

**TENTATIVE AGREEMENT
BETWEEN THE
DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION
AND THE
WEST WASHTENAW BUS DRIVERS AND MONITORS ASSOCIATION**

Re: 2022- 2025 CBA Negotiations

This Tentative of Agreement is entered into between and among the Dexter Community Schools Board of Education (the "Board") and the West Washtenaw Bus Drivers and Monitors Association (the "Association"), collectively referred to as "the parties".

The parties agree as follows:

1. Language changes:

Article 24, (8): Attendance Bonus

~~(a) If the employee has two or less absences per semester, the employee will receive \$300 at the end of January and June.~~

If the employee works the full school calendar semester and has had two or less absences, the employee will receive a \$300 attendance bonus. An absence is defined as any absence from their work schedule or any portion of the scheduled work day. Funeral leave for an employee's immediate family (16.2.a) will not count towards an absence, provided the employee provides documentation. No more than one (1) absence can be accrued in one day. The payment will be made no later than February 28 and July 31 for the respective semesters.

Article 12 (8) (1) Bidding, Vacancies and Trips

In the event a scheduled field trip is cancelled and the driver has begun service, **the employee will be paid for actual time worked at their normal hourly rate, rounded up to the ¼ hour, but not to exceed the amount of the field trip rate for that trip.** ~~Where~~ In addition, when the total trip time is less than 2 hours, they will be placed on the cancellation list. If the total time earned is 2 hours or more, they will not be placed on the cancellation list they will be paid for time worked.

Article 18 (5) Working Conditions

Employees will check their district email one time per scheduled work day on your own time.

2. Steps and level changes will be given according to the master bargaining agreement.

3. Driver hourly pay will increase by \$1.00 per level.

Drivers		Monitors	
Level	22-23	Level	22-23
1	19.10	1	15.00
2	19.10	2	15.00
3	19.10	3	15.00
4	20.50	4	15.50
5	20.50	5	15.50
6	21.00	6	16.00


4. Field trips/trip price will increase by \$5.00 for drivers.
5. A guaranteed off schedule payment of \$700.00 paid to covered employees* on October 31, 2022, January 31, 2023 and June 30, 2023.
* Transportation staff must report to work on the first scheduled day of the 2022-2023 school year for the October 31, 2022 payment provided they are still actively employed at the time the off-schedule payment is paid. Transportation staff must be employed by October 15, 2022 for the payment on January 31, 2023 provided they are still actively employed at the time the off-schedule payment is paid. Transportation staff actively employed by January 15, 2023 for the June 30, 2023 payment provided they are still actively employed at the time the off-schedule payment is paid.
6. Effective July 1, 2022, the above Board maximum contribution levels shall be increased by four percent (4%) more than the amount of the Board's monthly maximum contribution levels that became effective at the beginning of the previous medical benefit plan coverage year.

Effective July 1, 2022, and on each ensuing medical benefit plan coverage year thereafter (unless prevented by Public Act 54 of 2011), the above Board maximum contribution levels shall be increased by the percentage increase factor specified by the State Treasurer for medical benefit plans in the applicable year, as is set forth in Section 3(1) of the Publicly Funded Health Insurance Contribution Act. Provided, in no event shall the resulting adjusted maximum Board contribution level amount not to exceed three percent (3%) more than the amount of the Board's monthly maximum contribution levels that became effective at the beginning of the previous medical benefit plan coverage year.

No further or additional adjustments in the Board's medical benefit plan cost contributions, beyond those stated above at the times designated above, shall be made as a result of this formula.

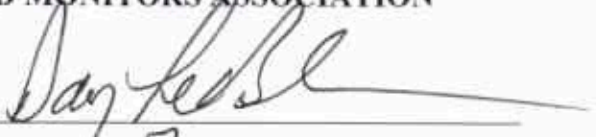
7. Financial reopener for the 2023-2024 and 2024-2025 school years.


**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION**

By: 
Its: Superintendent

By: _____
Its: _____

**WEST WASHTENAW BUS DRIVERS
AND MONITORS ASSOCIATION**

By: 
Its: President

By: 
Its: Treasurer