



**1 SEPTEMBER 2025 - 31 AUGUST 2028**

**AGREEMENT**

**between**

**BELLEVUE SCHOOL DISTRICT, NO. 405**

**and**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925**

**TRANSPORTATION EMPLOYEES**



**January 2026**

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AGREEMENT BETWEEN  
BELLEVUE SCHOOL DISTRICT NO. 405  
and  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL #925  
TRANSPORTATION EMPLOYEES

THIS AGREEMENT, made and entered into by and between the Bellevue School District No. 405 (District) and the Service Employees International Union, Local #925 (Union), is for the purpose of governing their labor relations by fixing the following scales of wages, schedules of hours, and conditions of employment for all bus drivers and bus attendants of the District.

**ARTICLE 1 - UNION RIGHTS**

1.1 Recognition

The District agrees to recognize the Union as the sole bargaining agent for all hourly bus drivers of the District and to deal with the representatives of the Union with respect to wages, hours and working conditions, and adjustment of grievances arising under this Agreement.

1.2 Dues Deduction

Upon receipt of an individual authorization signed by a bargaining unit employee, the District shall deduct from the pay of such employee the amount of dues as certified by the bargaining agent to be uniformly required as a condition of membership in the Union, and shall transmit the same to the Union each month.

Such authorization will be continuous from one Agreement to the next, except in the case of termination, resignation, or written notice from the employee canceling such authorization.

Dues deductions authorization by the employee shall be on a form approved by the parties to this Agreement.

SEIU 925 agrees to indemnify and hold harmless from all claims, demands, suits or other forms of liability that shall arise against the District for, or on account, of any membership dues or COPE deduction made from the pay of a bargaining unit employee.

## Voluntary Deduction for Committee on Political Education (COPE)

Beginning each contract year, SEIU 925 shall provide a full and complete list of bargaining unit employees who are current members of SEIU 925 to the District, and shall provide updates, additions, and/or other changes in membership status to the District on at least monthly basis thereafter, or as needed within a bargaining unit. Upon notification of an employee's membership status in SEIU 925 and or election to participation in the SEIU 925 political program (COPE), the District shall deduct union dues and COPE contributions as identified by SEIU 925.

### 1.3 Pertinent Data - Notification

#### 1.3.1 New and Terminated Employees

The District shall notify SEIU 925 and the SEIU 925 chapter president of all new hires three (3) business days prior to the new hire's orientation first day of work, or as soon as practical, including name, home mailing address, job title, phone number, work email, work location, and hire date.

#### 1.3.2 All Employees

In November, February, and May of each school year, the District shall forward to the Union an alphabetical roster of all bargaining unit employees including the employee's name, address, date of hire, job classification, rate of pay and FTE status. This information will be transmitted by hard copy or electronically. The District agrees to make available to the Union upon written request an employee's phone number.

### 1.4 Building Access

The authorized representatives of the Union shall have access to the District's premises during working hours for the purpose of adjusting grievances, investigating working conditions, or ascertaining that provisions of this Agreement are being adhered to; provided the representatives notify the director of transportation or designee of their presence and that they do not interfere with employees in the performance of their duties.

The Union shall furnish the District with the names of its authorized representatives.

### 1.5 Bulletin Boards

The District will make available suitable space for the exclusive use of the Union for posting notices of its meetings, elections, recreational and social affairs, reports of Union committees, and rulings and policies of the Union. Notices and announcements shall not contain anything political or reflecting adversely upon the District, any of its employees, students, or any labor organizations among its employees.

## 1.6 Work Site Representatives

The Union will be permitted to appoint work site representatives (as defined by the Union) and Chapter Officers. The Union shall furnish names of work site representatives and Chapter Officers prior to the beginning of each school year and when changes occur during the school year. The duties of the work site representatives and Chapter Officers shall not interfere with the regular work assigned by the District, unless determined to be mutually beneficial to the District and the Union. When a work site representative is performing such duties on work time, with prior agreement that the representative's assistance is mutually beneficial to the District and the Union, they shall be treated as if working for the District for pay and benefit accrual purposes from the time of arrival through the end of the meeting.

SEIU worksite representatives and Chapter Officers covered under this contract shall be District paid release time to participate in meetings in the workplace between a unit member(s) and a supervisor that may impact the employee through discipline or evaluation, attend grievance meetings pursuant to Article 9.3, meet and confer, or labor management council meetings. Management will indicate to the SEIU representative(s) when it believes a representative may be needed in situations that are not disciplinary, evaluative, or related to grievances. If the employee wishes to have a worksite representative in these instances, the worksite representative shall not be compensated by the district.

No more than two (2) members shall be released pursuant to this provision at any given time without the written authorization of the District provided to SEIU in advance. If more than two (2) union representatives are requested to participate, the Union will seek approval from the Director of Transportation or designee.

Additional requests for release time to attend union-sponsored meetings, trainings, or activities must be submitted to the Director of Transportation or designee. Approval of such released time will be based on the operational needs of the District.

## 1.7 Union Activity

The Union agrees that activities related to the internal operation of the Union and activities not specifically authorized by the terms of this Agreement shall be performed only during the time employees are not assigned duties. Examples of such activities include solicitation of membership, distribution of literature, preparation for negotiations, preparation of unfair labor practice complaints, campaigning for Union office, and investigation and preparation of employee grievances.

## 1.8 Negotiations Committee

a) A Negotiating Committee may be selected by the Union.

Negotiation sessions will be held at a time mutually agreed to by the District and the Union. When negotiation sessions are scheduled to commence between the hours of 6:30 a.m. and 4:30 p.m., the District shall compensate no more than six (6) employee members of the negotiating committee who are in attendance at the session for the

actual length of the session during their regular duty day, up to a maximum of eight (8) hours. Any time related to negotiations that would put the employee into overtime status would not be compensated by the District.

- b) Employees acting as Union representatives at meetings called by the District shall be released from work duties with pay and benefit accrual to attend when such meetings are held during normal working hours. Such meetings and the number of employees to be released from work duties will be mutually agreed to by the District and the Union. Such pay shall include meetings scheduled on non-duty days.

## 1.9 Labor/Management Committees

The parties recognize the importance of timely and open discussions between the District and the bargaining unit and its representatives on matters affecting the employer/employee relationship. This Section establishes a procedure for either party to initiate discussions regarding administration of this Agreement and other matters of general concern affecting District conditions of employment.

### 1.9.1 Meet and Confer

Matters of common concern to the parties will be the subject of meet and confer discussion upon request by either party. Issues for meet and confer will relate to the day-to-day operations of the Transportation Department. Meet and confer meetings will be scheduled in advance. An agenda shall be developed by the parties. This provision shall not preclude the parties from meeting at any time for any reason concerning an emergent situation.

### 1.9.2 Labor/Management Committee

1. There is hereby established a Labor/Management Committee consisting of not more than six (6) members selected by the Union and a like number selected by the District. The Committee shall meet on an as-needed basis as agreed by the parties but not less than three times a year if requested by either party, for the purpose of reviewing the administration of this Agreement and attempting to resolve problems that may arise. All meetings of the Committee shall start and end between the A.M. and P.M. assignments with members of the bargaining unit being granted time off without loss of pay for all regularly scheduled hours not worked. Employees attending labor/management meetings shall be compensated up to ninety (90) minutes per month to compensate for this additional time and responsibility.
2. A proposed agenda will be prepared by the convening group and distributed reasonably in advance of the meeting. The agenda for these Committee meetings will be limited to items which are of a group, rather than individual interest or concern. The Committee, through its representatives shall write down any outcomes agreed upon at the meeting. The Union may communicate a summary of the meeting to its members. Communication regarding any substantive items brought to Labor/Management that may impact the provisions of the Collective Bargaining Agreement must be approved by both

the District and the Union.

3. The disposition of matters covered in Committee meetings will not contradict, add to, or otherwise modify the terms and conditions of this Agreement. The Committee may make recommendations to the District and Union negotiation teams to amend or modify the terms of this Agreement.
4. In the spring, the Labor/Management Committee will review the bidding process to determine if the intent of the agreement was followed and to recommend ways for improvement, if needed.

#### 1.10 No Strike Pledge

During the term of this Agreement, the Union and/or the employees agree not to cause or engage in any strike, slowdown, sickout, or other work stoppage. Employees who engage in any of the foregoing actions shall be subject to such disciplinary action as may be determined by the District.

It shall not be a violation of this Agreement for an employee, for reasons of personal physical safety or student safety, to refuse to cross the picket line established by a labor organization which holds a labor agreement with the District.

#### 1.11 Distribution of the Agreement

This entire Agreement will be available electronically or in print upon request for all employees in the bargaining unit and shared electronically with all new hires.

#### 1.12 Mail Services

The Union will have the right to use the District mail services and employee mailboxes provided said use does not violate any federal or state statute and does not require added costs for the District.

### **ARTICLE 2 - MANAGEMENT RIGHTS**

The Union recognizes the District's inherent and traditional right to manage its business as has been its practice in the past.

Except to the extent specifically abridged by the express terms of this Agreement, the Union recognizes the right of the District to hire, transfer, promote, demote, assign, and retain employees and to discipline, suspend, or discharge employees for just cause and to maintain the discipline and efficiency of its employees; the right to lay off, or otherwise relieve employees from duty because of lack of work for them to do or for other reasons set forth in this Agreement; the right to establish, change, and direct the methods and processes of doing work, to introduce new and improved work methods or equipment, and to assign work to outside contractors; the right to determine the starting and quitting times and the number of hours to be worked; and the right to make and amend such reasonable rules and regulations as it may deem necessary for the conduct of its business, and to require their observance.

The exercise of the District’s rights stated herein is an exclusive function of Management. However, the exercise of these rights by the District also includes the responsibility of the District to provide an explanation to employees of changes in procedures and causes for disciplinary action in writing where possible.

### **ARTICLE 3 - CONDITIONS OF EMPLOYMENT**

#### 3.1 Definitions of Employees

Employees: For the purpose of this Agreement “employees” shall mean all bus drivers represented by the Union.

Hourly Employees: Employees who are assigned on an hourly basis to a regular daily work schedule.

Bus Drivers: Employees who are assigned regularly to transport students to and from school, and to and from school-related functions, utilizing District buses.

Relief Drivers: Relief drivers work a minimum assignment of thirty (30) hours per week during the school year. Routes are assigned by seniority if more than one (1) route is available, and the driver(s) are not currently assigned a route. Relief drivers should expect to have flexibility in their daily assignments. If route time is less than six (6) hours on a given day, the employee will be assigned to detail work to complete six (6) hours. The employee may voluntarily request to be released from that day’s work if they are not needed. This time will not be considered as an absence.

Driver-Trainers: Driver-trainers work a minimum assignment of thirty (30) hours per week. Regular route bids should be for a maximum of twenty-eight (28) hours. Driver training and activities supporting training are the priority for the remainder of the guaranteed hours. The thirty (30) hour minimum assignment will be effective no later than September 1, 2026.

Substitute Drivers: Employees who temporarily fill in for regular bus drivers when the driver is unavailable or a route is unfilled. No minimum hours are guaranteed or required.

The following terms and conditions of employment contained in this collective bargaining agreement shall apply to substitutes:

Article 1 – Union Rights

Article 2 – Management Rights

Article 3 – Conditions of Employment

Article 4 – Assignments

Section 4.1 Definitions for Bidding and Assignment

Section 4.9 Assigning Drivers within the Bargaining Unit

Section 4.11 Deviations from Daily Routes

Section 4.12 Extreme Student Misconduct

Article 6 – Change of Status

Section 6.2 Position Openings

- Article 10 – Personnel Files
- Article 13 – Compensation
- Article 14 – Computing Pay
- Article 16 – Safety and Accident Review Committee
- Article 17 – Unsafe Vehicles
- Article 18 – Special Permits
- Article 19 – Liability Insurance
- Article 20 – Subcontracting
- Article 21 – Entire Agreement
- Article 22 – Conditions of the Agreement

### 3.2 Orientation

The District and Union share a mutual interest in support for new employees. Each new employee shall be given an orientation which includes, but is not limited to, the following:

Link to the electronic copy of this Collective Bargaining Agreement

A job description which includes the function, scope, and complexity of the job and the knowledge, abilities, and minimum qualifications required for the position.

Details regarding hours, location of work, and work calendar.

Information on credentials required to hold the position and information regarding where to obtain the credentials.

A full explanation of insurance plans and options.

A personal introduction to the Transportation Department supervisory staff.

Details regarding qualification courses and training programs.

Union information: The District agrees to inform all new employees covered by this agreement that Service Employees, Local 925 is the exclusive bargaining representative, provided Union access and an opportunity to speak with employees during orientation, and will distribute a Union membership packet provided by SEIU Local 925.

### 3.3 Probationary Period

A new employee shall be subject to a sixty (60) workday probationary period commencing with their first (1<sup>st</sup>) compensated day of employment after training and receiving their School Bus Driver Authorization from OSPI. The probationary period shall be extended by one day for each day the employee is absent for an excused or unexcused absence. During this period, such employees shall be considered on trial subject to termination at any time at the sole discretion of the District. Discharge of an employee during this probationary period shall not be subject to the grievance procedure. All other provisions of this Agreement shall be applicable to employees on probation.

Upon successful completion of the probationary period the employee shall be moved to the next level on the wage scale if eligible.

3.4 Workday

The workday includes all work assigned to individual employees for each day they work. The normal workday includes an employee's regular route and detail work. Midday routes and/or extra work are included if assigned.

3.5 Workweek

The workweek for hourly employees shall begin at 12:01 Monday morning and end Sunday midnight.

It is understood by the parties that for purposes of applying the Fair Labor Standards Act to employees covered by the FLSA, a work week is a seven (7) consecutive day period designated by the employer consisting of twenty-four (24) hours each day. The District's seven-day period begins at 12:01 a.m. Monday and runs through 11:59 p.m. Sunday.

3.6 Weekend

Weekend is considered any time after 11 p.m. on Friday and before 5:30 a.m. on Monday, when overtime pay applies.

3.7 Workday-Rest Period

All employees shall receive a fifteen (15) minute rest period within each four (4) hour work period.

3.8 Work Period

The work period for all drivers will consist of the assigned run time(s), plus the following times to allow for warm-up, clean-up, fueling, pre-trip inspections, etc.:

|                 |                          |
|-----------------|--------------------------|
| Morning runs:   | twenty-five (25) minutes |
| Midday runs:    | twenty (20) minutes      |
| Afternoon runs: | twenty (20) minutes      |

Drivers are allowed fifteen (15) minutes to return to the building after morning, midday, and afternoon runs.

The driver's electronic tablet, bus key, and route book must be returned at the end of each shift.

For field trips, drivers will be allowed up to forty-five (45) minutes from the school prior to departure time. Drivers are expected to pre-trip, travel to, arrive at the school, and be prepared for departure at least five (5) minutes prior to departure time. For a return trip, drivers shall be allocated up to forty-five (45) minutes for in-district and up to one (1)

hour for out of district. Dispatch shall authorize additional time as needed based upon the requirements of the trip. After a field trip, drivers are authorized to work up to forty-five (45) minutes from the school. Drivers are expected to use the time needed and report time accurately. Should a driver need more than 45 minutes, clear justification must be documented on the trip ticket.

3.9 Overtime

Any time worked in excess of forty (40) hours per workweek, as defined in Article 3.5, will be paid at the rate of time and one-half (1½) per hour.

All work performed between the hours of 11 p.m. and 5:30 a.m., the time worked between those hours shall be paid at the rate of time and one-half (1½) per hour.

All work performed on Saturday or Sunday will be paid at one and one-half (1½) times the regular rate.

Paid holidays; illness, injury, and emergency leave; and bereavement leave shall be treated as time worked for the purpose of computing overtime.

Overtime will not be compounded by paying overtime on time previously paid at the overtime rate.

Seniority will not force overtime when another driver is available.

3.10 Call-Back Pay

A minimum of two (2) hours pay will be paid to any employee who is called back to work at the regular rate of pay except in overtime situations in which case the overtime rates would apply.

The District retains the right to assign further driving and detailing, without extending pay, to fully utilize call-back time.

3.11 Work Prior to the Start of School

Employees will work the following hours prior to the start of the school year as identified by the Director of Transportation and communicated to the employees no later than the end of the previous school year. For bus drivers, the work consists of the following:

|           |  |
|-----------|--|
| 1 hour    | Bidding (required activities on Bid Day) * |
| 4-8 hours | State required in-service                  |
| 4 hours   | Practice drive route, detail & prep bus    |
| 4 hours   | District required in-service               |

\*This one-hour allocation does not affect the two-hour minimum as defined in Article 3.12.

Except under extenuating circumstances and by approval of the director of transportation, employees may be excused from these requirements. Should an employee be excused, the employee shall be required to make up time for training for state and district required.

### 3.12 Minimum Hours

Two (2) hour minimum pay will be paid for all scheduled routes and trips.

Scheduled drivers will be paid a minimum of two (2) hours on any scheduled school day that is not canceled at least one (1) hour in advance of their shift. Drivers will not be paid for days that are canceled and made up at a later date as they will receive the pay for the designated make-up day. Drivers will be paid daily scheduled hours for days that are canceled that will not be made up.

- a) Half Hour Gap: When the clock-out/clock in time is less than one half (1/2) hour the driver will be paid straight through for the time elapsed. The half hour gap shall apply to all run assignments, including regular and extra work.
- b) Cancellation Notice: For trips or portions of trips which are canceled with less than (1) hour advance notice of their scheduled pick-up time, or later than 9:00 p.m. the night prior for weekend trips, the driver shall be paid for the scheduled hours of the trip up to six (6) hours.
- c) Weather Related Cancellations Only: When trips are canceled due to weather conditions and the driver is already on paid time when notified, any notification of cancellation that is not at least one (1) hour in advance of the assignment starting time shall receive a maximum of two (2) hours pay if the trip is to be made up at a later date. If the trip is not made up, the driver shall be paid for the scheduled hours of the trip up to six (6) hours.

Employees must give proper notice to the dispatcher when returning from an absence or canceling a pending absence. A driver will not be assigned that portion of their run that has been assigned to a substitute driver unless the minimum advance cancellation notice (two (2) hours) can be given to the substitute driver.

### 3.13 Rehires

Rehires shall be treated as new employees and seniority and benefit accrual shall commence on the effective date of reemployment.

Rehires will be required to participate in such training as may be required by state regulations, the necessity of familiarizing the prospective rehire with new equipment and/or the need to familiarize them with changes in District policies.

If a bus driver resigns with the effective date being the end of a school year and has completed their assignment and then is rehired by no later than the first day of work of the succeeding school year, that employee will retain accrued general leave credits and placement on the salary schedule but will forfeit seniority.

Rehires/prior BSD school bus drivers who return to driving a school bus or who move between a regular and substitute bus driver position, will receive payroll credit for prior years of service with bus driving duties, but will forfeit seniority. This could include a driver who moves into the BSD Transportation Office then moves back into a bus driver position, as long as they have maintained their bus driver authorization and continued driving throughout their time in the office. They will have a sixty (60) workday probationary period but will be paid at pay level based on their prior service credit.

### 3.14 Medical Examinations

Employees are required to have a physical examination bi-annually and other testing as required by law. Employees have the option of obtaining physical examinations from a district approved provider without cost to the driver or a physician of their choice at the expense of the driver as long as that physician is a federally certified DOT Physical Examiner. The employee should endeavor to obtain the required physical examination on non-work time; however, when this is not convenient, the employee may utilize general leave for this purpose. Bus drivers shall be compensated for two (2) hours of pay for time spent outside their normal duty day for the examination.

In certain circumstances, the District may require an independent medical exam for an employee to determine the employee's ability to perform their duties.

### 3.15 Special Equipment

The District agrees to provide the following special equipment for drivers: high visibility vests (which will be required to be worn while on duty), back supports as necessary and gloves for fueling.

The District agrees to furnish protective clothing to employees assigned to detailing tasks which require such clothing.

### 3.16 Bus Cleaning

3.16.1 Drivers are required to remove all personal items and trash from their bus no later than the end of the second workday after school is out in June to prepare buses to be "State Patrol" level clean.

3.16.2 A team of two (2) drivers shall be assigned extra work to check the readiness of buses for State Patrol inspections.

3.16.3 Each driver will be provided the opportunity to work up to three and one half (3½) hours cleaning the bus they drove during the preceding school year (including the mid-day bus assigned to the driver). This work must be completed between the start of shift one week before the last day of school and 5 pm on the second day after school is out in June. Compensation for these hours shall be at the regular rate of pay and count towards the driver's 40-hour work week. Overtime pay will be authorized ONLY for the amount of time that these hours would force overtime when combined with regular route hours. If a driver bids on

field trips during this bus cleaning period that would force overtime, they need to indicate plus forty (+40) on the bid.

3.16.4 For any buses that are not cleaned as stated in 3.17.1 above, a deep cleaning crew shall be assigned to clean buses in preparation for the ensuing school year.

### 3.17 Use of Video Cameras on Buses

3.17.1 Purpose: The use of video cameras on school buses is to ensure the safe and orderly operation of buses. Cameras should help a) to monitor and improve student behavior b) to assist employees in the performance of their primary responsibilities of providing transportation for students in a safe and timely manner; and c) to protect employees from false accusations.

3.17.2 a) There will be no inappropriate monitoring of cameras including via live feed by the District to target individual employees for violations of District policies or procedures;

b) Any minor infraction that is verified by camera will not count as a first offense for the purpose of progressive discipline. If there is a second minor infraction for the same or similar issue, disciplinary action may result;

c) No discipline shall be based solely on camera footage. If the District uses camera footage in a disciplinary matter, the discipline must stem from a qualifying event and be based on the Just Cause standard contained in the collective bargaining agreement. The District will follow progressive discipline in accordance with Article 4, Corrective Action, Discipline and Discharge of Employees. The District will provide a copy of the information to the Union prior to action by the District;

d) A qualifying event means that the District has received information that raises an issue about a particular driver or route. Examples of "qualifying events" may include but are not limited to the following circumstances:

- A police inquiry or call regarding a bus or bus driver;
- A student, parent, or citizen complaint or inquiry;
- A review of a regular report such as an idling report that is run for all drivers and that occurs on a regular basis; or
- An observation by a supervisor or citizen.

### 3.17.3 Corrective Action for Students and Employee Discipline

3.17.3.1 Student misconduct will be handled consistent with District policy and pertinent contract provisions.

3.17.3.2 The District will follow the provisions of Article 4, Corrective Action, Discipline and Discharge of Employees regarding recorded employee misconduct.

### 3.17.4 Viewing:

3.17.4.1 Management shall be responsible for viewing all videos as necessary.

3.17.4.2 An employee whose bus had been recorded has the right to view the video. All employee viewing will take place at the work site. If the viewing is scheduled to take place on non-duty time, the employee shall be compensated at the appropriate rate.

### 3.18 Global Positioning Systems (GPS)

The purpose of GPS is to support effective operations of buses for safely transporting students and staff. The Union and the District agree that the information obtained by GPS will only be used for legitimate business, guidance, or instructional purposes. It is understood that disciplinary actions are not the intended purpose of GPS systems. The Union and District also agree:

- a) There will be no inappropriate or excessive monitoring of the system by the District to target individual employees, i.e., “trolling” of the GPS for violations of District policies or procedures to target individual employees;
- b) Any minor infraction that is verified by the use of GPS will not-count as a first offense for the purpose of corrective action. If there is a second minor infraction for the same or similar issue, disciplinary action may result;
- c) No corrective action shall be based solely on GPS data. If the District uses GPS data in a disciplinary matter, the discipline must stem from a qualifying event and be based on the Just Cause standard contained in the collective bargaining agreement. The District will follow corrective action in accordance with Article 4, Corrective Action, Discipline and Discharges of Employees. The District will provide a copy of the information to the Union prior to action by the District;
- d) A qualifying event means that the District has received information that raises an issue about a particular employee or route. Examples of “qualifying events” may include but are not limited to the following circumstances:
  - A police inquiry or call regarding a bus or bus driver;
  - A student, parent, or citizen complaint or inquiry;
  - A review of a regular report such as an idling report that is run for all drivers and that occurs on a regular basis; or
  - An observation by a supervisor, staff member, or citizen;
  - A driver making an unauthorized bus stop;
  - A driver not following the route directions laid out by routing without approval.
- e) Any actions based on GPS data will be managed in accordance with Article 10 – Personnel Files in the CBA.

### 3.19 Union Membership

SEIU 925 and the District understand that at the heart of our labor management relationship is the shared interest in providing the best services to the public. A strong and vibrant union provides a true partner in the labor management relationship when disagreement becomes necessary. Therefore, it is the expectation of both the SEIU 925 and the District that the District and all agents and representatives of the District shall remain neutral on the issue of union membership and respect all employees' decision to join and maintain membership in their exclusive professional advocacy organization, SEIU 925. To that end, all bargaining unit employees shall have the option of joining and maintaining membership in the SEIU 925 upon employment with the District in a bargaining unit.

3.19.1 Union Membership Rescission: Union members requesting to rescind membership and membership rights in their exclusive professional advocacy organization shall make such request in writing to SEIU 925, following the SEIU 925 constitution and bylaws, and any and all relevant conditions, policies, and procedures. Providing such conditions have been met, SEIU 925 shall inform the District of such employee's non-member status consistent with the notification section of this Agreement, specifically Dues and COPE (Committee on Political Empowerment) Deduction below.

3.19.2 Non-Interference: The District remains committed to its obligations under collective bargaining laws, including chapter RCW 41.56. These commitments include recognition that it would be an unfair labor practice "to interfere with, restrain, or coerce public employees in the exercise of their rights guaranteed by this chapter" or "to control, dominate, or interfere with a bargaining representative." RCW 41.56.140. The District agrees to reinforce with its administrators and supervisors and other employees the importance of these obligations.

3.19.3 Agency Fee Restoration Contingency: In the event there is a change in law or holding by a court of competent jurisdiction that allow for the withholding of dues or an equivalent fee as a condition of employment, the SEIU 925 and the District agree to restore the union security and dues deduction provisions of the CBA currently in force prior to the ratification of this Agreement.

### 3.20 Nondiscrimination

Bellevue School District does not discriminate in any programs or activities on the basis of sex, race, ethnicity, creed, religion, color, national origin, age, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, homelessness, immigration or citizenship status, the presence of any sensory, mental, or physical disability, neurodivergence, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts of America and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination:

Civil Rights, Racial Discrimination, and Gender Expression or Identity Discrimination: Civil Rights/Nondiscrimination Compliance Coordinator Nancy Pham, (425) 456-4040 or [phamn@bsd405.org](mailto:phamn@bsd405.org).

Sex-based Discrimination, including Sexual Harassment: Title IX Coordinator: Jeff Lowell, (425) 456-4010 or [lowellj@bsd405.org](mailto:lowellj@bsd405.org).

Disability Discrimination: Kerince Bowen, (425) 456-4168 or [bowenk@bsd405.org](mailto:bowenk@bsd405.org).

Mailing address for all three: 12111 NE 1st Street, Bellevue, WA 98005. Members of the public with disabilities who have specific concerns about the effectiveness of the District's communications to them should contact Janine Thorn, Chief Communications and Engagement Officer, at 425-456-4000 or [thornj@bsd405.org](mailto:thornj@bsd405.org).

## **ARTICLE 4 - ASSIGNMENTS**

### 4.1 Definitions for Bidding and Assignment

- a) Assignment: work performed by a driver that is scheduled as their contracted hours of work.
- b) Regular Routes: Regular routes are established by management and include AM/PM, A.M. or P.M., late start, early dismissal, activity, tutorial, shuttles, and relief work.
- c) Midday Routes: Routes that occur between morning and afternoon regular routes and can be bid in addition to a driver's regular route.
- d) Detail Work: Work that may be assigned that includes driving time, non-driving time directed by management, including activities such as cleaning buses or BSD vehicles, answering phones, student management, or paperwork related to Transportation.
- e) Extra Work: Driving assignments not within the definition of "regular routes" such as field trips, athletic and activities trips, or summer work.
- f) Run: is a single segment of a drop off and pickup, when combined with other runs makes up a route.
- g) Extraordinary Bus Routes: These routes are defined as routes where the driver transports two (2) or more students from behavioral disability centered programs.
- h) Temporary Run/Route: A temporary run/route is a student/a group of students that needs special transportation such as medical, behavioral, RISE, MKV Homeless, or academic need. These runs/routes do not have scheduled end dates and may or may not end at any time. When they do end, the time is removed from the driver's schedule. Temporary routes/runs shall be identified and posted as such

when available for bid.

i) Open Routes: Newly established routes, routes that have been vacated when a driver moves from one route to another route, routes where employees have terminated, or routes where an employee has been granted leave of absence for longer than twenty (20) calendar days and the route is available.

j) Weekend trips: Are defined as any trip that starts after 11:00 p.m. on Friday, Saturday, Sunday, up to 5:30 a.m. Monday morning.

k) Conflicting Trips: Trips that conflict with a driver's regular route or midday route.

l) Out of District Routes: Routes that require travel outside of the district which may include destination and pick-up located at a non-district facility.

## 4.2 Bidding Procedures

### 4.2.1 Establishing Routes

Prior to the beginning of the school year, as timelines permit, management will provide the Union representative(s) an opportunity to give input to the District regarding the preparation of regular routes, and midday routes. Primary consideration will be given to making routes as efficient as possible.

### 4.2.2 Routes Available for Bid

There are two major bid windows: prior to the beginning of the school year and for the January rebid.

**Regular Routes** - Drivers will select a regular route by seniority with the most senior driver having the first choice and others making their selection in order of their seniority at assigned intervals throughout the bid days.

**Midday Routes** - Drivers may immediately select any available midday route after they select a regular route. The next driver in seniority order may select any available midday route. Drivers may not bid midday routes which would make their total paid hours exceed forty (40) hours per week. Once regular routes and midday routes have been bid prior to the start of the school year, there will be no rebidding until the January Rebid Process.

**Relief Assignment** – Posted as a route available to drivers. Drivers may bid on a relief assignment by seniority and posted at the same time as regular and midday routes.

#### 4.2.3 Bid Eligibility

Drivers eligible for bidding for regular routes and midday routes shall include regular drivers, driver trainers, and relief drivers.

The following table indicates which drivers are eligible to bid for routes or trips.

| <b>Time of Bid</b> | <b>Type of Route or Trip</b> | <b>Regular Driver</b> | <b>Relief Driver</b> | <b>Driver-Trainer</b> | <b>Substitute Driver</b> | <b>Notes</b>   |
|--------------------|------------------------------|-----------------------|----------------------|-----------------------|--------------------------|--|
| August Bid         | Regular Route                | X                     | X                    | X                     |                          | Cannot exceed 40 hours   |
|                    | Midday Route                 | X                     |                      |                       |                          | Cannot exceed 40 hours in combination with regular route   |
| During school year | Extra Trips                  | X                     | X                    | X                     |                          | May be subject to limits for relief and driver trainer – Must note if driver will go over 40 hours |
| Open Routes        |                              | X                     | X                    | X                     |                          | Must note if driver will go over 40 hours  |
| January Bid        | Regular Routes               | X                     | X                    | X                     |                          | Limited to drivers who have lost hours   |
|                    | Midday Routes                | X                     |                      |                       |                          | Restrictions based upon those who lost hours being allowed to bid first                            |

Any driver employed by the District who becomes ill, disabled or has a District approved medical leave of absence is eligible to bid on a route in August, if the driver is able to provide reasonable assurance that they will resume driving the route by the first school day in January. Reasonable assurance is a written communication from a medical

provider that the employee should be able to return to work and resume bus driving duties by no later than the first school day in January. If an employee is unable to return in January, their route will be reassigned through the January rebid process. The employee will have their route hours guaranteed upon their return or until the next opportunity for route bids the following school year. Reasonable assurance should be received in sufficient time to allow for verification prior to bid day. If the reasonable assurance cannot be verified by the driver's bid time, the driver shall not be permitted to bid on a route. If a driver does not return and regularly perform duties for at least a three-week period by January, the driver will not be allowed to keep their route.

#### 4.2.4 Route Adjustments

During the period between the initial bid at the beginning of the school year and January, regular routes and midday routes will be adjusted to maximize the use of any paid time which is not being worked. Adjustments may be made by moving parts of runs or whole runs. Wherever possible, efforts will be made to increase the paid time of employees. Routing schedulers must work with drivers whose regular routes and/or midday routes have changed.

Route changes may be implemented as needed in the event of overloads, late buses, extraordinary routes, or for safety reasons. There will be no route changes for consolidation of routes, except in the event of open runs.

- 4.2.4.1 Routes that increase in hours or change start and/or end time(s) such that the employee cannot work the assignment(s) may result in exchanging the regular or midday route with another employee which will fill their need and has the number of hours closest to the employee's hours. Drivers will be consulted prior to a route being changed.
- 4.2.4.2 Routes may be re-assigned by management if there are significant concerns regarding an employee on a specific route. Management will share the rationale for the change with the employee. Management will work with the employee to find a viable alternate route assignment. If initiated by management, management will keep the employee whole, which may include detail work if needed.
- 4.2.4.3 If routes are decreased in time at any time during the school year, the employee will be paid at the original number of hours bid until the change is implemented at the following rebid period, or end of the assignment. Additional work may be assigned by the District to fill any paid time not being worked. If routes are increased, even if not posted for bid, the driver will not lose the time until the following re-bid period.

Route Times (designated pick-up and drop-off times): Route times will be adjusted to reflect the actual times as soon as possible after routes are driven and times established/verified.

#### 4.2.5 January Rebid Process

After all adjustments have been made, regular routes or midday routes which have been increased or decreased by more than twenty (20) minutes per day (weekly average), will be posted for bid in mid-December to start the beginning of the January pay period. The same bid process as the beginning of the school year shall be followed. The following order of bidding will be allowed:

1. Only those employees whose pay would increase will be allowed to bid.
2. Employees who are bumped or lose their routes off the bid board may then bid or bump.
3. If an employee whose hours have been decreased wishes to remain on that run, the run will not be posted.
4. After the first round of bidding, all available routes will be open, and any driver may bid regardless of current route hours assigned.

#### 4.2.6 Open Routes

Routes vacated by employees on leave for disability or industrial injury shall be defined as open routes at the expiration of the guaranteed return to position period. Such open routes will be posted, for two (2) workdays and assigned in a timely manner after identification of the open routes, but actual implementation of the routes shall take place the beginning of the following week. Movement caused by drivers bidding on an open route shall be limited to three (3) drivers per open route. Drivers can only bid up to two (2) open routes between bid periods, and no more than three (3) times during a contract year. A driver may only drop an existing midday route at this time if it conflicts with the new route being bid by the driver. The rules for open routes, as provided by Article 4.2 of the contract, shall apply. Open routes may be filled by drivers without any regular route until filled by the process noted above. Seniority shall start and benefits shall be authorized for drivers who accept open routes until the next rebid period. The route vacated by the driver filling another vacated route shall be filled under the rebid process above.

#### 4.2.7 Midday Routes

Drivers cannot bid on Midday routes without having a regular route. Midday routes are bid separately from regular routes.

A driver may drop a midday route when a driver changes their AM/PM regular route. A driver may also drop a midday route between bid periods with the approval of the immediate supervisor. In this case, the driver is not eligible to bid another Midday route for the remainder of the school year.

#### 4.3 Bidding Procedures for Extra Work/Trips

Trips that are not included in regular assignments and midday runs that are not currently assigned are subject to bidding procedures as part of Bid Board Posting.

#### 4.3.1 Bidding on Bid Board

All regular, relief, and driver-trainer drivers are automatically eligible to bid unless the individual opts out at the beginning of the school year. All extra work which has been received by the close of Thursday will be posted for bid as close as possible to 9:00 a.m. on Friday of the same week, will remain posted through the following week until the end of Wednesday and will be assigned by seniority. Failure to meet the 9:00 a.m. time period will not be grievable. During short weeks, this time frame will be adjusted to accommodate both management and drivers. Extra work that is not bid on or is received late will be posted on the “Help” board after the close of the bid. When extra work is posted, the time and place that it is to start and end will be provided as well as a chart indicating the standard driving times between various locations.

Drivers will select extra work in seniority order by signing their names on the bid sheets or appointing a proxy. Extra work may be selected if the extra work does not place the driver in an overtime situation, and the extra work does not conflict with the driver’s regular assignment. On the seniority list, a driver will sign their name, the date and time when their bid is completed. If a driver does not want to bid, they or their appointed proxy should write “Pass” on the sheet and sign their name.

#### 4.3.2 Bidding on Help Board

Drivers bidding on unfilled or late extra work (“Help” board) will indicate if overtime would result and/or how late they would be arriving to the extra work or to their regular assignment if they were awarded the bid. Drivers whose trip(s) are canceled will be notified and will be given preference for “Help” board extra work by being given a cancelled trip number. Canceled assignments will be shown on the “Help” board. Management will award extra work from the “Help” board at 7:30 a.m. the workday before the trip. Weekend extra work will be awarded at 7:30 Friday morning. Weekend trips will be awarded off the Help Board, and not the Bid Board.

#### 4.4 Cancellation of Assignments by Drivers

Drivers will cancel assignments by giving notice two workdays in advance of the assignment whenever possible. Drivers may cancel after that time if the cancellation has been caused either by a problem in which preplanning was not possible or to correct a bidding error. Multiple bidding errors will constitute a violation of this provision. Drivers cannot cancel an awarded bid or “Help” board trip for a later posted preferred trip.

- 1) An “extra trip” is defined as any trip awarded from either the help board or the bid board.
- 2) An “extra trip turn-in” is any time a trip that has been awarded from either the help board or bid board can no longer be done by the driver.
- 3) Circumstances that should result in no consequences include the following:
  - a. Appropriate use of sick leave
  - b. Correcting posting or bidding error – management
  - c. New driver if lack of understanding (unintentional) **In 60-day probationary period**
  - d. Based upon extenuating circumstances

- e. Proper notification by two workdays, may need to be investigated if stated as a bidding error or not preplanned. Proper notification means confirmation from management.
- 4) Examples of infractions include but are not limited to:
- a. Bidding and not declaring overtime (+40) status
  - b. Bidding for conflicting extra trips
  - c. Cancellation with less than two workdays
  - d. Misuse of leave impacting the cancellation of an extra trip.

#### 4.5 Conflicting Trips

During the year, drivers may bid for up to three (3) trips that conflict with their regular routes. Regular route drivers who can make trips without conflicting with their regular route have first priority. If a conflicting trip is canceled because the driver's regular route cannot be covered, this will not be counted as one of the three (3) conflicting trips. If there are no substitute drivers to cover the regular route, management/dispatch will notify the driver that they must drive the regular route. The decision will be made in time to schedule a charter. Conflicting trips may be assigned to substitute drivers if no regular route driver has bid. Summer work may not be turned in for a conflicting trip. Any bid for a trip that may conflict with a regular route should be communicated directly with Dispatch as soon as possible.

#### 4.6 Weekend Trips

Drivers may bid on weekend trips up to either six (6) hours cumulatively on more than one trip or one trip that is more than six (6) hours. Drivers may not bid on multiple trips in excess of six (6) hours. For example, if a driver bids on an 8-hour trip, they cannot also bid on a 2-hour trip. A driver could bid on a 4-hour trip and a 2-hour trip.

Weekend trips are not considered part of the regular workweek. As a result, weekend trips will be posted on the Help Board. A driver who is absent Friday will be removed from that weekend's work, which will be reassigned to the next person in seniority.

#### 4.7 Transportation Department Summer Extra Work

During the summer (from the end of one school year to the beginning of the next school year) the Transportation Department may have a variety of work/jobs which it wants accomplished. Such work/jobs include but are not limited to bus cleaning, summer school bus routes, summer field trips, administrative work involving such things as mailing, route book maintenance and telephones, and state bus inspections.

Before the start of summer, drivers are asked if they are interested in working over the summer as well as their work preferences. Known summer work opportunities are posted for bidding. Bidding is completed by the end of the school year. Preference is given to drivers who can commit to the entire summer route or extra work assignment. If a driver is unable to drive on a route, management and the driver will address the issue with an approach that provides flexibility and will try to keep continuity on a route as much as possible. As additional work becomes available, drivers who have signed up for summer work are called and notified of the work opportunities by seniority according to driver

work preferences. If a driver does not answer the call, the dispatcher will move on through the list. If a driver calls back before the work is awarded, then they will be awarded the work.

Extra work that has been bid and is underway may be extended without reposting on the Bid Board if the extension is a continuation of the same work without a break in working days.

#### 4.8 Assigning Drivers within the Bargaining Unit

Except in emergencies, the District will assign the transportation of students on Bellevue Public School buses only to drivers, relief drivers, driver-trainers, and substitutes represented for bargaining by the Union, even though overtime pay might result, provided such drivers are available.

#### 4.9 Special Education Runs

The District will not assign drivers to Special Education runs without adequate training.

#### 4.10 Deviations from Daily Routes

Drivers who encounter unannounced conditions that require rerouting are to assume the responsibility for selecting an appropriate detour. Detours should be via the safest and most direct route returning to the established route and serving as many established stops as possible. Conditions that require route deviations shall be reported to the dispatcher as soon as possible after occurrence. No disciplinary action shall take place for following this procedure.

#### 4.11 Extreme Student Misconduct

Drivers who experience student misconduct of an extreme and/or unsafe nature which has not been corrected after exhausting normal disciplinary procedures, shall bring such to the attention of their supervisor. The supervisor shall, as appropriate, involve Student Services, building staff, and other individuals with the driver and supervisor to remedy the situation.

#### 4.12 Out of District Routes

Drivers who bid on out of district routes under Article 4.2, Route Assignments and Bidding Procedures shall work the same calendar as all regular district routes.

Days that are not aligned with district workdays shall be addressed as follows:

- a. Days that are normal district workdays and are not assigned out of district route days shall be normal workdays where the driver will perform alternate assigned duties for the same number of regular route hours.
- b. Days that are normal out of district route days but are NOT district workdays shall be considered extra work under Section 4.3, Bidding Procedures for Extra Work/Trips and assigned accordingly.
- c. Drivers assigned to out of district routes may bid for extra work for the out of district dates identified in b) above should they choose.

#### 4.13 Bellevue School District Conferences

##### A. Bid Hours Lost Due to Bellevue School District Conferences

1. Bellevue School District conference days in this Section A refer to the standard conference day schedule agreed upon by the elementary schools.
2. Under this Section A, it is understood that the primary responsibility of a driver is to drive their conference schedule.
3. If a driver loses bid time due to conferences, management will work with a driver to try to fill in lost time in the manner described below. However, if a driver chooses not to accept fill-in work after a District representative has asked them to do so, the driver will sign off on a time sheet that they accept losing bid time.
4. Acceptable fill-in work will include:
  - a. cleaning buses as requested
  - b. paperwork related to the operation of transportation
  - c. driving whatever routes are needed

##### B. Late Start and Early Release Schedules (Excludes Half-day Wednesday Schedule)

1. This Section B. refers to those days scheduled by an individual school which are different than the standard conference days referenced in A.1 above.
2. A driver has the option of indicating "yes" or "no" on the preference form as to whether they are available to work a late start and/or early release schedule. A driver who indicates "no" will have their route assigned by Dispatch according to seniority on the midday availability list (as is done now) or posted on the Help Board or filled in by an on-call driver. A driver writing "no" will have the option to bid a field trip by indicating such a preference on the form.
3. The intent of B-2 above is to allow a driver to try to work as close to forty (40) hours as possible. A driver cannot bid a trip that will put them into overtime which is the rule now.
4. If a driver(s) has/have chosen to bid a field trip rather than work their late start and/or early release schedule, the District may have the driver return from the trip to do a late start and/or early release route if drivers are needed. If a driver is needed and it is impossible for the driver to return from a field trip to do a late start and/or early release route, the driver may have to give up the field trip and do the requested route. This provision will be invoked only when necessary to ensure coverage of routes.

##### C. General Guidelines

1. District and Union representatives will work with their respective employees to work cooperatively in implementing this agreement.

2. To the extent possible, drivers will maximize their availability and be willing to assist when help is needed.
3. All concerns related to this article will be first addressed through Labor/Management meetings, and if not resolved, then through the grievance procedure. Both parties will make a good faith effort to resolve their differences in the Meet and Confer meetings.

#### 4.14 Application Preference

The District and Union believe in providing opportunities for employees to gain full employment (40 hours per week) wherever practical. Employees covered by this agreement will have the first right of consideration for positions (including substitute and temporary) within the District, for which they are qualified and available to perform the duties.

#### 4.15 Internship Opportunities

Employees within the bargaining unit shall be eligible for paid internship opportunities within the Transportation Department.

### **ARTICLE 5 - CORRECTIVE ACTION, DISCIPLINE AND DISCHARGE OF EMPLOYEES**

The District shall have the right to discipline or discharge an employee for just cause. “The issue of just cause shall be resolved in accordance with Article 4 hereinafter provided”. Whenever the District has reason to correct the actions or behaviors of an employee, the correction shall be done in a reasonable manner which, whenever possible, will avoid embarrassment of the employee before other employees or the public.

The District and Union believe in the concept of Corrective Action – actions taken by the District to change the behavior of an employee. Corrective action does not automatically result in discipline but rather is focused on changing the behavior of employees to improve their conduct. Corrective action may include verbal counsel, letters of direction or disciplinary actions, including letters of reprimand, suspension, and termination.

The correction or discharge of an employee by the District shall be administered on the basis of Just Cause. “Just cause” means that definition as contained in Washington state and federal law, and includes, the following criteria:

1. Did the District inform the employee of the disciplinary consequences of rule violations, performance deficiencies, or misconduct?
2. Was the rule reasonably related to the orderly, efficient, and safe operation of the District’s business?
3. Prior to administering discipline, did the District make an effort to discover whether the employee did in fact violate or disobey a rule or order of management, or whether the employee failed to meet mutually understood expectations of performance?

4. Was the District's investigation conducted in a fair and objective manner?
5. Did the District obtain substantial evidence from the investigation to prove that the rule had been violated or that the employee failed to meet mutually-understood expectations of performance?
6. Did the District apply its rules, orders, and penalties in an even-handed manner, so as not to discriminate against any employee?
7. Was the severity or degree of discipline reasonably related to (1) seriousness of the employee's offense, and (2) the record of the employee's service with the District?

Generally, corrective action shall be progressive in nature. If the alleged or perceived violation is minor without similar or related history or other additional concerns, the employee's immediate supervisor shall address the matter in an informal advisory counsel with the employee. The employee may attend this informal counseling on their own, or may request that a union representative be present. The supervisor may document advisory counseling in the supervisor's records, but any matter resolved at this level shall not be a part of the employee's personnel file.

Corrective action shall consist of the following steps.

1. Informal counseling with employee. The supervisor may document but no written corrective action to the employee is required.
2. Letter of Direction – Provides written direction for future conduct. A letter of direction is not disciplinary and shall be limited to copies to the supervisor and employee. Letters of direction are not part of the disciplinary record, unless there is subsequent misconduct that results in disciplinary action. Any issue that resulted in verbal counseling shall not be considered in a letter of direction after 18 months since the time of the verbal counseling.
3. A written reprimand. Such action shall remain in the employee's official personnel file for a period not to exceed two (2) years. At the end of the two (2) year period, should no further misconduct related to the reprimand occur, the employee may have the reprimand removed from the official personnel file.
4. Suspension. Should behavior related to the infraction reoccur during the two (2) year period during which a letter of reprimand is in force, the employee may be subject to suspension.
5. Termination. Should behavior related to the infraction reoccur during the two (2) year period during which a letter of reprimand and previous suspension have occurred, the employee may be subject to termination.

Discipline documents involving serious misconduct (suspension or termination) shall not be subject to removal from the employee's personnel file unless the Union and District mutually agree, and retention of the documents is not required by law.

In the event of serious misconduct, Progressive Discipline steps may be circumvented. Serious misconduct may be subject to suspension or termination if the proven offense falls under the category of insubordination, gross misconduct, or flagrant disregard for clear and well-publicized District policies, including but not limited to sexual harassment, bullying, and/or harassment on the basis of race or other protected categories. The District may choose to place the employee on

administrative leave with pay or temporary reassignment while a complete investigation of the infraction is conducted. The union will also be notified when an employee is placed on administrative leave or temporary reassignment.

Any employee being suspended or terminated shall be entitled to a full and complete written notification stating the precise reasons for the disciplinary action. Upon request, the affected employee will be entitled to a meeting with the appropriate District personnel to: (a) present the employee's side of the story, and (b) ask any clarifying questions to determine the reasons for the action taken.

The off-duty activities of employees shall not be cause for disciplinary action unless said activities are detrimental to the employee's ability to function in the job.

It shall not be a violation of this Agreement and shall not be a cause for discharge or disciplinary action of any kind for an employee to refuse to enter upon any property which would endanger their physical safety, the safety of their passengers, or their vehicle. This action will be reported to their supervisor as soon thereafter as is possible.

## **ARTICLE 6 - CHANGE OF STATUS**

### **6.1 Seniority Rights**

An employee's seniority shall be defined as an employee's continuous length of service in a transportation bargaining unit job classification. Seniority shall begin on the date of employment in said classification. In the event that the seniority is identical for two or more employees, date of application will determine the numerical seniority status.

Employees shall be promoted on the basis of seniority when qualifications for a position are substantially equal.

An employee moving from one job classification to another within the bargaining unit shall retain their benefits as a District employee but not their seniority.

### **6.2 Position Openings**

The District will provide the Union with all "Position Opening" announcements for job classifications represented by the bargaining unit.

All position openings within the bargaining unit will be posted for a minimum of ten (10) workdays.

Employees desiring to be considered for a position shall notify the Human Resources Department of their interest in accordance with specifications included in the announcement of the opening.

If the position is not filled by a bargaining unit employee, the District will furnish, upon request, written reasons to the applicant(s) and to the Union.

### 6.3 Notification

The District agrees to give each employee who has been on the payroll more than ninety (90) days at least two (2) weeks' notice of intended layoff, and each employee shall give the District at least two (2) weeks' notice of their intention to quit. Failure of the employee to give such notice shall not constitute a breach of contract by the Union.

### 6.4 Voluntary Termination

If an employee is absent for three (3) consecutive workdays without notifying the District as to the reason for their absence, then said employee shall be considered as having voluntarily terminated. An employee may be reinstated without penalty if, in the judgment of the Executive Director of Human Resources, there were extenuating circumstances which made it impossible to notify the District as to the reason for absence.

### 6.5 Reduction-in-Force

Employees will be selected for layoff in reverse order of seniority within the classification of eliminated positions.

If an employee does not get a run assignment or does not select a run assignment in the August bid, or if the employee loses a run assignment during the year, or if an employee is on a District-approved leave, at the employee's request, they will be placed on the on-call list in order of seniority above other on-call drivers. Seniority will not accrue while on the on-call list. As positions become available, the employee is eligible to bid in seniority order. Retention on the on-call list will not extend beyond one year if the employee is not available for work during the preceding year.

## ARTICLE 7 - HOLIDAYS

The following are paid District holidays:

### September

Labor Day

### February

President's Day

### November

Veteran's Day

Thanksgiving Day

Day following Thanksgiving Day

### May

Memorial Day

### June

Juneteenth

### December

Christmas Day

Day before or after Christmas Day

### January

New Year's Day

Day before or after New Year's Day

Martin Luther King, Jr. Birthday

The District shall designate whether the day before or after Christmas and New Year's Day shall be the holiday.

Employees who work on a holiday shall be paid for their assignment, and hours worked on such holiday at one and one-half (1½) times the regular rate of pay per hour.

Employees shall receive the above holidays as pay based upon their route hours. In order for an employee to receive holiday pay, the employee must be present at their regular shift the scheduled day before and the scheduled day after the paid holiday unless their absence is for the use of leave as identified in Section 8.1, or the employee has a preapproved use of general leave in Section 8.1.5.

For Labor Day, the employee must work the first day of school.

If an employee is absent, (s)he is required to provide a doctor's note or other form of document as stated in Article 8.

## ARTICLE 8 - LEAVES

### 8.1 General Leave Accrual

Regular hourly employees shall accumulate one (1) hour per every eighteen (18) hours paid up to a maximum of eight (8) hours per month of leave credit to be used for illness, injury, emergency, personal, ceremony and religious leave.

Hours of leave credit which accrue in excess of one full day (eight hours) per month due to the number of paid hours worked, shall be reserved and included in future monthly accruals of leave in months where the regular accrual (per number of hours paid) would otherwise fall below eight (8) hours. In no case shall the combined rate of accumulation be greater than eight (8) hours per month on an annualized basis or a maximum of ninety-six (96) hours.

General leave credits shall be cumulative from year to year.

Employees and/or their beneficiaries shall be compensated annually and upon retirement or death for unused general leave days as provided by law and in accordance with regulations established by the Superintendent of Public Instruction.

Unused leave credits shall be transferred to, or received from, other school districts in the state of Washington in accordance with state statutes.

Leave sharing shall be permitted as provided in state law and District policies and procedures.

#### 8.1.1 Use of General Leave

The use of general leave is in accordance with [RCW 49.46.210](#) and includes the following:

- For the employee's personal health, including illness, attending to medical appointments and other medical needs.
- For the care of a family member for their own general wellness, including illness, attending to medical appointments and other medical needs.
- For the care of an employee's child if the child's school or place of care has been closed for a health-related reason.
- For leave that qualifies under the state's [Domestic Violence Leave Act](#).

Illness, injury, or disability shall be reported at the beginning of any period of leave to the District by the employee or a person acting for them.

#### General Leave Notification

For any general leave absence, the employee must call into dispatch at least two (2) hours before their route is to begin, unless there are extenuating circumstances, to advise of their pending absence and the reason for the absence. Subsequently, every two (2) workdays thereafter, or the first workday following a non-workday, the employee will

call and talk directly with a supervisor advising the reason for the continued absence and expected return date.

It is the employee's responsibility to keep the Transportation Office advised of their status and availability and, when required and where appropriate, obtain a doctor's certification and submit it to the Transportation Office.

In accordance with the Family Care Act, an employee may use leave for illness or injury to care for a child of the employee under the age of eighteen (18) with a health condition that requires treatment or supervision; a child eighteen (18) years of age or older and incapable of self-care because of a mental or physical disability; or a spouse, domestic partner, parent, parent-in-law, or grandparent of the employee who has a serious health condition or emergency condition.

A licensed health care provider's certificate of illness or injury may be required for approval of leave for illness or injury after five (5) consecutive workdays of absence. Beginning January 1, 2026, the time period is reduced to four (4) consecutive workdays of absence. Beginning September 1, 2027, the time period is reduced to three (3) consecutive workdays of absence in accordance with state law.

A written statement may be requested by the District from a licensed health care provider which verifies the employee's ability to return to work.

#### 8.1.2 Use of Leave for a District Declared Emergency

Emergency leave shall be designated by the District for it to be used. Should a school or District closure be determined, employees who are unable to work may take general leave accumulated under this section for the number of days designated as eligible by the District. This designation of emergency leave does not require preapproval.

#### 8.1.3 Ceremony Leave

One day of general leave per year shall be granted under this Section for matters directly involving the employee's family. Such leave shall be granted only for the following specified purposes occurring during the workday or requiring workday travel and over which the employee has no control:

- a) Marriages
- b) Graduations
- c) Other ceremonies of exceptional distinctive nature.

#### 8.1.4 Leave for Religious Observance

Up to three (3) days of general leave or up to two (2) days unpaid leave may be granted for matters directly related to a religious holiday, an official ceremony or other religious observance per contract year per WAC 357-31-052.

## 8.1.5 Personal Leave

### 8.1.5.1 Pre-approval:

An employee may take up to three (3) days (equal to the number of hours per day employed) of general leave as personal leave, provided said employee has at least three (3) days of accumulated general leave from which the personal leave shall be deducted. Personal leave may be granted in increments of an AM run, a mid-day run, or a PM run. Preapproval shall be required for the use of personal leave except as designated in 8.1.5.2. Requests for personal leave shall be submitted to the employee's supervisor no later than ten (10) business days prior to the date of the requested leave.

Personal leave is intended to be used to address personal business that can only be attended to during normal work hours. Personal leave is not intended to be used to extend a vacation.

Applications for personal leave shall be granted **unless** the leave is taken at any of the following times:

- a) The first five (5) or last five (5) school days of the year.
- b) The day before or after any holiday or non-student day identified on the calendar.
- c) When four (4) other bargaining unit employees have already been scheduled for personal leave on the day requested.

### 8.1.5.2 Submission After an Absence:

Personal leave may also be used in the event an employee has personal circumstances that meet the following criteria:

- a) The problem must have been suddenly precipitated; or must be of such a nature that preplanning is not possible or that preplanning could not relieve the necessity for the employee's absence.
- b) The problem cannot be one of minor importance or mere convenience, but must be serious.

Written application for consideration for personal leave will be submitted on the designated form to the Human Resources Department within thirty (30) days of the employee's return from the absence.

The form will require an explanation of the personal situation causing an absence.

The decision regarding whether the leave will be considered as personal leave will be transmitted to the employee within fifteen (15) days of the receipt of the request. During the period prior to a decision being made, no deduction from pay will occur.

## 8.2 Bereavement Leave

Bereavement leave is defined as leave for the purpose of mourning the death of a family member or others. Bereavement leave is intended to be applied in a timely manner related to the death of the individual. The District has established a time frame of thirty (30) days from the time of death to be considered eligible for bereavement leave. Bereavement leave will be granted and paid by the District. Bereavement leave shall be non-cumulative and shall not be deducted from the employee's accumulated general leave.

It is understood that sometimes a memorial service, funeral or other activity may occur later than one month after the death. In such cases, the District may grant the bereavement leave, provided there is sufficient documentation to account for the time of the memorial service. Employees who serve as executors to an estate or have other legal considerations may use personal leave to take care of affairs of the deceased.

The District may allow up to five (5) days per event of paid bereavement leave for the death of an employee's family member.

The District may allow up to one (1) day per event of paid bereavement leave for the death of an employee's non-family member not to exceed three (3) occurrences per fiscal year.

In situations where serious personal complications occur as a result of bereavement, the employee may be granted an extended leave of absence without pay not to exceed ninety (90) calendar days upon approval of the Superintendent in accordance with Section 8.3 of this Article.

Generally, bereavement leave requests shall be granted with an understanding that a request may not automatically result in five (5) days of leave taken as bereavement. Should there be a concern regarding the appropriate use of bereavement leave, Human Resources may require specific documentation related to the bereavement request.

## 8.3 Leave of Absence

Upon recommendation of the immediate supervisor and approval of the Superintendent, leave of absence may be granted to any employee for such things as: (a) illness, (b) family emergency, (c) disability, (d) education, (e) union business, (f) personal business, (g) childcare, etc.

Any leave without pay anticipated to last longer than twenty (20) calendar days would be treated as a leave of absence.

Except for military service there shall be no other employment while on leave without prior written approval from the Human Resources Department. The taking of employment without prior written approval shall terminate the leave and said employee's employment with the District, provided, however, that employees may continue other employment they had prior to requesting the leave.

The District shall state in writing the terms of the leave of absence.

Seniority and leave credits established at the time of departure on an approved leave of absence shall be restored when the employee returns to work. Seniority will not accrue while on leave of absence, except when the leave is necessitated by an industrial injury or other disability. When an employee is on disability leave, seniority will accrue for up to one year. When an employee is off work due to an industrial injury, seniority will accrue for up to two (2) years. Employee routes will not be posted as an open for six (6) months in the case of disability leave or one (1) year in the case of industrial injury. In either case, the actual route assignment will end at the end of the school year.

When an employee returns from a leave other than leave necessitated by industrial injury or disability, the employee shall be reinstated in a position equivalent in duties and salary to that which they held at the time their request for a leave of absence was approved, if a vacancy exists. If a vacancy does not exist, the employee will be placed on a waiting list subject to recall by seniority.

#### 8.4 Civic Responsibility Leave

An employee shall be granted a leave for jury duty or to serve as a witness at trials.

There will be no deduction in the employee's compensation for jury duty or to serve as a witness at trials provided the employee is not the plaintiff or defendant in the action.

#### 8.5 Military Leave

The District shall pay the employee their regular salary for the purpose of discharging military reserve obligations for up to fifteen (15) calendar days in any one (1) year.

An employee who enlists, is inducted or recalled to active duty shall be granted a leave of absence without pay for the period of their military service and shall be reinstated to their former or comparable position, provided application for such position has been made to the district within ninety (90) days after the expiration of such military service.

#### 8.6 Leave Without Pay

Employees may use leave without pay should no other provisions of general leave in Article 8 apply. Requests for leave without pay must follow the following steps to be considered for approval:

- a) Application for leave without pay shall be made as far in advance of the requested leave as possible through the employee's supervisor.

- b) The supervisor will acknowledge receipt of the request and submit to the Human Resources Department.
- c) In consultation with the supervisor, the Human Resources Department will review the request, including exploring other leave options that may be available to the employee.
- d) The granting of leave without pay shall be on a case-by-case basis.
- e) Leave without pay requests for the first five (5) or last five (5) school days of the year shall not be granted unless special circumstances or needs of the individual as well as the best interests of the educational program will be considered in making the determination to grant or deny the application.
- f) The employee shall be notified no later than five (5) business days after receipt by Human Resources whether or not the leave without pay request has been approved.

Approval of requests for leave without pay will be limited by the known or projected ability to provide substitute coverage. Requests will be considered based on the date and time of receipt of the request. If more than one request is submitted at the same time, and not all can be granted, the request from the most senior driver will receive first consideration for approval.

No requests for leave without pay will be approved in advance of five (5) working days for the following times:

- (1) the month of September
- (2) the last two weeks of a school year

All other requests for leave without pay will receive a response within five working days of the request.

#### 8.7 Labor and Industries, Industrial Injury, or Illness

Employees suffering illness or injury compensable under the District's self-insured industrial insurance shall be allowed to use general leave to the amount of their earned credit less any industrial insurance payments for which they are eligible. General leave charged to the employee shall be proportionate to that portion of the employee's salary paid by the leave. The combined insurance and leave payments shall not total more than the employee's usual base pay. Any overpayments shall be returned to the District by the employee.

Employees shall be allowed leave with compensation for illness or injury up to the amount of their earned credits under the following conditions:

- a) During an illness or injury which has incapacitated the employee from performing their duties.

- b) During the infectious period following the exposure of an employee to a contagious disease during which their attendance on duty would jeopardize the health of fellow employees or the public.
- c) For the purpose of medical, dental, or optical appointments if arranged in advance with the immediate supervisor.

In the case of absence for illness or injury, the use of general leave shall be limited to the hours of an employee's base assignment. However, when such illness or injury results in an employee being absent for five (5) consecutive days or more, the employee may use the average number of hours per day worked in the previous pay period to calculate the hours of sick leave to be used.

## **ARTICLE 9 - GRIEVANCE PROCEDURES**

### 9.1 Purpose

The purpose of this Article is to provide for a mutually acceptable method for prompt and equitable settlement of employee grievances.

### 9.2 Definitions

A grievance is a claim by an employee and/or the Union that the express terms of this Agreement have been misinterpreted or misapplied by the District.

### 9.3 Procedure

An employee may institute a grievance on their own and may request the assistance of the Union. The proper procedure for pursuing adjudication of alleged grievances is as follows:

#### Informal Step

Prior to filing a grievance at Step 1, the grievant shall first meet with their supervisor to try to resolve a potential grievance. The employee may ask up to two (2) work site representatives to be present at the meeting.

#### STEP ONE

If the grievance cannot be resolved informally, within thirty (30) business days of the time a grievance arises or the time when the grievant should reasonably have had first knowledge of its occurrence, the grievant will commit the grievance to writing on a Grievance Review form, sign it, and present it to the Director of Transportation. The written statement should include (1) the nature of the grievance, (2) the section(s) that allegedly have been misinterpreted or misapplied, and (3) the recommended solution to the grievance. A copy of the Grievance Review Request form also shall be sent to the Executive Director of Human Resources.

Within fifteen (15) business days after receipt of the written grievance, the Director of Transportation shall communicate their written response to the grievant and the Union.

#### STEP TWO

If the grievant is not satisfied with the resolution at Step One, they may, within fifteen (15) business days after receipt of the written response in Step One, submit the grievance to the Executive Director of Human Resources.

Within fifteen (15) business days after the Step Two grievance hearing, the Executive Director of Human Resources or their designee shall communicate a written response to the grievant and the Union. At the conclusion of Step Two, either the Union or District may request voluntary mediation in an attempt to resolve the grievance. Both parties must agree to mediation. In the event mediation occurs, the parties agree to suspend the timelines for submission to Step Three should there be no settlement at mediation. The parties will select an agreed upon mediator, which may utilize the Public Employees Relations Commission or another accepted entity. The parties will evenly split the cost of the mediator, if any, and bear their own costs and expenses for mediation. Should the parties reach an agreed upon mediated settlement, the grievance shall be considered resolved.

#### STEP THREE

If the grievance is not satisfactorily resolved at Step Two, or failure to reach a mediated resolution, the Union may, within fifteen (15) business days after receipt of the written response from Step Two, submit the grievance to the American Arbitration Association or PERC for arbitration under their voluntary labor arbitration rules and within the following guidelines:

- a) The arbitrator shall limit their decision strictly to disputes involving the application or interpretation of the express terms of this Agreement. The arbitrator shall have no power to change, alter, detract from, or add to the provisions of this Agreement.
- b) The arbitrator's decision shall be final and binding on the Union, the employees involved, and the District.
- c) The fees and expenses of the arbitrator shall be shared equally by the District and the Union. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other.

#### 9.4 Time Limits

The number of days within each step is the maximum, and every effort shall be made to expedite the process. Failure on the part of the District to act within the time limits will move the grievance to the next step automatically. Failure of the grievant or the Union to comply with any time limits specified in this procedure shall constitute withdrawal of the grievance.

The District and the Union may mutually agree in writing to extend the time limits at any one of the steps. In the case of employees having significant breaks in their workdays, the parties will agree to acceptable time limits.

## 9.5 Medical Arbitration

A grievance from an employee who is terminated from the service of the District or placed on unpaid leave for lack of ability to perform all of the duties of their position without restriction shall be processed only through the following medical arbitration procedure. The employee must notify the District of their desire to have the matter processed through the medical arbitration procedure within thirty (30) business days of notice of the District's intent to place them on unpaid leave or to terminate them.

### STEP ONE

The employee's physician and the District's physician shall discuss the issue. In the event the two (2) physicians cannot resolve the issue, they shall select a third (3<sup>rd</sup>) physician who is a specialist in the appropriate field of medicine to serve as an arbitrator.

### STEP TWO

The medical arbitrator will examine the employee to determine whether the employee meets the District's medical standards and can perform all of their duties without restriction.

The decision of the medical arbitrator shall be final and binding on the employee involved, the Union, and the District. The fees and expenses of the medical arbitrator shall be borne equally by the District and the Union.

Should the medical arbitrator rule in favor of the employee, the employee shall be returned to work without loss in seniority. The employee shall receive back pay from the date the employee was terminated from service with the District or placed on unpaid leave; provided the employee was available for the medical examination set forth in this procedure.

Should the arbitrator rule in favor of the District, the employee's termination will be considered final, or the employee shall continue on leave until they are able to return to duty or their leave expires, whichever occurs first.

The power and authority of the medical arbitrator shall be strictly limited to determining whether the employee meets the District's medical standards and can perform all of their duties without restriction. The medical arbitrator shall not have the authority to add to or subtract from or modify the District's medical standards.

During the period of time required to complete the medical arbitration procedure, the employee shall continue to receive the Health and Welfare benefits provided for in Article 12; provided such is permitted by the insurance carriers.

## **ARTICLE 10 - PERSONNEL FILES**

### 10.1 Personnel Files

An employee's personnel file shall contain job assignments, transcripts and other documents pertaining to education/certification where appropriate, performance evaluations, and such additional communications and records as are related to an individual's employment status with the District.

The employee's personnel file shall be open to their inspection at reasonable times upon request.

Notice will be provided an employee when material is placed in or removed from their personnel file. The employee will be given an opportunity to attach comments to materials placed in their file.

Any adverse materials other than performance evaluations shall be kept a maximum of five (5) years. This adverse material includes any disciplinary documents and documents associated with a driver's abstract through the accident review system. In accordance with WAC 181-88, no information related to substantiated verbal or physical abuse or sexual misconduct may be removed from any employee file.

The employee may also request removal of disciplinary documents at the end of two (2) years if said documents are not identified for retention as stated above.

### 10.2 Public Records Requests

Employer agrees to notify SEIU Local 925 when it receives a request for records or information containing personal information of, or pertaining to, bargaining unit members unless there is an available exemption that would protect the personal information from disclosure. Employer will provide such notice as soon as possible upon receiving the request, but in no event less than fourteen (14) calendar days before the intended release date.

Notice will include:

- A copy of the request;
- A general description of the responsive records;
- The actual date the employer intends to produce the records unless it is served with a signed court order preventing disclosure.

Personal information includes any of the following, but is not limited to: residential address, residential telephone numbers, personal wireless telephone numbers, GPS or similar location coordinates, personal electronic mail addresses, social security numbers, driver's license numbers, dates of birth, work phone number, work email, work location, seniority date, union membership status.

## ARTICLE 11 - PERFORMANCE EVALUATION

### 11.1 Procedure

Upon completion of the sixty (60) workday probationary period, and annually thereafter, each employee shall have their performance evaluated.

Driver's annual evaluation shall occur between February 1<sup>st</sup> and the end of the school year. The employee may be accompanied to an evaluation conference by the Union Business Representative, and/or work site representatives.

Each evaluation shall concern an employee's work performance focusing on strengths and weaknesses with specific suggestions for improvement where appropriate.

A copy of any evaluation shall be placed in the employee's personnel file, and a copy shall be given to the employee.

An employee may place a written response to any performance evaluation in their personnel file.

### 11.2 Evaluation Appeal

An employee may appeal an evaluation which has a potentially adverse effect on their employment status through the following appeals process:

#### STEP ONE

Within fourteen (14) calendar days of receipt of an evaluation the employee, either directly or with the assistance of the Union, will commit such appeal to writing, sign it, and present it to the supervisor. The written statement should include (1) the nature of the appeal, (2) the alleged discrepancies in the evaluation, and (3) the recommended corrections to the evaluation.

Within fourteen (14) calendar days after receipt of the written appeal, the supervisor shall communicate their written response to the employee.

#### STEP TWO

If the employee is not satisfied with the resolution at Step One, they may, within fourteen (14) calendar days after receipt of the written response, submit their appeal to the next level of supervision.

The administrator shall meet with the employee within fourteen (14) calendar days after receipt of the appeal. A written decision shall be rendered within thirty (30) calendar days of such meeting. Said decision shall be final and binding on the District and the employee.

## **ARTICLE 12 - HEALTH AND WELFARE**

### 12.1 Health Benefits

Employees will be eligible for benefits as determined by the School Employee Benefits Board (SEBB) and administered by the Health Care Authority (HCA). Employees are eligible for SEBB benefits if they are expected to work a minimum of 630 hours during a calendar year.

Employees who are not initially expected to work enough hours to be eligible, but who reach the hours threshold during the calendar year, shall become eligible for benefits upon reaching the hours threshold, and shall be presumed eligible for the following calendar year. This provision includes substitute bus drivers.

An employee who has exhausted all general leave benefits and is on a medical leave of absence shall continue to receive the District health/dental insurance contribution until the expiration of their current assignment. The District's contribution will be the average monthly contribution received during the preceding months of the employee's annual assignment.

### 12.2 Dental/Vision Insurance

Dental and Vision Insurance are provided by SEBB and administered through the HCA as delineated above in Article 12.1.

### 12.3 Life Insurance

Employees shall be provided life insurance as delineated by SEBB and administered by the HCA. SEBB has established group term life insurance of thirty-five thousand dollars (\$35,000), and Accidental Death and Dismemberment at five thousand dollars (\$5,000) for each eligible employee.

### 12.4 Retirement

All employees covered by this Agreement shall be members of the School Employees Retirement System as required by law.

### 12.5 Industrial Insurance

The District will provide industrial insurance in accordance with state law.

The cost of such insurance shall be borne by the District with the exception of that portion required by law of the employee.

### 12.6 Summer Medical Insurance for Drivers

For insurance coverage in the months of August, September, and October, the District will withhold the employee portion of premiums during the remainder of the year through payroll deduction.

12.7 Section 125

Under the auspices of Section 125 of the Internal Revenue Code the District shall provide 1) a medical premium conversion program which allows an employee to elect to have any of their health insurance premium contributions paid before the application of income taxes under the Internal Revenue Code; 2) a Health Care Expense Account (HCEA) which allows an employee to use pre-tax dollars to pay for expenses not 100% covered or ineligible for payment through the group health care plans; and 3) a Dependent Care Reimbursement program which allows an employee to use pre-tax dollars to pay for allowable dependent care costs.

125 options (flex spending accounts) shall be provided by the HCA and are no longer offered directly from the District.

12.8 VEBA

The District and bargaining unit employees will vote annually to participate in the Voluntary Employee Benefit Account (VEBA) for all employees retiring between January 1 and December 31 of each year.

**ARTICLE 13 - COMPENSATION**

13.1 Salary

For the duration of the Agreement, salary Increases shall be as follows:

For the 2025-2026 contract year, salaries shall be set as follows:

- Increase base salary by 2.5%.
- Move base supplemental listed previously onto base salary.
- Reallocate professional development funds budgeted at \$20,000 into base salary. This increases base salary by seventeen (17) cents per hour.
- Roll in vacation salary add on to base salary using the current average formula. This increases base salary by two dollars and fifty-five cents (\$2.55) per hour.
- Roll in current pay for Independence Day to base salary. This increases base salary by sixteen (16) cents per hour.
- Modify current technology stipend of \$500 annually to be paid hourly. This equates to fifty (50) cents per hour, as identified in 13.7.

For the 2026-2027 contract year, base salaries shall be increased by the adjusted inflation factor provided by the Legislature.

For the 2027 – 2028 contract year, the parties agree to reopen negotiations for wages. This reopener shall commence no later than June 1, 2027.

- 13.1.1 All employees covered by this Agreement shall be paid according to the salary schedule as set forth in the Amendments to this contract.
- 13.1.2 Payroll warrants shall be issued to the employee on the last working day of each month:
  - 13.1.2.1 December warrants will be issued prior to the end of the calendar year (December 31).
  - 13.1.2.2 In no case will the District be required to issue payroll warrants prior to the date scheduled for payment of state apportionment.
  - 13.1.2.3 However, in no case shall employees be issued the preceding month's payroll warrant later than the first working day of a month.
- 13.1.3 Electronic Transfer of Pay Warrants

Within forty-five (45) days after receipt of authorization from an employee, the District shall electronically deposit the employee's monthly pay warrant directly in any bank which is capable of receiving electronically transferred payroll deposits through an automated clearing house.

## 13.2 Increments

All new employees without previous school bus driver experience will start at the paid training rate, then upon completion of training and receiving their School Bus Driver Authorization from OSPI, will move to the Probationary Pay Rate for sixty (60) workdays, then providing performance has been satisfactory during the probationary period, will move into the first step on the pay scale. Experienced school bus drivers new to the District shall be credited with verified years of experience on the salary schedule.

## 13.3 Premium Pay

Employees whose run includes two (2) or more students from a behavioral disability centered program and/or non-district behavioral disability centered program, will be paid an additional one dollar (\$1.00) per hour above their regular hourly rate of pay for that portion of the run.

A state certified driver trainer shall receive two dollars (\$2.00) per hour above their regular hourly rate of pay while functioning as a driver trainer.

## 13.4 Meetings/Training

The pay rate for management-called meetings, defensive driver training, and any recertification training shall be at the regular rate of pay. Employees shall be paid for attendance at such meetings and training. Annually, in addition to the State-required in-service, the District shall provide at least twenty (20) hours of such. Of the twenty (20) hours, ten (10) hours will be mandatory training, and ten (10) hours will be optional training. A joint SEIU/BSD committee will be formed to select appropriate topics for training, solicit trainers for the chosen topics, and schedule the trainings. The District

may provide the training during a variety of times, such as midday, before and after work, and on in-service days. One hour of mandatory training will be required in August, December, and June to explain the bid process.

The District agrees it is beneficial to provide job related meetings/trainings on non-student days and will schedule at least one meeting/training class on a non-student day each school year when possible. Time spent in meetings and training shall not be considered as time worked for the purpose of computing overtime if all of the following conditions are met: 1) attendance occurs outside of the employee's regular working hours; 2) attendance is voluntary; 3) the course, lecture or meeting is not directly related to the employee's job; and 4) the employee does not perform any productive work during such attendance.

Meetings/training scheduled by management will be considered mandatory and all drivers will be required to attend unless excused by the director of transportation.

13.5 Replacement of Personal Belongings

The District will carry insurance that will provide for the replacement purchase of any personal work-related belongings that are stolen or damaged while on-site at the workplace.

13.6 Staff Development

The District agrees to pay the full training and certification costs for current District Driver Trainers. Those drivers who are not currently assigned as District Driver Trainers may utilize the Staff Development Pool for training and certification costs.

13.7 Technology Stipend

Employees covered under this agreement shall receive a technology hourly rate of fifty (50) cents per hour for the required use of technology as a condition of employment.

13.8 Clothing Stipend

Each eligible bargaining unit employee shall receive a three hundred fifty (\$350) annual stipend as clothing allowance to be paid in the first regular pay of the contract year (end of September). For new employees, upon successful completion of their probationary period, the employee shall receive a prorated portion of the clothing stipend.

13.9 Longevity Stipend

A Longevity Stipend shall be paid annually to regular route drivers, substitute drivers, and driver-trainers. The stipend shall be paid to eligible employees completing the following years of service effective September 1 of each year:

- a. Years 1 – 3                      \$500
- b. Years 4 – 5                      \$1,000

|                  |         |
|------------------|---------|
| c. Years 6 – 10  | \$1,500 |
| d. Years 11 – 15 | \$2,000 |
| e. Years 16 – 19 | \$2,500 |
| f. Years 20+     | \$3,000 |

Employees who submit a notification of retirement prior to June 1 shall be eligible for the longevity stipend they would have earned if employed after September 1 of the new contract year. This last longevity stipend shall be paid with the employee's last regular check.

### 13.10 Paid Training and Hiring Bonus

In an effort to improve recruitment and retention of bus drivers, trainees will be paid a training rate for the time they are in training, not to exceed five (5) hours per day for seventeen (17) days of behind the wheel training consisting of three and a half (3.5) hours during the mid-day and two and a half (2.5) hours riding along on a regular AM or PM route for fifteen (15) days and two (2) five-hour (5) days of classroom training. They will also be paid for attending required CPR/First Aid Training.

New drivers who successfully complete their training shall receive a \$1,500 hiring bonus to be paid in three installments, the first seven hundred fifty dollars (\$750) payment to be paid during the next pay period after completion of training. After thirty (30) days of driving, the new driver will receive a second payment of two hundred fifty dollars (\$250) to be paid during the next pay period.

After sixty (60) days of driving, drivers who successfully complete their probationary period will receive a third and final payment of five hundred dollars (\$500) to be paid during the next pay period.

Any current driver who refers a new driver who successfully complete training shall receive a five-hundred-dollar (\$500) referral bonus to be paid in two installments, the first when the new driver completes training and the second after the new driver completes sixty (60) days of driving and comes off probation.

### 13.11 Professional Fees Reimbursement

Bargaining unit members may submit up to two hundred fifty dollars (\$250) annually for reimbursement for professional fees based upon verification of the expense. Said reimbursement shall be paid after verification at the end of June of each contract year. The following are organizations whose membership qualifies for reimbursement:

Washington Association of Maintenance and Operations  
National Association of Educational Office Professionals  
Washington Association of Education Office Professionals  
Bellevue Association of Education Office Professionals  
Washington Association of Pupil Transportation  
School Nutrition Association

## **ARTICLE 14 - COMPUTING PAY**

### 14.1 Pay Hours

Hourly pay for regular assignments shall be computed on the length of the assignment. Actual time on the clock which exceeds the regular assignment shall be authorized by a supervisor. Hourly pay for extra work shall be computed on actual time on the clock. Field trip clock in times will be forty-five (45) minutes before the scheduled depart time and clock out time will be up to forty-five (45) minutes from the school and completion of bus cleaning.

Employees shall receive all compensation owed for such services on the first possible pay warrant following the date that actual time records are submitted in accordance with established payroll cutoff dates.

### 14.2 Overnight Field Trips

Driver pay hours shall be actual daily driving time or eight (8) hours, whichever is greater, for each day of the trip plus applicable per diem.

## **ARTICLE 15 - ASSIGNMENT/SELECTION OF BUSES**

In the initial bid process each school year, drivers may, in order of seniority, select the bus of their choice from the buses designated for the route assignment they have chosen.

Buses will go with a driver if they move to another route, only if the new route requires the same equipment. However, if a driver moves to a route designated for another type of bus, then the driver will select an available bus. The buses utilized for special needs students can go with the driver only if the buses have similar equipment. Bus "bumping" will not occur.

Buses may be assigned by management based on the equipment needs of the route, including wheelchair stations or stop paddle cameras.

## **ARTICLE 16 – SAFETY AND ACCIDENT REVIEW COMMITTEE**

The Accident Review Committee shall include three (3) Union members, who shall be selected by the Union. The Committee shall function in accordance with the rules and regulations established by the National Safety Council.

This committee will meet on an as needed basis to make accident determinations based on the facts of the accident. It will make the determination as to how many accident points are assessed to a preventable accident. The committee does not have the authority to implement discipline.

The committee will also meet at least quarterly to discuss and make recommendations to resolve Transportation safety issues or concerns.

### **ARTICLE 17 - UNSAFE VEHICLES**

No driver shall be required to drive any vehicle which is not in a safe operating condition. In the event the driver should discover a vehicle to be defective, they must immediately notify the Fleet Maintenance Supervisor in writing.

After consultation with the driver and servicing mechanic, the Transportation Supervisor or his designee shall have the final authority to determine whether a vehicle may be safely operated. This determination shall be placed in writing and a copy given to the driver. The statement given the driver should state that the driver is absolved of any liability in the event an accident occurs due to the alleged defect.

Upon request, a driver shall be advised in writing of any action taken on the requested repairs of their vehicle by the Fleet Maintenance Shop.

Drivers shall be advised prior to their run when their bus is out of service.

### **ARTICLE 18 - SPECIAL PERMITS**

All employees are required to possess a valid State of Washington Driver's License and any other endorsements as required by law. All bus drivers are required to possess a valid State of Washington School Bus Driver's authorization. All employees who are state-authorized to transport students are required to possess a current first-aid card and CPR certification.

The costs of all Commercial Driver's License endorsements will be paid by the District. In addition, the District will pay for the skills test for new drivers.

The District and the Union agree that the District has an obligation to implement the rules and regulations of the Federal Omnibus Transportation Employee Testing Act of 1991 mandating alcohol and controlled substances testing for employees required to hold a commercial driver's license. District Procedure [5202P](#) will govern this obligation. The District will provide the Union with notice of any proposed changes in this procedure and the opportunity to negotiate effects regarding those changes to the extent required by RCW 41.56. If the statutory requirement to test employees is removed or modified, the parties shall meet at the earliest possible time with the intention of negotiating the affected portions of the procedure.

For any employee who experiences any out-of-pocket expenses such as a charge for a missed medical appointment as a result of having to perform a federally required random drug test shall be reimbursed for any reasonable costs. Receipts may be required for reimbursement.

## **ARTICLE 19 - LIABILITY INSURANCE**

The District shall provide insurance coverage protecting an employee against any claim for injury to person(s) or damage to any property, other than school property, arising out of their employment.

Protection shall be provided to any employee in the event that a claim is made for such things as driving the District's vehicles, detention, malicious prosecution, libel, slander, and other so-called personal rights. Such coverage shall be applicable up to a total limit of five million dollars (\$5,000,000) for any one occurrence; provided, however, an exception to this would be while the employee is using the employee's own automobile or some other automobile not owned by the District in connection with their employment. In this case, coverage thus extended would provide employees covered under this Agreement with the same protection as provided for the District as a whole, its superintendent, administrators, and the Board of Directors.

## **ARTICLE 20 - SUBCONTRACTING**

The District and Union share the belief that we can best serve the needs of our students when we have highly trained, effective, and supportive employees. This belief is strengthened by the collaborative relationship between the Union, its members and the District. Therefore, the District and Union agree that for the duration of this contract the District will not engage in any consideration of subcontracting the transportation system.

The District reserves the right, however, to contract individual trips and will not violate any provisions regarding route assignments and bidding outlined in Article V.

## **ARTICLE 21 - ENTIRE AGREEMENT**

The parties acknowledge that during the negotiations resulting in this Agreement, each had the unlimited right and opportunity to make demands and proposals to any matter deemed a proper subject of collective bargaining. The results of the exercise of that right are set forth in this Agreement. Therefore, the Union unqualifiedly and specifically waives the right, and agrees that the District shall not be obligated, to bargain collectively 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 of the parties at the time of execution hereof. This Agreement constitutes the entire Agreement between the parties and concludes collective bargaining for its term.

## **ARTICLE 22 - CONDITIONS OF THE AGREEMENT**

### 22.1 Severability

In the event that any provision of the Agreement shall, at any time, be declared invalid by any court of competent jurisdiction or through government regulations or decree, such decision shall not invalidate the entire Agreement, it being the express intention of the

parties hereto that all other provisions not declared invalid shall remain in full force and effect.

22.2 Duration

This 2025 – 2028 agreement shall be in full force and effect from 1 September 2025 through 31 August 2028. This beginning effective date applies to all provisions of this agreement except where the express terms as a specific provision of this Agreement provide otherwise.

22.3 Modification

This agreement may be modified only with the written consent of both parties.

The parties hereto have executed this Agreement this 12<sup>th</sup> day of November 2025.

SIGNATORIES:

BELLEVUE SCHOOL DISTRICT #405

SERVICE EMPLOYEES INTERNATIONAL  
UNION, LOCAL #925, (Transportation)

\_\_\_\_\_  
Jeff Thomas

\_\_\_\_\_  
Maria Arrellano-Smith

\_\_\_\_\_  
Michele Miller

\_\_\_\_\_  
Lawrence Brown

\_\_\_\_\_  
Don Dixon

\_\_\_\_\_  
Julie Stokes-Lopez

\_\_\_\_\_  
Darline Chan

\_\_\_\_\_  
James Kirk

\_\_\_\_\_  
Ty Boulanger

\_\_\_\_\_  
Jennifer Vsetecka

\_\_\_\_\_  
Kim Taniguchi

\_\_\_\_\_  
Monica Oliver

APPENDIX A: 2025 – 2026 SALARY SCHEDULE

**BELLEVUE SCHOOL DISTRICT #405  
TRANSPORTATION PERSONNEL SALARY SCHEDULE**

September 1, 2025 - August 31, 2026

|                     | Probationary   | Years 1-3      | Years 4-5      | Years 6-10     | Years 11-15    | Years 16-19    | Years 20+      |
|---------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Training Rate       | \$25.35        |                |                |                |                |                |                |
| Substitute Driver   | \$32.91        | \$36.57        | \$37.12        | \$37.67        | \$38.22        | \$38.77        | \$39.32        |
| Tech                | \$0.50         | \$0.50         | \$0.50         | \$0.50         | \$0.50         | \$0.50         | \$0.50         |
| <b>Total Hourly</b> | <b>\$33.41</b> | <b>\$37.07</b> | <b>\$37.62</b> | <b>\$38.17</b> | <b>\$38.72</b> | <b>\$39.27</b> | <b>\$39.82</b> |
| Bus Driver          | \$33.22        | \$36.91        | \$37.46        | \$38.01        | \$38.56        | \$39.11        | \$39.66        |
| Tech                | \$0.50         | \$0.50         | \$0.50         | \$0.50         | \$0.50         | \$0.50         | \$0.50         |
| <b>Total Hourly</b> | <b>\$33.72</b> | <b>\$37.41</b> | <b>\$37.96</b> | <b>\$38.51</b> | <b>\$39.06</b> | <b>\$39.61</b> | <b>\$40.16</b> |
| Driver/Trainer      |                | \$38.91        | \$39.46        | \$40.01        | \$40.56        | \$41.11        | \$41.66        |
| Tech                |                | \$0.50         | \$0.50         | \$0.50         | \$0.50         | \$0.50         | \$0.50         |
| <b>Total Hourly</b> |                | <b>\$39.41</b> | <b>\$39.96</b> | <b>\$40.51</b> | <b>\$41.06</b> | <b>\$41.61</b> | <b>\$42.16</b> |

4th of July is not a paid holiday

APPENDIX B: LEAVE TYPES

| Bus Driver Leaves - Article 8           |  | Form:  | Is there a Balance in Employee Self-Service? | Comes out of General Leave?      |
|---|--|--|--|----------------------------------|
| <b>Leave type - Article Reference</b>   | <b>To be used:</b>   |  |  |                                  |
| <b>General Leave - 8.1</b>              | <ul style="list-style-type: none"> <li>Continuous or intermittent, short or long term absence resulting from an employee's mental or physical illness, injury, or health condition</li> <li>To accommodate the employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, including preventative care</li> <li>To care for an employee's child if the child's school or day care has been closed for a health-related reason</li> <li>To allow the employee to provide for a family member with a mental or physical illness, injury, or health condition</li> <li>For the care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition</li> <li>To care for a family member who needs preventative medical care</li> <li>For any absence that qualifies for leave under the domestic violence leave act</li> <li>While on a Worker's Compensation claim, in addition to the wage loss received thru our third party administrator: Sedgewick.</li> </ul> | Documentation may be required after 4 consecutive workday absences, or based upon other circumstances. Beginning Sept. 1, 2027 documentation may be required after 3 consecutive workday absences. | YES, Balance is from the prior month.        | You accrue based on hours worked |
| <b>Personal Leave - 8.1.5</b>           | <ul style="list-style-type: none"> <li>You may take up to 3 days (equal to the number of hours per day employed)</li> <li>Personal leave may be granted in increments of an AM run, a mid-day run, or a PM run, up to a maximum of an employee's regular work day</li> <li>Cannot be taken during the blackout dates*</li> <li>Personal leave is not intended to be used to extend a vacation, it may be used retroactive in the event an employee has emergency personal circumstances occurring unexpectedly.</li> <li>A maximum of 4 personnel leave requests for the whole bargaining unit are allowed per day</li> </ul>  | Requests must be submitted to employee's supervisor no later than ten(10) business days prior to date of leave.  | NO   | YES                              |
| <b>Ceremony Leave - 8.1.3</b>           | One day for ceremonies such as marriages or graduations, work day or requiring a work day travel. Please submit the form in advance if you have any questions.   | Required + attachment and/or details needed  | NO   | YES                              |
| <b>Bereavement Leave - 8.2</b>          | <ul style="list-style-type: none"> <li>Up to 5 days available can be taken in the case of the death of a family member within 30 days from the date of death</li> <li>One day may be taken for the death of a non-family member, with a limit of 3 days per year</li> </ul>  | Required + may require documentation   | NO   | NO                               |
| <b>Religious Leave - 8.1.4</b>          | Employees may take up to 3 days of general leave total/year, or 2 days unpaid leave for matters directly related to a religious holiday, an official ceremony or other religious observance per contract.  | Required   | NO   | YES                              |
| <b>Military Leave - 8.6</b>             | The District shall pay the employee his/her regular salary for the purpose of discharging military reserve obligations up to fifteen (15) calendar days in one (1) year  | Required + attachment  | NO   | NO                               |
| <b>Civic Responsibility Leave - 8.4</b> | A copy of the summons is needed  | Required + attachment  | NO   | NO                               |
| <b>Leave Without Pay</b>                | <ul style="list-style-type: none"> <li>Applications for leave without pay will be made as far in advance to the employee's supervisor who will make a recommendation to human resources</li> <li>Granting leave without pay is not guaranteed, approval of requests for leave without pay will be limited by the known or projected ability to provide substitute coverage, no requests for leave without pay will be approved in advance of five working days for the month of September or the last two weeks of a school year</li> </ul>  | Required + attachment and/or details needed  | NO   | N/A                              |
| <b>Revised 2025</b>                     | <b>*Blackout dates: the first and last 5 days of the school year, the day before or after a holiday or non student day, when 4 other drivers have been approved for personal leave that day.</b>   |  |  |                                  |