AMENDMENT TO THE MASTER CONTRACT

BETWEEN THE

BOARD OF SCHOOL TRUSTEES

OF

FORT WAYNE
COMMUNITY SCHOOLS
1200 South Clinton Street
Fort Wayne, IN 46802-3594

AND

TEAMSTERS
LOCAL UNION 414
2644 Cass St.
Fort Wayne, IN 46808

July 1, 2022 – June 30, 2026

This Amendment to the Master Contract between the Board of School Trustees of Fort Wayne Community Schools and the Teamsters, Local Union 414 arises out of the contract reopener from Article 8, section B.1, which stated:

> This Contract shall be effective as of July 1, 2022 and shall continue in full force and effect through June 30, 2026. Provided, however, that it shall reopen exclusively to bargain wages (Article 6 section A) on or before June 30, 2023, and again on or before June 30, 2025.

Therefore, the parties have bargained and agree as follows:

- The wages displayed in the table for base hourly rate in Article 6 Section A shall be increased by 4% for the 2023-24 school year, and shall increase again by 1% for the 2024-25 school year.
- Additionally, for the 2023-24 school year, the starting wage for entry-level drivers will increase to $22.00, and the starting wage for drivers with 2-4 years of experience will increase to $22.85.
- The following language will be added to Article 6 Section A: "Drivers whom FWCS assigns as trainers will receive a two-dollar ($2.00) premium on top of their regular hourly rate."
- The regular work year as established in Article 7 Section A shall be updated such that drivers shall be paid for a minimum of 192 days.
- Pay for Extracurricular Trips in Article 6 Section B shall be retitled Pay for Cocurricular Trips, and the subsections shall be stricken and replaced with the following:

    1. Drivers will be paid between $16.00 and $21.00 per hour based on their wage step, with entry-level drivers to be paid $16.00 per hour, $17.00 for drivers with 2-4 years of experience, $18.00 for drivers with 5-7 years of experience, $19.00 for drivers with 8-10 years of experience, $20.00 for drivers with 11-13 years of experienced, and $21.00 per hour for drivers with 14 or more years of experience for cocurricular trips.
    2. Drivers who drive "lift buses" on any cocurricular trips will receive one dollar ($1.00) per hour, per trip in addition to the hourly rate.
    3. Trip/Bus Cancellations: Drivers will be paid for canceled trips/buses in accordance and as specified within the following provisions: If the driver is notified of a trip cancellation while the driver is in route to the loading site or after the driver arrives, the driver will be compensated for the full time scheduled for the trip.
    4. The pay structure for overnight trips or continuation of multiple day trips begins from departure time until the trip sponsor releases the driver. Drivers will be compensated for any time actually worked or travel time that occurs during regular

work hours, including weekends or other nonworking days. A driver will have his/her expenses taken care of by the sponsoring school. In the event the school does not take care of lodging and meals for the driver, the driver will be reimbursed via a claim form at the corporation rates and guidelines. Only travel requiring an overnight stay qualifies the employee for meal allowances.

5. If the bus is left visibly dirty after a cocurricular trip, the driver may request and shall be paid one (1) hour additional pay at the cocurricular rate to clean the bus. This provision shall not be interpreted to mean all cocurricular trips but shall apply to football and band trips where the bus is left unusually dirty. Exceptions to these trips must be submitted to a supervisor for approval.

Teamsters, Local Union 414

By: _____
Robert Deitering
Business Agent

By: _____
Yvonne Meisner
Union Steward

By: _____
Mackenzie Jones
Union Steward

Board of School Trustees of Fort Wayne Community Schools

By: _____
Maria Norman
Its President

By: _____
Noah Smith
Its Secretary

By: _____
Dr. Mark Daniel
Superintendent

By: _____
David Amen
Spokesperson
Negotiation Committee