If an employee is asked to attend a workshop or conference by the employer and a school vehicle is not available, the Employee will be reimbursed at the official District mileage rate. Should an employee choose to drive his/her own vehicle for any school or association business, the District will not pay mileage.

**Article XVI - HEALTH INSURANCE**

**Section 1**

All full-time employees hired prior to July 1, 1997 who select Family or Single coverage will contribute thirteen percent (13%) of the current premium cost to the District during the 2009-2010 school year; fourteen percent (14%) during the 2010-2011 school year and fifteen percent (15%) during the 2011-2012 school year. The insurance coverage shall be provided by the "Steuben Area Schools' Employees Benefit Plan Option C or Plan Option D and/or Plan Design #2" as determined by mutual agreement of the parties. Any change in enrollment status will be made on the first of the month. If an employee feels it is necessary to make a change in enrollment status at any other time during the month, the employee will bear the full cost of the charge for that month.

**Section 2**

All full-time drivers hired after July 1, 1997, will be entitled to single coverage health insurance after a six-month waiting period and will contribute thirteen percent (13%) of the premium cost to the district during the 2009-2010 school year; fourteen percent (14%) during the 2010-2011 school year and fifteen percent (15%) during the 2011-2012 school year. The insurance coverage shall be provided by the "Steuben Area Schools' Employees Benefit Plan Option C or Plan Option D and/or Plan Design #2" as determined by mutual agreement of the parties. A driver hired after July 1, 1997, and who desires family coverage will pay 100% of the difference in premium between family and single coverage without which they would otherwise be entitled.

**Section 3**

A full-time driver, who elects to not take the health insurance coverage, will receive \$850 at the end of the 2009-2010 school year, \$950 at the end of the 2010-2011 school year and \$1,050 at the end of the 2011-2012 school year. Any driver who was not employed at the beginning of the school year and who elects this option will have his payment pro-rated. Proof of other health insurance coverage must be provided.

**Article XVII - RETIREES / SUBSTITUTES**

**Section 1**

It is understood and agreed that employees who have previously retired from Arkport Central School District are neither eligible to drive a Type A or B run on a regular basis nor receive benefits, such as the district contribution toward health insurance or leaves. Drivers of substitute or extra-curricular runs cannot accumulate seniority toward a Type A or Type B run.

**Section 2**

For a ninety (90) day orientation period subsequent to appointment as a substitute or regular driver, any newly appointed driver will not be eligible for a sport or field trip run unless they have documented experience as a school bus driver at another district of at least one year.

**Article XVIII - ATA REPRESENTATIVES**

**Section 1**

The president will be given time off for ATA business up to two (2) days with no loss of pay.

**Section 2**

The employee designated as the grievance representative and the grievant shall be allowed to attend all stages of the grievance procedure with no loss of pay.

**Article XIX - ROUTE ASSIGNMENTS**

**Section 1**

All routes or runs, whenever possible, shall be assigned to drivers in accordance with seniority, with the senior employee receiving first choice.

**Section 2**

When a new run of any type becomes available, regular drivers will be offered the opportunity to take that new run based on seniority. If, however, by accepting that new run, the driver has more than one (1) additional run over another driver, that employee must select one of the same type runs to be given up for the next senior driver to select, if they choose.

**Article XX - GRIEVANCE PROCEDURE**

**Section 1**

A grievance may be filed by an employee with regard to the application or interpretation of this Agreement in accordance with the following procedure.

**Section 2**

A grievance must be filed within ten (10) working days from the time of the alleged occurrence or knowledge of said occurrence by the aggrieved. A grievance not filed within this time will be determined to have been waived.

**Section 3**

Procedure:

**Step 1**

**INFORMAL STAGE:** Prior to the filing of a written grievance, the aggrieved and an ATA representative will meet with the transportation supervisor to attempt to resolve the grievance orally. If the result of this discussion with the supervisor does not resolve the grievance within seven (7) working days, the aggrieved may proceed to the FORMAL STAGE of Step 1.

**FORMAL STAGE:** A written presentation of the grievance will be made by the aggrieved to his/her immediate supervisor. The supervisor will respond in writing to the grievant within ten (10) working days. If the supervisor does not respond within ten (10) working days, the grievant may move to step 2. If the superintendent is the Step 1 supervisor, Step 2 will be eliminated and the grievant may go directly to Step 3.

**Step 2** - If the grievance is not resolved in Step 1, the aggrieved party may, within ten (10) working days after Step 1 is concluded, submit a written grievance to the Superintendent which includes the following:

- (a) The aggrieved party's name and position.
- (b) The Article and Section number on which the grievance is based.
- (c) The time and place where the alleged conditions constituting the grievance occurred.
- (d) The identity of the party responsible for causing the events or conditions resulting in the grievance.
- (e) A general statement concerning the nature of the grievance.
- (f) The relief being sought by the aggrieved party. The Superintendent will reply in writing within ten (10) working days.

**Step 3** - If the aggrieved is not satisfied with the decision at Step 2, an appeal may be filed with the Board of Education within ten (10) working days after receiving the decision from the previous step. The format of the appeal will be the same as in Step 2 except that it will also state why the previous decision was not acceptable to the aggrieved.

- (a) The Board of Education shall hold a hearing on the grievance at the next regularly scheduled board meeting. The hearing shall be

conducted in executive session. The aggrieved party and/or his/her representative may be present at the hearing.

- (b) Within ten (10) working days after concluding the hearing, The Board of Education shall render a written decision, signed by the Board of Education and given to the aggrieved party.

#### **Section 4**

Any grievance not referred to the next higher step by the aggrieved within the specified time of the above procedure will be considered closed. If the Employer does not answer the aggrieved as to its decision at any step of the grievance procedure within the prescribed time limit, the grievance will be awarded in favor of the aggrieved.

#### **Section 5**

By entering into this grievance procedure neither party shall have forfeited its right to seek redress at a court of competent jurisdiction.

### **Article XXI - SENIORITY**

#### **Section 1**

Seniority is defined as the length of continuous full-time service with the Employer.

#### **Section 2**

For layoff purposes, an employee's seniority shall determine the order to be followed. The employee with the least seniority shall be the first to be laid off until the total number of employees required to decrease forces shall be established. Recalls shall be in the inverse order of lay off.

#### **Section 3**

As used in Section 1, continuous service includes only those periods when an employee is on the Employer's active payroll and those periods when an employee is:

- (a) on paid leave of absence
- (b) absent from, and unable to perform the duties of his position by reason of a disability resulting from illness or occupational injury or disease.

- (c) such other periods of service, if any, as the Civil Service Law requires to be treated as part of the employee's continuous service.
- (d) Effective July 1, 1975, continuous substitute driving of three (3) months duration or more which results in the substitute being assigned to a run on a regular contract basis.

#### **Section 4**

Subject to applicable provisions of the Civil Service Law, if any, an employee loses his seniority only when one or more of the following occurs; he resigns (unless he is reinstated within the period permitted by any provision of the Civil Service Law applicable to him); he is discharged; he retires; or he refuses a recall.

#### **Section 5**

If two (2) or more employees are hired or appointed on the same date, their relative seniority shall be in the order of their hiring or appointment, as the case may be, by the appointing or hiring official.

#### **Section 6**

Seniority shall be the determining factor in the approval of vacations and personal days. Vacation and personal leave requests may be denied by the superintendent if the District determines it would find itself short of drivers for a day or the period of time in question.

### **Article XXII - MATERNITY LEAVE**

#### **Section 1**

Absence for the purpose of giving birth shall be treated as any other sickness or disability. Please refer to the FMLA statute.

### **Article XXIII - LONGEVITY**

#### **Section 1**

All full-time employees shall be entitled to a longevity increment upon the completion of ten (10) years of service. This amount shall be \$400.00 paid annually with the driver's last paycheck of the school year. At the completion of fifteen (15) years of service the amount will change to \$500.00, and at the completion of twenty (20) years of service the amount will be changed to \$600.00.



**Section 2**

As used in the above paragraph, length of service shall be defined in accordance with Section 3 of Article XXII of this Agreement.

**Section 3**

Longevity increments shall become effective at the beginning of the first full pay period following the employee's date of eligibility.

**Article XXIV - PAST PRACTICE**

**Section 1**

Benefits presently in effect and not modified or abridged by this Agreement shall continue in full force and effect for the term of this Agreement.

**Article XXV - COMPENSATORY OR DISABILITY LEAVE**

**Section 1**

Any employee necessarily absent due to a compensatory injury or disease as defined by the New York State Compensation Law, or Workman's Disability Law may, at his discretion, draw his accumulated sick leave or any of the above benefits.

**Section 2**

An employee who elects to draw his accumulated sick leave may, if he so chooses, surrender his disability check to the Employer and have his used sick leave credits restored.

**Article XXVI – MISCELLANEOUS**

**Section 1 - Definition of trips**

**Type "A" Trips** - Generally refers to those trips, which are made each school day to transport pupils from home to school and return.

**Type "B" Trips** - Generally refers to those trips which are made each school day to transport pupils to and from parochial and vocational school, and transport authorized pupils to their homes late in the day. Pay is on a per trip basis. The person who holds the title of Transportation Supervisor over bus operation will perform "B" trips only if all regular and substitute drivers are not available.

**Section 2**

The Business office will publish a schedule of pay dates in July. Drivers will be paid on a per trip (for A&B runs) and hourly basis (for other trips) with a two-week "hold back" system for pay purposes. Salary and benefit notices will be issued to the drivers on regular trips. Notices will be issued by October 1 of each school year.

**Section 3**

The times of arrivals and departures of trips as well as the routes and numbers of trips are subject to adjustment as required by the educational program. Therefore, changes may be made at the discretion of the Employer.

In addition the Board of Education may contract to have other districts transport pupils or perform maintenance on district owned vehicles. The Board may also contract to transport pupils from other districts. This may be done in cooperation with individual schools or on a regional transportation system basis. The Board may also opt to contract for the operation of our transportation system with a private firm.

**Section 4**

"Extra Trips" generally refers to trips that are not made on a regularly scheduled basis such as trips to athletic events, field trips, etc. Pay is on an hourly basis with no less than one (1) hour being granted.

**Section 5**

Trip routes will not be altered by drivers unless they have prior approval from the Superintendent. The only exceptions will be emergency situations and then the driver will report each instance to the Superintendent in writing as soon as possible after he returns from the trip.

**Section 6**

All planned regular trips shall be posted at least one (1) week before school opens in September.

Notice of the drivers' meeting to determine route assignments will be mailed to the ATA president two (2) weeks prior to the posting. Extra Runs will be assigned by rotation from a written list of Association drivers with preference given to Association drivers and, if not accepted, then offered to substitute drivers of the Administration's choice.

**Section 7**

When a driver is delayed on a route beyond the normal route time due to adverse weather or mechanical failure, he will be paid for that extra time at the hourly rate.

**Section 8**

Should a driver feel that pupils are creating a disturbance, which distracts the driver or that driving conditions are such that it will endanger the pupils' safety, the driver shall stop the bus in a safe location. The driver will then confer with the chaperones and point out the problem, which must be corrected before the trip is resumed. If the driver is still not satisfied that the trip may be safely continued, he will telephone the administrator for instructions. Should no chaperone be present on the bus, and the driver feels that he may not safely continue a trip, he has the option of contacting the administration for instructions or returning the group to school.

**Section 9**

Since attractive buses are good public images of the school, the Association will originate a system and maintain a practice of having drivers wash the outside of the buses on a regularly scheduled weekly basis. All drivers are responsible for the interior cleanliness of the bus. All drivers, including substitute drivers shall clean the interior of the bus after each trip. All drivers, including substitute drivers, who drive the same bus for five (5) or more consecutive days will wash the bus.

**Section 10**

It shall be the responsibility of each driver to insure that the overhead doors are in the correct position before entering or leaving the garage.

**Section 11**

When a driver requests a substitute, he will specify if his absence is due to his own illness, illness or death in the family or for personal reasons.

**Section 12**

- (a) Each driver will be responsible for doing a pre-check on his/her bus before each run. This will include checking lights, brakes, tires, emergency exits, and engine gauges i.e., oil pressure gauge, alternator gauge, fuel gauge, temperature gauge and air pressure gauge. Drivers will arrive at school with ample time before trips to

perform these checks and properly warm the bus before starting on any route or trip.

- (b) All drivers will be responsible for fueling buses as needed as part of a regular run or extra trip.

### **Section 13**

All drivers will perform a walk through inspection of the interior of the bus after each trip to check for students, left behind clothing, damage, etc.

### **Section 14**

The school will be responsible to clean and disinfect all buses during the summer before school starts. Drivers will have the first choice to clean and disinfect their assigned bus and will be paid at their current hourly rate.

### **Section 15**

Drivers shall follow Idling Laws as stated in Chapter 670 of the Laws of 2007 enacted as section 3637 of the Education Law. A copy is attached to this Agreement as Appendix B.

### **Section 16**

All drivers will be required to attend a maximum of five (5) meetings during the fiscal year as called by the Transportation Supervisor, each of which is limited to one (1) hour in duration. The list of meeting dates and times will be posted on the ACS staff meeting schedule.

## **Article XXVII- SALARY**

### **Section 1 - Type "A" Runs (AM & PM)**

All drivers will have their base salary consist of their type "A" and/or "B" rate in effect during the 2008-2009 school year plus any incentive earned.

Any full-time drivers will have their base rate of pay at hiring for "A" and "B" runs be \$18.75 per trip.

### **Section 2 - Hourly Rate**

The hourly rate will be \$14.17 for the 2009-2010 school year, \$14.44 for the 2010-2011 school year and \$14.73 for the 2011-2012 school year.

**Section 3 - Show-up Pay**

Show up pay, (if a trip is canceled at last minute, i.e. 15 minutes before leaving time) is payable at the individual driver's current type "B" rate.

Trips to Alfred-Almond to take or pick up buses which are cancelled once the driver has arrived are payable for one hour at the current hourly rate.

**Section 4 - Training Pay**

Training required by the district and scheduled at times other than an employee's normal duty time will be paid for at the current hourly rate.

Any potential drivers who are being trained for possible District employment will be compensated at the prevailing minimum wage during their training period.

**Section 5 - Substitute Driver Pay**

Substitute drivers will be paid on the following schedule for A and B runs:

- |              |         |
|--------------|---------|
| a) 2009-2010 | \$18.50 |
| b) 2010-2011 | \$19.00 |
| c) 2011-2012 | \$19.50 |

**Section 6 - Performance Incentive Plan**

Up to four percent (4%) Performance Incentive increase may be given at the end of each school year (2009-10, 2010-11, & 2011-12) to drivers covered in Sections 1 and 2 who meet the criteria developed for this incentive. The Performance Incentive earned each year by an individual will be added to that individual's base pay thereafter. Drivers will be evaluated on or before June 30 of each year in accordance with the procedure outlined in the "Annual Performance Evaluation" instrument, which is attached to and a part of this agreement as Appendix A.

**ADDENDUM**  
**NEGOTIATIONS**

**Section 1**

It is contemplated that terms and conditions of employment provided in this Agreement shall remain in effect until altered by mutual agreement in writing between parties. By mutual consent the parties agree to cooperate in exchanging information to reach agreements regarding wages, hours, and other terms and conditions of employment or their items of mutual concern.

**Section 2**

No later than March 1st of each year, the parties will meet to exchange proposals and establish proceedings for actual negotiations. No later than March 15th, the parties will enter into good faith negotiations over said proposals to reach agreement. If such an agreement is not concluded by May 1, either party may declare an impasse. The party declaring an impasse shall request the State Public Employment Relations Board to designate a person to assist the parties with reaching an agreement. Such assistance will be governed by the provisions of Section 209 of the Civil Service Law.

**Section 3**

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party and each party may select its representatives from within or outside the school district. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and reach compromises in the course of negotiations. (Either party may bring in consultants or advisors with a reasonable attempt to notify the other party in advance of the meeting.)

**Section 4**

**Ground Rules**

- 1) There will be no release of negotiation information to the media without the mutual consent of both parties.
- 2) There will be no new items introduced after the initial proposals are exchanged without the mutual consent of both parties.
- 3) All tentative agreements will be signed and dated by the Association and the Superintendent's representative when the tentative agreement is ready for presentation to the Association and the Board. All tentative agreements are subject to ratification by the Association and the Board.

**EMPLOYER**

**ATA**

By William S. Loba Superintendent By Denise Thompson President

Dated this 5<sup>th</sup> day of August, 2009.