

Memorandum of Understanding
by and between
Renton School District (RSD)
and
Local 6367 American Federation of Teachers (AFT)

Regarding Non-CDL Driver Pilot

The parties agree to a one (1) year pilot program to improve the District's ability to recruit new bus drivers. The pilot is specifically designed to determine the effectiveness of the program and whether it is mutually agreeable to continue into future years.

The parties agree that:

For the duration of this pilot, the bus driver job description will be modified such that a Commercial Driver's License ("CDL") will not be a minimum requirement of the position until the conclusion of the new hire's ninety (90) day probationary period. If the new hire has not obtained their CDL by the end of the probationary period, they will be released from their position. The parties may mutually agree on an extension of the probationary period for an individual given new hire.

Non-CDL bus drivers will be guaranteed at least twenty (20) hours of work per week. Non-CDL bus drivers will be paid at the substitute bus driver rate of \$28.63 per hour (understanding this rate may change, depending on the outcome of negotiations for a new collective bargaining agreement). Once they receive their CDL, they will be moved to Step 1 of the bus driver salary schedule.


The District may create non-CDL routes for the non-CDL bus drivers to have priority to work. However, the hours for these routes will be pulled from routes established currently for third party transporters and will *not* be pulled from current school bus routes.

This pilot will expire at the end of the 21-22 school year. Updates on the pilot will be shared at regularly scheduled Labor-Management meetings throughout the year.

The parties agree to meet not later than April 30, 2022 to review program effectiveness and determine the effectiveness of the pilot and any appropriate next steps.

/s/ Dr. Damien Pattenaude
FOR THE DISTRICT

/s/ 7/14/2021
DATE


FOR THE UNION

July 12, 2021
DATE