

SECOND 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 Second 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 in the table for base hourly rate in Article 6 Section A shall be increased for the 2025-26 fiscal year above the amounts bargained in the First Amendment to the Master Contract, as follows:

	Entry	Years 2-4	Years 5-7	Years 8-10	Years 11-13	Years 14-16	Years 17+
Hourly Rate	\$22.66	\$23.54	\$24.42	\$25.92	\$27.91	\$28.93	\$29.95

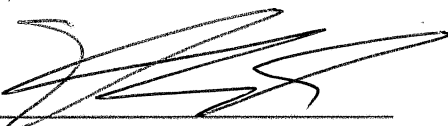
- The parties agree to update the regular work year as established in Article 7 Section A and as amended in the First Amendment (2023 reopener) such that drivers shall be paid a minimum of 191 days. Those shall consist of
 - ten paid holidays,
 - one day to practice running routes and for completion of the State Annual Recertification Training (yellow card) prior to the first student day in August, and
 - 177 scheduled school driving dayspaid at the driver's regular rate; and
 - three days of professional development, one of which will occur prior to the first student day in August and two of which will occur during the student school yearpaid at the established FWCS in-service rate.

The parties further agree to add the following language in Article 7 Section A, "However, if FWCS does not apply for or receive a flexibility waiver from the State Board of Education, as authorized by Ind. Code § 20-31-4.1-4, to waive the minimum number of instruction days for professional development, the two scheduled professional development days during the student school year shall be converted to school driving days at the driver's regular rate, and one additional school driving day will be added at the driver's regular rate."

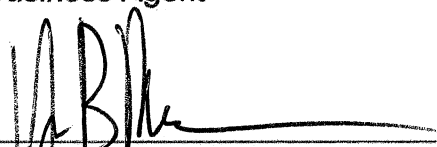
- The parties agree to clarify that any maintenance performed during the summer will be paid at the established in-service rate by adding the following language to Article 6 Section A: "Drivers participating in any maintenance work on the premises of the Transportation Center during the summer shall be paid at the established FWCS in-service rate."
- The parties agree to clarify that only non-probationary employees receive personal business leave by amending Article 3 Section D.1 to read "Each non-probationary employee shall be entitled to twelve (12) hours (two days) of personal business leave per fiscal year."
- The parties agree to add the following language to Article 6 Section A, "Drivers attain entry-level status after successfully completing their probationary periods and obtaining valid Indiana Commercial Driver's Licenses (CDLs) with P and S endorsements, along with valid Indiana State School Bus Driver Certificates (yellow cards)" to replace "Entry level begins on the start date of a substitute driver's successful bid on a regular route."
- The parties agree to add the following language to Article 6 Section B: "FWCS will not award supplemental or cocurricular routes/trips for evening or non-school day trips within sixty (60) days after drivers have successfully obtained their Indiana Commercial Driver's License (CDL) with a P and S endorsement, along with a valid Indiana State School Bus Driver Certificate (yellow card)."
- FWCS reserves the right to hire substitute drivers. Substitutes do not have bid routes and fill in as needed. They are paid the applicable FWCS hourly substitute rate.

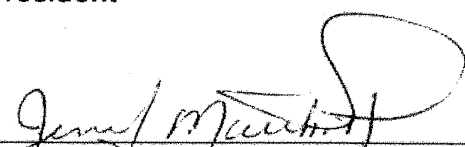
Teamsters, Local Union 414

Board of School Trustees of Fort Wayne
Community Schools

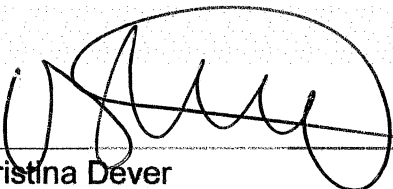
By: 
Keith Landis
Business Agent

By: 
Maria Norman
Its President

By: 
Yvonne Meisner
Union Committee Member

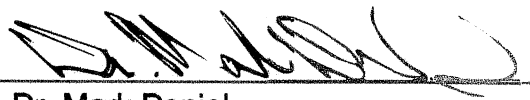
By: 
Jennifer Matthias
Its Secretary

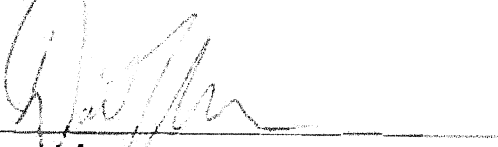
Teamsters, Local Union 414
(continued)

By: 
Cristina Dever
Union Steward

By: 
Cindy Warren
Union Committee Member

Fort Wayne Community Schools
(continued)

By: 
Dr. Mark Daniel
Superintendent

By: 
David Amen
Spokesperson
Negotiation Committee