COMPREHENSIVE MASTER CONTRACT

Negotiated Between

SCCSD BUS DRIVERS ASSOCIATION, AFFILIATE OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), IOWA COUNCIL 61 AFL-CIO, LOCAL 212

and the

SIOUX CITY COMMUNITY SCHOOL DISTRICT BOARD OF DIRECTORS

July 1, 2021 to June 30, 2023
Dear Employee:

The Sioux City Community School District and the Bus Drivers Association thank you for your service and dedication to the students of our District. It is through employees such as yourself that we develop young minds that are the future of our community and our society.

Although we hope you never encounter problems that become an impediment to your success, we understand that sometimes problems do occur. The District offers all our employees and their families access to an Employee Assistance Program, which can help you work through personal, family, emotional and mental health issues.

Should you ever encounter problems at work of such a nature as to feel threatened or harassed, whether by a student or another employee, it is important for you to know that you have a variety of ways to seek assistance. The District takes all forms of harassment very seriously and will not tolerate any such harassment. Should you believe you are encountering such a problem you should immediately contact someone of authority that can either take action or bring it to the attention of someone who can take appropriate action. Some options include, your principal or department leader, the Director of Student Services and Equity Education, the Director of Human Resources, your Union Business Agent or representative, the Associate Superintendent or the Superintendent. The primary point to remember is, tell someone so the District can become aware of the problem and take the appropriate action to resolve it. Again, we hope you will never have such a problem but if you do, seek help from the resources available within the District and the issue will be addressed quickly and decisively.

We hope you find your position with the District challenging, rewarding and enjoyable. Thank you for all that you do.
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GENERAL PROVISIONS

ARTICLE 1
MANAGEMENT, EMPLOYEE COOPERATION

SECTION 1. The District recognizes the right of its employees to meet and confer collectively through representatives of their own choice.

SECTION 2. When the term “employee” is used in the Master Contract, it shall mean a regular school bus driver, flex driver or dispatcher. Both full and part time are included. Temporary and substitute drivers are not included.

SECTION 3. The District will continue to exercise the exclusive right to set its policies, to manage its business in the light of experience, good business judgment and changing conditions; to determine the qualifications for and to select its managerial and supervisory forces; to determine the number of employees it will retain in its service at all times, and to make rules and regulations governing the operation of its business and the conduct of its employees.

SECTION 4. The employees shall work at all times to the best interest of the District; and they shall perform efficient service in their work; they shall operate and handle the District vehicles carefully and with utmost regard to the safety of their passengers, the general public and the equipment; they shall operate and handle the District vehicles at all times in full compliance with the rules of the District, city ordinances and State laws.

ARTICLE 2
SALARY AND BENEFIT DISCUSSIONS

SECTION 1. It is mutually agreed that all business covered by this Master Contract shall be transacted between the properly accredited officers or agents of the School District, and the regularly elected officers of the Bus Drivers Association or accredited committee.

SECTION 2. The Association agrees to furnish the District an up to date list of its officers and committee members, and to immediately notify the District of any and all changes thereto.

SECTION 3. SALARY WAGE SCALE. See Section 1 of Article 11.

SECTION 4. ADVANCEMENT ON THE SALARY SCHEDULE: The above schedule will be in effect until June 30, 2022. Placement on the appropriate step will be done in the same manner as past practice. An employee must work at least 51% of the number of days of the past school year as a regular driver to secure eligibility to be advanced to the next higher step. Service of one semester or less will not count for advancement.
SECTION 5. **PAID HOLIDAYS:** All regularly assigned bus drivers (this does not include temporary employees or substitute bus drivers but does include flex drivers) will receive nine (9) paid holidays per year: Labor Day (1), Thanksgiving (2), Christmas (2), New Year’s Day (2), Good Friday (1) and Memorial Day (1). Drivers who work regularly scheduled bus runs in the entire summer will receive one additional paid holiday for the Fourth of July (1). Dispatchers shall receive ten (10) paid holidays as noted above, including the Fourth of July. In order to be eligible for holiday pay, the employee must work on the workday immediately before and the workday immediately after the holiday, unless leave for the day has been approved in advance.

SECTION 6. **VACATION DAYS:** Refer to Article 8 for all references to vacation.

SECTION 7. **WORK YEAR:** The normal work year for drivers will consist of one hundred eighty (180) work days during the school year. This could vary by one or two days upward or downward in a few situations. Storm holidays are normally made up and drivers would be paid for the make-up day, but not the storm day. The District will attempt to make the decision as to a storm holiday prior to 6:00 a.m. Dispatchers will normally work twelve (12) months from July 1 through June 30. The Master Contract remains in full force and effect for a twelve-month period.

SECTION 8. **PAID LEAVES:** All paid leaves, as outlined in this Agreement, shall be prorated as follows:

A. If hired before September 30, the full complement of leaves will be provided.

B. If hired on or after October 1 but before January 1, three-quarters (3/4) of the paid leaves will be provided.

C. If hired on or after January 1, one half (1/2) of the paid leaves will be provided.

**ARTICLE 3**

**MINIMUM PAY PROVISIONS**

For the duration of this contract period the minimum salary paid for a regularly scheduled bus run will be two (2) hours. This applies to what is termed a regularly scheduled school bus for the morning or afternoon sessions. A mid-day or noon run shall have a minimum payment of two (2) hours. Unique situations such as picking up a student in a car or taking students on an extra trip which requires less than one (1) hour would not be covered by the two (2) hour minimum.

Regular runs are to be number 1 priority. Any trip that is within one (1) hour of the regular run and less than two (2) hours is to be paid from the end of the route.
Any trip that qualifies as a call-out is to be paid a two (2) hour minimum. (A call-out shall be defined as a special or extra trip which is more than one (1) hour before or after a regularly scheduled run is to start or end.)

A special trip requiring more than two (2) hours of time shall receive payment for twenty (20) minutes of preparation time, fifteen (15) minutes to travel from the transportation center to the point of student departure, plus the actual time of the trip. This applies only to the trips originating from the transportation center, and not those which take place directly before or after a bus run.

A school bus shall not be left unattended with persons on the bus at any time. Drivers are to stay with their bus when on a special trip unless special arrangements have been made and approved in advance with the Director of Operations and Maintenance.

When a bus driver with three (3) regular runs per day makes only two (2) trips due to an emergency or weather related school closing, the missed trip shall have a two (2) hour payment.

Bus drivers will be paid for all hours which they are required to work in connection with the inspection of their buses by state officials.

ARTICLE 4
GRIEVANCES AND GRIEVANCE PROCEDURES

SECTION 1. A grievance is defined to be a claim that there has been a violation, misrepresentation, or misapplication of any provision of this Master Contract.

SECTION 2. In the settlement of grievances under the terms of this agreement the following shall be observed:

A. No grievance shall be entertained or considered unless it is presented in writing, on forms provided by the Union, within fourteen (14) calendar days after the act or incident occurred which gave rise to the controversy involving the interpretation or application of the terms of employment as herein set forth.

B. If a grievance is presented in a due and timely manner as herein provided by the Steward or designated official of the Association or AFSCME/Council 61, the designated official of the School District will meet with the Steward or designated official of the Association or AFSCME/Council 61 at a mutually agreed upon time and place and attempt to resolve the grievance. This meeting will be held within seven (7) days after the District receives such grievance. A written answer will be prepared by the appropriate official of the School District and will be given to the grievant and the Steward or designated official of the Association or AFSCME/Council 61 within seven (7) calendar days following the grievance meeting.
C. In the event a grievance has not been satisfactorily resolved at the above step, the grievance must be appealed within seven (7) calendar days by filing a copy of the grievance with the Superintendent of Schools or his/her designee. The Superintendent or designee will meet with the Steward or designated official of the Association or AFSCME/Council 61 at a mutually agreed upon time and place and attempt to resolve the grievance. The Superintendent or designee shall file an answer within ten (10) calendar days of the date of the meeting and communicate it in writing to the Steward or designated official of the Association or AFSCME/Council 61.

D. Any grievance not resolved at STEP C of the grievance procedure may be appealed by the Union by written notice of a request for arbitration signed by the Union President or the representative of AFSCME/Iowa Council 61 and submitted to the Superintendent or his/her designee within ten (10) calendar days of receipt by the employee of the Superintendent’s or designee’s written answer at STEP C. Within ten (10) calendar days of receipt by the Superintendent of the written notice of request for arbitration, representatives of the Employer and the Union shall attempt to select a mutually acceptable arbitrator. If the Employer and the Union fail to agree on an arbitrator, they shall within ten (10) days of the arbitration notice jointly request the Public Employment Relations Board (PERB Board) to submit a list of seven (7) arbitrators. Within ten (10) days after receipt of such list, the designated representatives of the Employer and the Union shall meet and shall determine by lot the order of elimination and thereafter each shall, in that order, alternately strike a name from the list until six (6) names have been struck. The seventh and remaining person shall act as arbitrator.

The hearing shall be scheduled within sixty (60) days after the date of the selection of the arbitrator. After hearing such evidence as the parties desire to present, the arbitrator shall render a written opinion and award. The arbitrator shall have no authority or power to add to, subtract from or modify or amend any term of this Agreement. The arbitrator shall have no authority or power to substitute his/her discretion for that of the Employer in any matter reserved to the Employer by law or the terms of this Agreement. A decision of the arbitrator shall, within the scope of his/her authority, be final and binding upon the parties. The Employer and the Union will share equally any joint costs of the arbitration procedure, such as the fee and expense of the arbitrator and the cost of the hearing room. Any other expenses shall be paid by the party incurring them.

E. The failure of an employee or the Union or its representatives to properly initiate or appeal a grievance to the next step within the time limits specified above shall bar initiation or further appeal. The failure of an administrator designated herein to reply to or answer a grievance within the time limits specified above shall constitute an automatic appeal to the next step of the
Grievance Procedure. The time limits specified above may be extended by mutual agreement.

F. All grievances shall be presented, discussed, and processed on the employees’ non-working time.

SECTION 3. Nothing in this Article herein above contained shall prevent proper representatives of either party from discussing any and all matters pertaining to grievances prior to their reduction to written form.

SECTION 4. The time limits set forth in this Article shall be based on calendar days.

ARTICLE 5
LEAVES OF ABSENCE

SECTION 1. Employees applying for reinstatement after a leave of absence of more than thirty (30) days must be able to qualify for the job under the then existing employment standard of the District, and their compensation shall be at their step placement at the time of their leaving on a leave of absence. Employees returning from a leave of absence must return to positions which are available at the time of their return. The District shall not be required to create a vacancy to enable an employee to return from a leave of absence.

Employees returning from a leave of absence at the beginning of the school year will be allowed to bid using their seniority at the time of their return from a leave of absence.

SECTION 2. MATERNITY LEAVE: Sick leave benefits for maternity leave shall be granted for the period medical confinement (herein after defined) occurring during the time of regular work period pursuant to the following provisions:

A. Except as hereafter modified, all policies, rules and regulations applicable to employees who are granted sick leave shall be applicable to employees applying for maternity leave. Sick leave benefits for maternity, to the extent of an employee’s accumulated earned sick leave, shall be the time medically necessary as determined by a licensed physician.

B. An employee who is pregnant shall inform the Transportation Supervisor, or designee, of her expected date of confinement not later than the beginning of the fourth month of pregnancy. At that time, the employee shall give notice in writing to the Transportation Supervisor, or designee, of the expected date of childbirth, whether the employee plans to continue to perform her duties during the period of pregnancy, the date when she expects to commence her leave for maternity and the date she expects to return to work following childbirth. Should the employee not plan to return
to work after the time of her medical confinement, she shall inform the Transportation Supervisor, or designee, in writing not later than the end of the sixth month of pregnancy.

C. A leave of absence beyond the time of medical confinement for pregnancy and childbirth shall be granted or denied without salary or sick leave benefits, in the same manner and for the same reasons as leave of absences are granted or denied to all employees.

ARTICLE 6
SICK LEAVE

SECTION 1. Each regular driver shall be granted sick leave pay of fifteen (15) normal working days per year. Twelve month dispatchers shall be granted seventeen (17) sick days per year. Sick leave is granted for medically related disability and is intended to be used only when an employee’s physical illness prevents her/him from performing her/his duties. Sick leave is also granted for the period during which the employee is required by a doctor’s orders to be examined or tested at a hospital but is not available to be used for routine doctor or dental appointments. Every effort will be made by the employee to schedule appointments outside of work hours.

A. Paid sick leave shall be charged on either a full day, half-day, or one third day basis. Requests for sick leave must be made between 5:30 am and 6:00 am. Sick leave application must be submitted on the first work day following the illness. The District will specify the telephone number that must be contacted to report an employee absence.

SECTION 2. An employee claiming sick leave may be required by her/his supervisor to file a certificate proving illness and signed by a physician. This requirement is intended to be invoked when an employee has a poor attendance record or when the District has reason to believe that the employee is misusing sick leave.

A. Unused sick leave shall be accumulated up to and including one hundred and thirty (130) work days.

SECTION 3. An employee who is physically able must report any injury within twenty-four (24) hours, however minor, to her/his supervisor.

SECTION 4. JOB RELATED INJURY: Employees who are absent due to injuries which are compensable under the Iowa Workers’ Compensation Law shall have the option of either receiving their worker benefits or their regular salary for the period equal to their accumulated sick leave benefits. Employees choosing the latter option shall have their sick leave benefits reduced by one day for each day of absence due to a job related injury.
SECTION 5. Employees who are ill and unable to perform their normal duties must call the District’s transportation office between 5:30 am and 6:00 am. For a continued absence it is permissible to call after 2:00 p.m. on the day previous to the absence. The District will specify the telephone number that must be contacted to report an employee absence.

SECTION 6. When there is no school, a driver will not be charged for a day of sick leave. Example: If there is a storm holiday and the driver has been off ill on both the previous day and the day following the storm holiday, he or she would not be charged for sick leave on the storm holiday. If the office is considered open, dispatchers shall report for duty or take a vacation day.

ARTICLE 7
MISCELLANEOUS LEAVE PROVISIONS

SECTION 1. JURY DUTY: No employee covered under this Agreement shall suffer loss in regular pay for the time actually spent in jury service. During such service they shall receive their regular rate of pay for each scheduled work day loss, less the amount of pay received from jury service.

SECTION 2. BEREAVEMENT: A leave of not more than five (5) days within any five (5) consecutive work day period, with full pay, will be granted in case of death in the immediate family of an employee; said immediate family to be limited to the following relative, to wit: parent, parent-in-law, child, wife, husband, brother, sister, grandchild or any member of the household of the employee.

A leave of not more than three (3) days, within any three (3) consecutive work day period, with full pay, will be granted in the event of death of son-in-law, daughter-in-law, step-parent, step-child, stepsister, step-brother, brother-in-law, sister-in-law.

A leave of not more than one (1) day, with full pay, will be granted in the case of a death of the following relatives of the driver, to wit: grandparent, grandparent-in-law, uncle, aunt, nephew, niece, or first cousin, except if such relatives have been current members of the household of the employee, then the previous paragraph shall apply.

In the event of the death of a bus driver in the Sioux City Community School District, the Superintendent, or his/her designee, shall grant sufficient time to attend the funeral to such number of employees as the Superintendent or his/her designee deems appropriate.

SECTION 3. STORM HOLIDAYS: The normal work year for drivers during the school year will consist of 180 driving days each. This could vary by one or two days upward or downward in a few situations. Storm holidays are normally made up and drivers would be paid for the make-up day. The District will attempt to make the decision
as to a storm holiday prior to 6:00 a.m. The normal work year for the dispatchers shall be July 1 through June 30.

SECTION 4. **SUBPOENA**: If an employee while on duty witnesses an accident and is subpoenaed as a court witness, he/she shall receive his/her regular day’s rate of pay for each scheduled work day lost, or lost time and subpoenaed reimbursement.

SECTION 5. **PERSONAL LEAVE**: During each year of this Agreement each employee may be eligible for one paid personal leave day, depending upon the approval of the Superintendent or his/her designee. The employee must request approval in writing from his/her supervisor at least five (5) days prior to the requested use of the personal leave day. No personal leaves shall be granted for the day immediately preceding or the day immediately following a holiday or vacation period. Due to difficulty in assigning substitutes for partial days, employees are encouraged to take personal leave on full-day basis. Personal leave will not be authorized during the first five (5) days of the school year. Personal leave will not be authorized during the last five (5) days of the school year.

SECTION 6. **HOSPITAL LEAVE**: A leave of not more than two (2) days of hospital leave will be granted for each member of the immediate family as follows: parent, child, wife, husband, or any member of the immediate household of the employee, who is admitted as a regular or overnight hospital patient. Same day surgery does not constitute hospitalization under this section.

SECTION 7. **EMERGENCY LEAVE**: Each employee may be granted one (1) day of emergency leave per year due to emergency causes. Said leave is dependent upon the approval of the employee’s immediate supervisor and/or the Superintendent’s designee.

Emergency leave is intended to provide leave with full salary in cases of serious emergency, which prohibits the employee from working on a particular day. Emergency leave is not intended to be used for personal business or in situations where other solutions can be worked out. Emergency business must be of critical nature and such that it cannot be conducted at any other time than during working hours.

Requests for emergency leave are to be approved in advance whenever possible. Such requests are to be submitted to your immediate supervisor in writing on the form provided. In event of an emergency, which prohibits prior approval, permission may be secured by telephone or in person, and then followed by a written request within five (5) work days following the employee’s return to duty. All requests, both approved and disapproved, are to be forwarded to the Director of Human Resources for tabulation and study.

SECTION 8. **DEDUCT LEAVE**: Regular attendance to perform assigned duties as a bus driver is recognized to be of vital importance to both the School District and the driver. It is also recognized that bus drivers have one personal leave day per year, and that
occasionally they may have a legitimate need for additional time away from regular duties on a full deduction basis. Said requests must be in writing to the Transportation Supervisor in advance (normally three working days) so that ample time may be available for approval or rejection, and to secure a substitute driver. Approval of this type of leave is at the discretion of the Director of Operations and Maintenance or his designee and will be limited in nature.

Deduct Days:

A. Limited to four (4) per year.

B. Additional deduct days may be granted when due to extreme emergencies by the Director of Operations and Maintenance or his designee.

C. Will not be authorized during the first five (5) days of the school year.

D. Will not be authorized during the last five (5) days of the school year.

SECTION 9. TEMPORARY LEAVES OF ABSENCE:

A. The Family Medical Leave Act policy of the Board of Education will be followed in all cases of qualifying medical need on the part of the employee or the employee’s immediate family.

SECTION 10. HEALTH AND SAFETY

A. Tobacco Products: Employees will follow the policy developed by the Board of Education not to use tobacco products on school grounds, school vehicles, and school buildings.

B. Drug Testing: Employees will follow the policy developed by the Board of Education for the required testing of bus drivers as set forth by the federal and state laws and regulations. The notification process will be kept strictly confidential.

ARTICLE 8
VACATIONS

All regularly assigned part-time and full-time bus drivers (this does not include temporary employees or substitute bus drivers) and who begin on or before the first day of regular classes as a regular driver will receive six (6) paid vacation days. These days will be used during the winter and/or spring break periods as determined by the Director of Operations and Maintenance. Vacation time is intended only for eligible drivers who are on duty at the above indicated times. Dispatchers shall receive vacation on the following schedule: one week of vacation following the first full year of employment, two (2) weeks of vacation following two (2) full years of
employment, three (3) weeks of vacation following eight (8) full years of employment, and four (4) weeks of vacation following fifteen (15) full years of employment.

ARTICLE 9
GENERAL SENIORITY

SECTION 1. DEFINITION:

“Seniority” means a regular employee’s length of service since his/her last date of hire. Seniority shall be computed on the total continuous service with the School District. Any length of service in a temporary position shall be included in the computation of seniority if the employment was contiguous to the appointment to a regular position.

(The seniority and date of employment of all employees as presently established shall be deemed to be correctly established as of the effective date of this agreement. Employees may not hold seniority in more than one (1) bargaining group of the District. Seniority may not be transferred from one bargaining group to another.)

In the event two (2) employees have the same original date of employment, seniority of one as against the other shall be determined by the last four (4) digits of the social security number with the employee having the lower last four (4) digits of the social security number being considered as having the greater seniority.

SECTION 2. PROBATIONARY PERIOD:

A new full-time or part-time employee shall service a probationary period of one hundred twenty (120) calendar days. Probationary employees may be terminated for any reason without recourse to any procedures in this Agreement.

SECTION 3. SENIORITY LISTS:

On September 15th, the Employer shall post on appropriate bulletin boards a list showing the employees’ seniority number. A copy of the seniority list shall be sent to the Union president when it is posted. An employee shall have ten (10) days to protest the seniority listing as inaccurate otherwise it shall stand as posted.
ARTICLE 10
TIME ALLOWANCES

All bus drivers are required to report for duty at the garage twenty (20) minutes prior to their schedule route departure time. The preparatory time is provided for the inspection of equipment and other duties required to perform their work. There will be twenty (20) minutes preparation time in the morning prior to the buses first trip of each day and ten (10) minutes preparation time in the afternoon of each day. Preparation time is limited to regular runs unless a special trip qualifies as a call out.

ARTICLE 11
WAGE RATES AND CLASSIFICATIONS - BUS DRIVERS

SECTION 1. A current hourly wage scale for District bus drivers:

There will be a 2.21-2.24% increase in the wage rates for employees effective July 1, 2021.

HOURLY RATE BY YEAR: 2021-22
Step 1 $ 20.53
Step 2 $ 21.14
Step 3 $ 21.75

Special Runs Will be paid at the Driver’s Regular Rate

Dispatcher $ 23.11

SECTION 2. All special trips and all assigned and approved extra work outside the regular job description shall be paid at the rate established in Section 1 for “Special Runs.”

SECTION 3. INSPECTION RATE: Shall be equal to the bus driver's salary step.

SECTION 4. LONGEVITY: Effective July 1, 2003, the following longevity differentials will be paid and will not be subject to proration:

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</tr>
<tr>
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</tbody>
</table>

SECTION 5. METHOD OF PAYMENT: Employees who sign an initial contract of employment after July 1, 2009, will be required to receive their paychecks by electronic deposit.
SECTION 6: **SPECIAL TRIPS**: Special trips for overnight stays shall be paid at the rate on the salary schedule in Section 1 of Article 11 above, and compensation shall be based upon 12 hours minimum guaranteed first night and actual hours worked for subsequent days (defined as driving or supervising the bus).

**ARTICLE 12**
**ACCIDENT PREVENTION**

SECTION 1. The employees and the School District recognize that accident prevention work is necessary to the operation of the District’s transportation system. Safety meetings and general accident prevention work is mutually beneficial both to the employee and the District.

SECTION 2. **ACCIDENTS**: Any accident involving the District or its property in any manner shall be reported by all employees involved in the method prescribed by the District or its representative. Such reports shall be made and delivered to the Transportation Supervisor as soon as possible after the completion of the employee’s route.

SECTION 3. **ACCIDENT REPORTS**: The District will provide payment for all time actually spent completing required vehicle or student accident reports.

**ARTICLE 13**
**INSURANCE**

SECTION 1. **SECTION 125 Plan**

Section 125 of the Internal Revenue Code allows an employer the opportunity to set up a flexible premium for employees. The Employer agrees to offer employees the flexible premium plan under the rules and regulations of Section 125 of the Internal Revenue Code whereby employees on a voluntary basis will be able to use pre-tax income to pay for out-of-pocket un-reimbursed medical costs and dependent care costs.

**ARTICLE 14**
**PHYSICAL EXAMINATIONS**

SECTION 1. The District requires its employees to submit to a CDL physical examination by the licensed physician or medical provider selected by the Superintendent or his/her designee.

SECTION 2. As a condition of continued employment with the District, any physical examination provided for must reveal the physical and mental fitness of the employee involved to perform their duties. They may, at their option, have a review of their case in the following manner:
A. Employees may employ a licensed physician of their own choosing and at their own expense for the purpose of conducting a further examination for the same purpose as the physician employed by the District. A copy of the findings of this physician chosen by the employee shall be furnished to the District. In the event that such findings verify the findings of the physician employed by the District, no further medical review of the call shall be afforded.

B. In the event that the findings of the physician chosen by the employee involved shall disagree with the findings of the physician employed by the District, the District, at the written request of the employee involved, will ask that the two (2) physicians agreed upon appoint a third qualified, licensed, disinterested physician for the purpose of making a further physical examination. The findings of a majority of the three examining physicians shall determine the disposition of the case and be final and binding upon all parties hereto.

SECTION 3. Should any physical examination above provided for reveal physical or mental unfitness caused by disease or disabilities of a temporary and curable nature, and the employee involved is willing to have the cause or causes of such unfitness treated and rectified, depending upon the particular circumstances of each case:

A. The employee involved may continue working, with the approval of the School District’s physician, while undergoing medical treatment.

B. The employee involved shall be taken out of service and given a leave of absence for the purpose of undergoing medical treatment until such time as the examining physician shall certify to the employee’s physical and mental fitness to perform the duties again for which the employee was hired; provided however, such leave of absence shall not extend for a period of more than one (1) year. Such a leave of absence shall further be subject to the provisions of the article relating to leaves of absence, and any employee on leave of absence because of physical or mental unfitness to perform his/her duties may be required to supply the District with a physician’s report covering his/her condition at least one every sixty (60) days.

ARTICLE 15
MISCELLANEOUS ITEMS

A. Substitute bus drivers shall be paid at Step 1, according to the route being driven. If a driver works as a substitute for fifty (50) consecutive work-days on the same run, he/she shall receive full salary and benefits for Step 1.

B. The District shall provide space for a bulletin board for employee usage.
C. The District shall pay the total cost of the employee’s commercial driver’s license (CDL).

D. When the District, the State of Iowa, or other governmental agency requires employees to attend special schools of training programs, the District shall compensate employees for salary and expenses which are consistent with District policy. All requests for special schools and training must be approved by the employee’s immediate supervisor, the Transportation Supervisor. All requests for special schools and training must be submitted thirty (30) days prior to first day of the training.

E. All required meetings/training will be compensated at the employee’s regular rate established in Section 1 of Article 11 above.

F. This Master Contract between the Sioux City Bus Drivers Association and the Sioux City Community School District shall be in effect for a period from July 1, 2021 to June 30, 2023. The Master Contract remains in full force and effect until the June 30, 2023, subject to a re-opener for wages only for the year after June 30, 2021.

G. The Employer will provide each Bus Driver with the School District Handbook.

H. The local Union may, at its discretion, make presentations to new employees during their work time. Such presentation will be limited to one-half (1/2) hour. One (1) Union representative making the presentation shall be in pay status.

I. The Union will select one half (1/2) of the members of the safety team.
ARTICLE 16
SEPARABILITY

The material in this Master Contract shall be subject in all respects to all present and future applicable laws, statutes, ordinances and regulations of the United States of America, the State of Iowa, and the municipalities in or through which this District operates. In the event any part or provision becomes null or void, the remaining portion shall remain in full force and effect.

Effective Date: July 1, 2021

Except where otherwise provided herein, this agreement shall become effective July 1, 2021. It shall remain in full force and effect until June 30, 2023, subject to a re-opener for wages only for the year after June 30, 2022.

Copies of the Master Contract will be given to each regular employee of the Union. Nothing may be changed without mutual consent by authorized representatives of both parties.

FOR THE DISTRICT:

Dr. Rita Vannatta
Director of Human Resources

Tim Paul
Director of Operations & Maintenance

FOR THE ASSOCIATION:

Jacquelynn Satter
President

Preston De Boer
Chief Negotiator

Perla Alarcon-Flory
School Board President

Perla Alarcon-Flory