

**Memorandum of Agreement
Between the Puyallup School Districts
And the Puyallup Bus Drivers (PSE)**

RE: Snow Patrol Team – 10/24/23

Background:

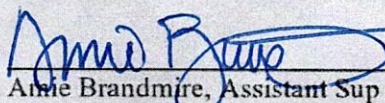
The District seeks to include bus driver participation on a new pilot team, assisting with snow patrol support. Bus Drivers selected to be on the Snow Patrol team will partner with district leaders to help assess road conditions, evaluate staff/student/family road access, and assess the feasibility of utilizing bus transportation after a snow fall (or in other abnormal weather/emergent conditions, such as assessing road debris after a windstorm or assessing black ice after a freezing rainfall).

The parties agree as follows:

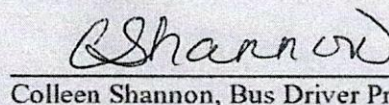
1. The district may select bus drivers to partner with other district staff to serve on the District's Snow Patrol team during the 2023-24 school year.
2. The district will post available Snow Patrol positions using the following conditions:
 - a. Employment as an active, regular Puyallup School District bus driver for at least the immediately preceding 5 years (2018-present)
 - b. Excellent safety record, driving record, and employment evaluations
 - c. Must be reliable, with excellent attendance
 - d. Must be available to communicate effectively
 - e. Must be willing and available to respond to an early morning Snow Patrol call at approximately 3:00am (note: advance notice to be alert/anticipating the call will usually be given but can't be guaranteed in emergencies or unexpected changes in weather dynamics).
 - f. After receiving a call, must be available to report to the transportation office no later than 30 minutes after the call to begin road checks in a district vehicle.
 - g. Must assess conditions within an assigned area (per training and defined instructions), and report findings quickly to the Transportation Director within a given timeline.
 - h. Once their road assessment is completed, the Snow Patrol team may also be used to support district operations in response to the emergent conditions (i.e.: spreading de-icer, starting busses early to allow longer engine warm up, etc.)
 - i. Must be willing and able to complete winter driver training to be familiar with route assigned.
 - j. On the days when the Snow Patrol team is deployed to drive Snow Patrol, they will only be required to cover their morning and mid-day runs. The district will provide afternoon coverage for their PM run, to prevent an overly long workday due to the early morning patrol responsibilities.
 - k. This work is not guaranteed and is separate from the driver's regular school district route and work hours.
 - l. The District reserves the right to remove a driver from the Snow Patrol team at its discretion, including for lack of availability, fit, communications, or performance concerns.
 - m. Snow Patrol drivers will be compensated a \$2/hour differential above their regular rate of pay for this work

This agreement will be in effect through June 30, 2024.

For the District:

 10/25/23
Annie Brandmire, Assistant Sup of HR

For the Union:

 10-25-23
Colleen Shannon, Bus Driver President