

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

AGREEMENT

between

**REESE PUBLIC SCHOOL DISTRICT
BOARD OF EDUCATION**

and

**INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL 324**

BUS DRIVERS

**Reese Public Schools
Reese, Michigan**

Language & Salary

July 1, 2025 through June 30, 2027

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

TABLE OF CONTENTS

AGREEMENT2
 AGREEMENT.....5
ARTICLE I5
 PURPOSE.....5
ARTICLE II.....5
 NON-DISCRIMINATION.....5
ARTICLE III5
 RECOGNITION5
ARTICLE IV5
 NO STRIKE.....5
ARTICLE V.....5
 BOARD RIGHTS5
ARTICLE VI6
 DISCIPLINE AND DISCHARGE6
ARTICLE VII8
 SENIORITY8
ARTICLE VIII.....9
 NEW JOBS9
ARTICLE IX10
 LEAVES OF ABSENCE.....10
ARTICLE X.....13
 GRIEVANCE PROCEDURE13
ARTICLE XI15
 HOLIDAYS15
ARTICLE XII.....15
 JURY DUTY.....15
ARTICLE XIII.....16
 HOURS, RATES, AND WORK WEEK.....16
ARTICLE XIV23
 VISITATION.....23
ARTICLE XV24
 WAIVER CLAUSE24
ARTICLE XVI24
 SAVINGS CLAUSE24
ARTICLE XVIII.....24
 TERMINATION AND MODIFICATION.....24

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

AGREEMENT

Between the Board of Education of the REESE PUBLIC SCHOOL DISTRICT, hereinafter referred to as the "Board" or "School District," and the INTERNATIONAL UNION OF OPERATING ENGINEERS, Local 324, hereinafter referred to as the "Union."

ARTICLE I

PURPOSE

The purpose of this Agreement is to set forth wages, hours and working conditions and promote orderly and peaceful labor relations for the mutual interest of the Board, the employees and the Union.

ARTICLE III

RECOGNITION

The Board recognizes the Union as the sole and exclusive bargaining agent for all members of the unit which includes all bus drivers; but excluding all administrators, supervisors, professional, clerical, cafeteria, maintenance, custodial, and all other employees and third-party contractors.

ARTICLE IV

NO STRIKE

The Union and the Board recognize that strikes, as defined by Section 1 of the Michigan Public Employment Relations Act, and other forms of work stoppage by employees are contrary to law and public policy. The Union and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the School District.

The Union, therefore, agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify or condone, nor shall any member take part in any strike, slowdown or stoppage of work, boycott, picketing or other interruption of activities in the School District. Failure or refusal on the part of any employee to comply with this Article shall be cause for immediate dismissal.

ARTICLE V

BOARD RIGHTS

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

- A. The Board, on its own behalf and behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the constitution of the State of Michigan and of the United States, including, but without limiting the generality of the foregoing, the right:
1. To the executive management and administrative control of the School District and its properties and facilities and the activities of its employees;
 2. To hire all employees, and subject to the provisions of law, to determine their qualifications and the conditions of their continued employment or their dismissal or demotion; and to promote and transfer all such employees; and
 3. To determine reasonable provisions for health, safety, and first aid of employees during hours of employment.
4. The Board shall not contract or subcontract any work that is normally performed by the Union that would cause a reduction of an employee's regularly scheduled work hours. The Board retains the right to contract or subcontract work which cannot be performed during the regular work schedule or work for which equipment and/or material is unavailable to attain the desired quality; and
5. Nothing in this Agreement shall in any way prevent or limit the Board from participating in cooperative educational programs with any entity.
6. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of the Agreement and then only to the extent such specific and express terms thereof are in conformance with the Laws and Constitution of the State of Michigan and of the United States.
7. The parties agree that this contract incorporates their full and complete understanding and that any prior oral agreements or practices are superseded by the terms of this Agreement. The parties further agree that no such oral understandings or practices will be recognized in the future unless committed to writing and signed by the parties as a supplement to this Agreement.

ARTICLE VI

DISCIPLINE AND DISCHARGE

- A. The Board agrees to submit written notification of any discipline or discharge of a permanent employee to the Chief Steward within five (5) working days from the date of

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

such disciplinary action. Misconduct may be grounds for applying the following corrective disciplinary measures.

FORMS OF DISCIPLINE

1. Verbal or Oral Warning (must be documented in writing)
2. Written Warning or Written Reprimand
3. Suspension without Pay
4. Discharge

B.

The discipline or discharge of any probationary employee shall not be subject to the Grievance Procedure.

C. Rules and regulations shall be adopted by the Board and made available to all employees. The following rules and regulations as adopted by the Board are currently in effect; however, additional rules or current rules may be adopted or modified periodically as conditions warrant.

1. Unauthorized or excessive absence from work;
2. Commitment or conviction of any criminal act;
3. Conduct unbecoming any employee in the public service;
4. Disorderly or immoral conduct;
5. In competency or inefficiency;
6. Insubordination;
7. Bringing intoxicants or narcotics into or consuming intoxicants or narcotics on any school property, or reporting for work under the influence of intoxicating liquor or narcotics in any degree whatsoever;
8. Neglect of duty;
9. Negligence or willful damage to public property, waste or misappropriation of public supplies or equipment;

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

10. Violation of any lawful regulation or order made by the Board or its designated representative, except for safety, i.e. brakes, lights and steering in which case, if a driver refuses to drive and the Board's representative checks the defect and finds it okay, then upon a written order from the Board's representative and the driver will drive the bus in question;
11. Willful violation of any provisions of this Agreement;
12. Deliberate falsification of records and reports;
13. Violation of CDL laws.

ARTICLE VII

SENIORITY

- A. A new employee will be considered as a probationary employee until he/she has been employed continuously for three (3) months or more, which must include a minimum of (40) hours of driving time during the months of December through March and until he/she completes Bus Driver Training School, and may be extended for an additional 30 days. The purpose and intent of this provision is to allow observation of a driver under this type of adverse driving condition. After completion of the probationary period, the employee will be considered a regular employee, and the driver's seniority will start as of the driver's date of hire. Insurance benefits, sick time, personal time, and paid holidays do not begin until probation is completed and will be prorated back to the first day of full-time employment. The probation period is waived for new hires if they have previous experience (one [1] year minimum) and a clean driving record.
- B. An up-to-date seniority list shall be made available to each employee covered by this Agreement on or about July 1st of each year and such list shall contain the employee's date of hire.
- C. An employee will lose seniority if the employee:
 1. Resigns;
 2. Is discharged;
 3. Is absent without properly notifying management, unless a satisfactory reason is given;
 4. Fails to return to work within three (3) working days after being notified to report to work and does not give a satisfactory reason;

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

5. Retires.
- D. Employees shall be laid off and recalled according to their seniority. Any driver who is laid off will have top priority as a substitute driver for regular runs providing he/she is available for the run in question. Employees on layoff shall have recall rights for two (2) years.
- E. Laid-off or discharged probationary employees shall not have recourse to the terms of this Agreement.
- F. Seniority shall continue to accumulate for an employee who is transferred to a supervisory position.
- G. Bargaining unit members may be granted release time without pay to provide Union services. The Association shall reimburse the District those sums paid to the Office of Retirement Services for Association release time.
- H. During the driver's term of office, the Chief Steward shall be deemed the head of the seniority lists for the purpose of layoff and recall only, provided he/she is qualified to do the required work. Upon termination of the driver's term of office, he/she shall be returned to the driver's regular seniority status.
- I. Employees are required to submit notification of resignation at least two (2) weeks in advance.

ARTICLE VIII

NEW JOBS

- A. The Board shall have the right to establish, evaluate, and change obsolete jobs provided that such action on the part of the Board shall not be directed toward reducing the rate of job in which no substantial change in the job itself has occurred. When a new or revised operation involves duties which are not adequately or specifically described or properly evaluated in an existing job description, specification and classification, the Board has the right to develop, establish, and place into effect a new or revised job description, specifications and classification, and rates of pay. Whenever new buildings or jobs are made operational, the Board shall establish the job description.
- B. The Board will notify the Union of such new or changed job and will, within thirty (30) days after the new or changed job is established, meet with the Union to negotiate the rate and classification.
- C. Occasional needs for a bus driver during the school hours may be filled by any bus driver in this bargaining unit at the discretion of the Director of Transportation. If no bargaining

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

unit bus drivers are available, the Director of Transportation may assign anyone. These assignments shall not affect the run rotation.

ARTICLE IX

LEAVES OF ABSENCE

A. Sick Leave

1. At the beginning of the school year, each full-time employee will be entitled to eight (8) sick leave days to a total accumulation of seventy (70) Hdays. The first 72 hours of sick leave that qualify for the Earned Sick Time Act (ESTA) may be used for ESTA purposes as long as ESTA remains in effect.
2. All requests for sick leave must be submitted to and approved by the Superintendent or the driver's designated representative.
3. The Board at any time at its expense may require an employee to submit to an examination by an independent physician.
4. Sick leave days accumulated prior to any approved leave of absence without pay shall be held in reserve pending the return of the employee from such leave.
5. Employees who leave employment of the School District except on an approved leave of absence shall forfeit all of their unused sick leave accumulation and such time shall not be restored if any employee should later be re-employed by the Board.

B. Emergency Leave

1. Leave time which shall be deducted from sick leave accumulation shall be granted at the discretion of the Superintendent or the driver's designated representative for the following reasons:
 - (a) Quarantine because of exposure to contagious disease which could be communicated to other employees or pupils. An approval of a physician must be presented for the entire period of absence.
 - (b) Death of close associate, relative or co-worker.
 - (c) Illness in the immediate family. The immediate family shall include mother, father, husband, wife, child, grandchild, adopted child, stepchild, grandparents.

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

2. A leave of absence with pay, not deductible from the employee's sick days, shall be granted for the following reasons:
 - (a) A maximum of three (3) calendar days per incident for death in the immediate family. Additional days may be requested in writing to the Superintendent. Personal or no pay days may be used if the request is granted.
 - (b) Immediate family shall be defined as mother, father, husband, wife, child, grandchild, adopted child, stepchild, grandparents.

- C. Personal Business:
 1. Employees will be entitled to not more than four (4) days each year for personal business. Personal business days may be used for activities which cannot be scheduled outside normal school hours. Personal business days may not be used during the first and last two (2) weeks of the school year or to extend a holiday, school recess or vacation.
 2. Such time shall not be deducted from the employee's accumulated sick leave unless more than five (5) days for personal business is approved by the Superintendent. If approved by the Superintendent, the additional personal business days will be deducted from sick leave.
 3. An application for personal business leave shall be submitted to the Superintendent or the drivers designated representative in writing at least two (2) days in advance (except in the event of an emergency when a shorter notice may be acceptable.) A maximum of two (2) drivers shall be permitted to be absent for personal business on a given day. Applications for personal business days shall be processed in order of receipt in the Superintendent's office. In the event of ties, seniority shall prevail. Employees may not submit applications for personal business days prior to the first paid day of the school year.
 4. At the end of each school year, any unused personal business days shall be converted to sick days and placed in employee's accumulated sick leave.

- D. Records of sick leave accumulation shall be made available to the employee and the Union once a year at the beginning of the school year.

- E. An employee who, because of illness or accident which is non-compensable under the Worker's Compensation Law, is physically unable to report to work shall be given a leave of absence without pay and without loss of seniority for the duration of such disability not to exceed the length of the drivers seniority or two (2) years, whichever is the least. The employee must promptly notify the Board of the necessity therefore and provide the Board with a certificate as often as requested from a medical or osteopathic doctor of the

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

necessity for such absence and for the continuation of such absence when requested by the Board.

- F. A leave of absence without pay shall be granted for a reasonable period not to exceed one (1) year of time for physical or mental illness, prolonged serious illness in the immediate family which includes husband, wife, children or parents living in the same house.
- G. A leave of absence without pay shall be granted for a reasonable period not to exceed one (1) year of time for training related to an employee's regular duties in an approved educational institution.
- H. An employee shall be granted a pregnancy leave of absence which shall not exceed nine (9) months and in such case the employee shall immediately notify the Board of the pregnancy. The Board then may request periodic verification of the health of the employee in relation to the performance of the employee's normal job duties. When the medical verification of the physician would not allow the employee to continue in her normal job function because of such pregnancy, the employee shall then be granted a leave of absence for the duration of the pregnancy with all job and recall rights.
- I. The reinstatement rights of any employee who enters the military service of the United States , or who voluntarily enlists during the effective period of such law shall be determined by applicable legal standards.
- J. A leave of absence without pay will be granted to an employee who is active in the National Guards or a branch of the Armed Forces Reserves for the purpose of fulfilling their annual field training obligations, if the employee makes a written request for the leave of absence immediately upon receiving the order to report for such duty.
- K. All requests for leaves of absence shall be in writing stating the reason(s) for the request and the approximate length of leave requested and a copy shall be sent to the Union. Leave may be granted at the discretion of the Board for reasons other than those listed above when they are deemed beneficial to the Board.

Days without pay may be granted with the approval of the Superintendent. These days must be requested in writing at least five (5) days in advance of the requested time. A maximum of two (2) drivers shall be permitted to be absent on a given day. Applications for unpaid days shall be processed in order of receipt in the Superintendent's office. In the event of ties, seniority shall prevail. Employees may not submit applications for personal business days prior to the first paid day of the school year.

- L. Use of any of the above by any employee under false pretenses shall subject the employee to disciplinary action up to and including discharge.

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

ARTICLE X GRIEVANCE PROCEDURE

A. Definitions

1. A grievance shall mean a complaint by an employee in the bargaining unit that there has been a violation of this Agreement. The “grievant” is the person making the claim that there is an alleged violation of the Agreement. The term working days as used herein shall mean days in which school is in session (student days) during the school year or normal workdays (Monday through Friday) during the summer excluding legal holidays.
2. As used in this Article the term "employee" may mean a group of employees having the same grievance.
3. The following items are excluded from the Grievance Procedure:
 - Employee Discipline;
 - Employee Evaluations;
 - Appointment of Employees;
 - Contracting with a Third Party for Non-Instructional Support Services;
 - Any Other Prohibited Subjects of Bargaining;
 - Probationary Employees;
 - Any claim or complaint for which there is another remedial procedure or forum established by law or by regulation having force of law.

B. Procedure

1. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties.
2. Every effort will be made by all parties to avoid interruption of classroom and/or any other school-sponsored activities.
3. Every effort will be made by all parties to avoid the unnecessary involvement of students in the grievance procedure.
4. A grievance may be withdrawn at any time by mutual agreement of the grievant and the Board without establishing a precedent.

Step One – Director of Transportation

1. An employee having a specific grievance shall present it orally to the Director of Transportation.

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

2. If the grievance is not settled orally, it shall be reduced to writing and presented to the Director of Transportation within ten (10) working days of the act or condition that caused the grievance. The written grievance must be signed by the aggrieved and specify the specific provision of the contract that is allegedly violated and the remedy requested.
3. The Director of Transportation will answer such grievance within five (5) working days from the date it was filed in writing unless extended by mutual agreement in writing.
4. Unless appealed in writing to the next step within five (5) working days, the Director of Transportation's answer shall be final.

Step Two – Superintendent

1. If appealed, the grievance shall be presented in writing to the Superintendent who will arrange for a conference with the Chief Steward and/or the alternate Steward in an attempt to settle the grievance. In addition, the Business Representative may also be present.
2. Said conference shall be held within ten (10) working days from the date of receipt of appeal and will be scheduled at a time mutually agreed to.
3. The Superintendent or the Superintendent's designated representative shall answer such grievance in writing within ten (10) working days from the date of the conference unless extended by mutual agreement in writing.

Step Three – Mediation

1. If the Superintendent's decision is not satisfactory to the grievant(s), the parties shall agree to non-binding mediation before a MERC mediator. The mediation shall occur within thirty (30) days of the Superintendent's decision, unless this time frame is mutually extended by the parties.
2. If the matter is resolved in mediation, the resolution shall be reduced to writing, and the grievance shall be resolved. If the parties meet with the MERC mediator at least three (3) times and the matter is still not resolved, the grievance may be appealed to the Board.

Step Four – Board

1. Any appeal of a decision rendered by the Superintendent shall be presented to the Board within five (5) working days, and the Board shall meet with a Business Representative of the Union at a time mutually agreed to. The appeal shall be in

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

writing and state the reason or reasons why the decision of the Superintendent was not satisfactory.

2. Said conference shall be held within ten (10) working days from the date of receipt of appeal unless extended by mutual agreement.
3. The Board or its designated representative shall answer such grievance in writing within ten (10) working days from the date of the conference unless extended by mutual agreement.

ARTICLE XI

HOLIDAYS

- A. If employees are paid for the last scheduled work day prior to and the first scheduled work day following a holiday, employees shall be paid their regular daily wage for the following holidays:

Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day
New Year's Eve Day
New Year's Day
Good Friday
Memorial Day
Labor Day (if school calendar begins prior to Labor Day)

ARTICLE XII

JURY DUTY

- A. Each employee shall be entitled to a maximum of thirty (30) days per calendar year for the purpose of serving jury duty.
- B. The employee must make every effort to be reassigned to a time not in conflict with the driver's regular working hours, or be excused from service, and the Board shall have the right to request that the employee be excused.
- C. In the event the employee does not serve for a full working day on jury duty, he/she shall be required to return to the driver's regular job and complete the drivers regularly assigned hours.

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

- D. The employee shall be reimbursed the difference between jury duty pay and the drivers straight time pay for the drivers regularly scheduled hours for each day of jury duty service up to a maximum of thirty (30) days as provided in Section A above.

ARTICLE XIII

HOURS, RATES, AND WORK WEEK

A. Work Days

1. The new pay period starts after the morning run on Friday. Bus Driver paychecks will be available by 11:00 a.m. on payday Friday's.
2. All bus drivers will be paid for every scheduled day that school is in session and students are delivered via the bus system.
3. The same rate as the extra trip rate will be used for one hour for periodic drug testing, no mileage or meals. Drivers are responsible for their own transport.

B. Overtime rates will be paid as follows:

1. Time and one-half (1-1/2) will be paid for all hours worked in excess of forty (40) hours in one week, for which overtime has not already been earned.
 - (a) Hours for which holiday pay is paid shall count toward the total of forty (40) hours.
 - (b) Drivers need permission from the Transportation Director to take extra trips that would result in overtime. Administration has the right to deny extra trips to a driver that may go over forty (40) hours a week. If no regular driver can be found, the run will go back to said driver for overtime.

C. Extra Trips: School transportation will be used for most school related events, except for the Petoskey softball trip, trips using occasional commercial transport, and student groups with low numbers.

1. Employees shall be paid:
 - \$15.00/Hr. 2025-2026
 - \$15.00/Hr. 2026-2027
2. An employee who gives up a run for an extra trip will get first hour's pay of the extra trip at their regular run rate of pay.

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

3. Employees shall be paid ten (\$10.00) dollars per meal allowance, if they drive prior to and end after the time periods listed below:
 - (a) 6:00 a.m. - 8:00 a.m., 11:00 a.m. - 1:00 p.m. and 4:00 p.m. - 6:00 p.m.
 - (b) If an extra trip leaves less than one (1) hour immediately following a P.M. (night) run, Tech Center, A.M., or B4K/T5, a meal allowance will be paid.
 - (c) Drivers will be paid for breakfast and driving time on overnight trips. Reasonable accommodations will be provided.
 - (d) First (1st) hour of extra on a Saturday or Sunday shall be at the employee's run regular rate.
 4. A list of drivers for extra trips shall be arranged according to seniority order. Extra trips shall be scheduled by the Transportation Supervisor from the list with assignments rotated in seniority order. When a driver refuses an extra trip, it will be counted as a trip driven for rotation purposes. Skill Center drivers will be allowed to give up that run for extra trips. If a driver is not available for an extra trip, the Director of Transportation shall use the following procedure:
 - (1) Attempt to obtain a driver by contacting the driver on the rotation list.
 - (2) Attempt to obtain any regular driver not on the rotation list.
 - (3) If unsuccessful, the Director shall contact substitute drivers.
 - (4) If unsuccessful, the Director shall contact the driver who is first on the rotation list and that driver must take the trip.
 5. When a driver is scheduled for an extra trip, they shall be expected to make the run unless they give notice that they will be unable to take the run. The notice must be given four (4) hours prior to the scheduled departure time so that another driver may be scheduled.
 6. Each employee who takes an extra bus trip must be at the departure site at least ten (10) minutes before the actual leave time. The employee must make sure that the bus has a full tank of gas at the beginning of each trip and at the completion of each trip.
 7. B4K bus runs will be consolidated to a minimal number of drivers, assigned by seniority.
- D. Regular Bus Trips:

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

1. When school is called off because of administrative action during the day or before the morning run, the driver that is scheduled to drive the bus run shall receive full pay for such days that do not contradict Article 14, A.2. Regular drivers who are subbing a skill center, shuttle or B4K/Transitions 5 run for over a five (5) day period shall receive full pay for such days. If buses are delayed due to inclement weather, they will be paid minimum wage for time over a one-half (1/2) hour delay.
2. Seniority employees shall have first priority to bid on regular vacant bus runs. Regular vacant runs are those that are open because of termination, retirement, resignation or transfer to substitute status.
 - (a) The vacant regular run shall be given to the most senior employee bidding for the run. Bidding on extra runs, B4K/Transitions 5, skill center and shuttle will be on the basis of seniority after the run is vacated due to termination, retirement or resignation. The most senior driver applying will have the driver's choice of a run. After the driver's choice is made, the next senior driver will get the driver's choice, and the choices will continue for those wishing to take those runs until the entire seniority list has been gone through.
 - (b) Non-permanent vacancies of six (6) or more days will be filled on the same basis.
 - (c) Non-permanent vacancies of five (5) or less days will be filled by rotation of substitutes.
 - (d) The posting period may be shortened by mutual agreement in writing between the Union and the Board.
 - (e) Temporary scheduled daytime postings will occur off one (1) bid on a seniority basis.
3. Drivers who are delayed due to breakdowns will be paid extra trip wage for lost time after he/she notified the appropriate school administrator of such delay. The School Administrator must also be notified by the driver when he/she returns to the school from such delay.
4. When a substitute driver is needed for a regular, B4K/Transitions 5, Tech Center Shuttle Run, a regular driver shall be assigned as a substitute. A seniority list of regular drivers who are available and desire this substitute work shall be established.

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

Drivers shall be assigned from this seniority list using the same procedure which is used for extra runs. It is understood that the last available driver on the list shall be required to make the run if all other drivers decline.

If the vacancy occurs for more than five (5) days, then bidding shall be in accordance with Section 2 above through the duration of the driver's absence. Drivers will be paid the bid rate for any holiday that occurs after the first five days on a long term assignment.

5. During the first five (5) working days of each school year, there will be a sign-up list for all regular drivers who want to sub on runs. These drivers will be the only drivers considered when vacancies appear on a temporary basis.
6. Union representatives will be contacted via written notification if vacancies should occur during the months of June or July to inform all drivers for bidding purposes. Any vacancies occurring in August prior to the start of school will be posted for bidding purposes the first five (5) school days.
7. Summer Programs:

Article III; will be bid on once and not rebid until vacancy occurs.

- (a) A Summer substitute list for Article III and Swim Program shall be signed at the end of each school year by interested drivers.
 - (b) Article III drivers shall be granted one (1) sick day with pay per month sixteen (16) days worked.
8. B4K programs are dependent upon Federal dollars and may fluctuate on the number of days the program may run. Therefore, drivers will only be paid for scheduled work days.

E. Physicals:

Five (5) doctors shall be selected to provide employees with the required DOT physical examinations as prescribed by State law at no cost to the employee. Physicians must bill the school directly.

F. Bus Drivers School:

The Board shall reimburse employees an amount equivalent to the amount the Board received from the State upon receiving satisfactory proof of completion of the required bus driver's school. All drivers will ride district provided transportation. No mileage will be paid. One meal will be paid at the current meal rate if a meal is not provided.

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

G. Maps:

Regular and B4K bus drivers will be compensated forty (\$50.00) dollars per semester to prepare maps and routes. Drivers must keep maps current at all times.

1. Drivers required to attend group meetings other than local periodic morning meetings will be paid minimum wage after the first (1st) hour. Extra Trip wage will be paid for the first hour.
2. Tech Center drivers do not have to make maps.

H. License Reimbursements:

The Board shall reimburse seniority drivers after satisfactory completion for drivers licenses, endorsements and tests. Newly hired bus drivers shall be reimbursed for such licenses, endorsements and tests upon satisfactory completion of their probationary period as referred to in Article VII (A).

I. Shuttle Definitions:

Elementary/Middle School shuttles can be done outside of the contract by the current Transportation Supervisor. Shuttles revert to next individual on bid sheet if supervisor is unavailable.

A shuttle shall be defined as a run that has a single point of pick-up and a single designated drop-off (meaning from point "A" to point "B" ONLY).

Any shuttle leaving town limits shall be paid out-of-town wages and called an out-of-town shuttle. Only those shuttles remaining entirely within town limits shall be paid in-town wages. Except for the CCD classes on the appropriate day of the week.

J. Parochial Loop Definition:

A parochial loop will include the transportation of students from Reese Schools to one or more parochial schools and the subsequent return with students – or from the parochial school to the public with no stops in between.

A parochial route that is assigned for a daily routine related to a curriculum program may be transported by the Transportation Supervisor.

There will be no pay for parochial shuttles when parochial schools are not in session provided the driver has advance notice.

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

K. Route Changes:

The Board reserves the right to make run and route changes as necessary for increased efficiency, and in the best interest of the students transported. The bus runs change periodically based on various considerations including population growths and shifts, new students and building, new and larger buses, special education programs, and changes in school starting and ending times.

L. Trip Rules:

The Board shall inform all employees that accompany buses on trips of the laws and rules governing buses, e.g. speed limits, student conduct, and routes to be taken.

M. Responsibilities for Tech Center Drivers:

1. Transport Reese High School students to and from the Tech Center.
2. Shuttle Tech Center students once at the TTC to and from the different job sites and field trips as per the TCC schedule and requests.
3. Take high school students from the high school to the elementary school, P.M. run only.

N. Driver Rates:

It is agreed by the parties that permanent employees of the Board who are assigned to bus driving will receive the following rates of pay for the term of this Agreement:

Classification	2024-2025	2025-2026	2026-2027
Seniority			
Reg	\$28.19	\$41.50	\$42.33
Skill Center	\$82.51	\$85.00	\$86.70
Skill Center Shuttle Rotation	\$87.07	\$89.00	\$90.78
Out-of-town Shuttle	\$12.30	\$14.00	\$14.28
In-Town Shuttle	\$6.20	\$6.75	\$6.89
Between Buildings with wait time not to exceed 1.5 hr.	\$23.07	\$25.25	\$25.76
Subs			
Sub Reg	\$25.30	\$41.50	\$42.33

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

Sub Transportation Supervisor	\$14.71	\$15.00	\$15.30
Parochial Loop Rates:			
Trinity and St. Michael's in one loop	\$15.44	\$21.00	\$21.42
Shuttles at end or beginning of the day where parochial students are picked up or dropped off will add the following to the regular shuttle rate:			
Trinity	\$3.31	\$3.50	\$3.57
St. Michael's	\$5.90	\$6.00	\$6.12

O. B4K Routes:

If B4K runs are eliminated one/half of the In-Town Shuttle rate will be deducted from the K runs. K and B4K run information shall be provided to the drivers prior to start of school. If a holiday occurs on a Friday, B4K runs will not be paid.

P. Probationary Sub Drivers:

Probationary (Subs) "split the difference pay". Probationary sub drivers that have completed one hundred (100) hours in a school year will be paid the probationary sub rate the following year.

Q. Substitute Drivers:

When the regular driver of the A.M. shuttle is ill, a substitute will be hired for the shuttle in addition to the substitute for the regular A.M. run.

R. Insurance:

Employees shall receive a forty thousand (\$40,000) dollar group life insurance policy. Employees will be allowed to enroll in a group health insurance plan if it is offered to other employees. It is understood that the employee will be responsible for all premiums.

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

S. Bus Bids:

Bus bids for regular vacant runs, open because of termination, retirement, sickness or transfer to substitute status, shall be posted for five (5) working days. Bus bids for non-permanent vacancies of six (6) or more days will be posted for three (3) days. The posting periods may be shortened by mutual agreement in writing between the Union and the Board. When a driver is absent, the district will pay the original driver and the actual driver. If absent, the driver on the bid will not be paid.

T. Driving Attendance Bonus:

The Board shall pay three hundred (\$300.00) dollars at the end of the school year for each employee if they complete their regularly scheduled runs for the full year with a ninety-five (95%) percent or better attendance record, not including approved personal business days, jury duty.

The Board shall pay three hundred and fifty (\$350.00) dollars at the end of the school year for each employee if they complete their regularly scheduled runs for the full year with a ninety-seven (97%) percent or better attendance record, not including approved personal business days, jury duty.

U. Accumulated Sick Days:

Upon retirement from the School District, the Board shall pay the employee twenty (\$20.00) dollars a day for each unused sick day up to one hundred (100) days. Payments will be made in a separate check.

V. Full-time permanent employees will be allowed to use paid personal days, if there are non-pay days for school closure, which would not count against driver's attendance bonus.

W. If the transportation supervisor is absent for three (3) continuous days, coverage will be provided on the fourth (4th) day.

ARTICLE XIV

VISITATION

After presentation of proper credentials to the Superintendent or the drivers designated representative, officers, or accredited representatives of Local 324 of the Union may be admitted into the buildings of the School District to assist in the administration of the provisions of this Agreement, including the adjustment of grievances, provided that such activity is not in areas which would be detrimental to the management and function of the school, its students or its employees.

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

ARTICLE XV

WAIVER CLAUSE

The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Union and the Board for the life of this Agreement each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. No Agreement, alteration, understanding or modification of any of the terms or conditions or covenants contained herein shall be made by any employee or group of employees with the Board unless executed in writing between the parties hereto and the same has been ratified by the Board and the Union.

ARTICLE XVI

SAVINGS CLAUSE

If any provision of this Agreement or any application of this Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other conditions and provisions shall continue in full force and effect and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutual satisfactory replacement of such provision or application.

ARTICLE XVIII

TERMINATION AND MODIFICATION

- A. This Agreement shall continue in full force and effect until 11:50 p.m., July 1, 2025 for language and June 30, 2027 for wages.

An emergency manager appointed under the Local Financial Stability and Choice Act, MCL 141.1501 *et seq.*, may reject, modify, or terminate this collective bargaining agreement as provided in the Act. This clause is in this Agreement because it is legally required by state law.

- B. If either party desires to modify or change this Agreement, it shall ninety (90) days prior to the termination date or any subsequent termination date give written notice of

BUS DRIVER AGREEMENT

REESE PUBLIC SCHOOL DISTRICT and I.U.O.E., LOCAL 324, AFL-CIO

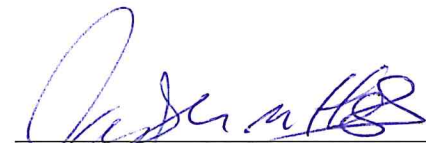
amendment in which event the notice of amendment shall set forth the nature of amendment or amendments that may be agreed upon and shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.

- C. Notice of termination or modification shall be in writing and shall be sufficient if sent by certified mail addressed to the Union, International Union of Operating Engineers, Local 324, 500 Hulet Drive, Bloomfield Township, Michigan 48302, and if to the Board addressed to Reese Elementary School, 9535 Center Street, Reese, Michigan 48757, or to any other such addresses the Union and the Board may make available to each other.
- D. The effective date for language in this Agreement is July 1, 2025 through June 30, 2027.

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

REESE PUBLIC SCHOOL DISTRICT

INTERNATIONAL UNION OF OPERATING
ENGINEERS,
LOCAL 324



President, Joseph Hess

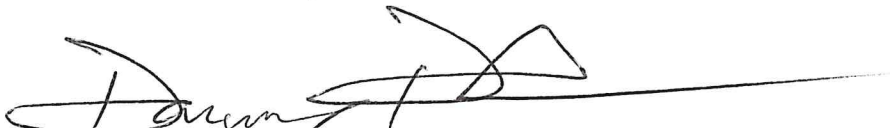


Lynn Krauseneck
Director of Transportation

6-11-25



Secretary, Lori Karst



Treasurer, Danny Palm