

ARTICLE 23

TRANSPORTATION - BUS DRIVERS

23.1 This article pertains to all employees in the Bus Driver classification.

23.2 All bus drivers shall be compensated for attending mandatory Transportation Department business outside of their regular work hours.

23.3 Bus Drivers cannot drive a school bus for more than ten (10) hours during a work shift or work more than sixteen (16) hours on any work shift and must have eight (8) consecutive off-duty hours between work shifts.

Struck 23.4

Bidding Process

23.4 The route bidding process shall take place at the Back-to-School Transportation Meeting, which shall be held one (1) week before the first day of school for students. At that time, the District shall provide a listing of available routes and associated hours for the upcoming school year so that employees may make informed selections during the bidding process.

23.5 During the bidding process, once a driver agrees to a route, it cannot be changed.

23.6 The assignment of regular transportation routes and hours shall be conducted through a bidding process based upon seniority.

23.7 Drivers will be assigned a bidding number based on seniority. If two or more employees share the same hire date, seniority ranking for bidding purposes shall be determined by lot. Before the start of the school year, bus drivers will be notified of their bidding number and will then bid on their regular, daily assigned routes for the school year.

23.8 Employees who are unable to attend the scheduled bidding meeting may submit their route preferences in writing in advance to the Director of MOFT or their designee, who will place bids on the employee's behalf. The Director of MOFT or their designee shall provide CSEA with reasonable advance notice of all bidding sessions and shall permit an authorized CSEA representative to attend and observe the bidding process in its entirety.

Overtime

23.9 Drivers will have the opportunity to sign up on the overtime availability list before school begins.

23.10 During the first week of the school year, extra-hour trips shall be assigned according to seniority. The Transportation Department will assign the first week's trips to the most senior driver on the overtime availability list. Should a driver elect to become available at any point in the school year, they will be placed at the top of the list with .25 hours above the driver with the most overtime hours at that point in time.

23.10.1 Drivers who want to be on the overtime availability list at any point in the school year will email the Director of MOFT or designee stating they are available for overtime.

23.11 Thereafter, trips shall be distributed on a rotational basis according to each driver's accumulated overtime balance. Overtime earned shall be applied to the driver's overtime balance.

23.12 Available trips and return assignments for the upcoming week (Monday through Sunday) shall be posted on Friday.

23.13 A split-day overtime trip shall guarantee a minimum of two (2) hours for drop-off and/or two (2) hours for pick-up, applied only to the segment(s) actually assigned and completed.

23.14 During the weekly trip meeting, each driver shall be allowed two (2) passes without penalty. The third pass will be considered a refusal, and the hours of the refused trip will be added to the refusing driver's overtime balance.

23.15 If a driver is unable to make it back in time for their next route or trip it shall not be considered a refusal.

23.16 The District shall not remove, deny, or reassign a scheduled trip or an extra work assignment if the driver confirms, by 1:30 p.m. on the day of the absence, their return to work the following day.

23.17 If a driver relinquishes a selected trip, hours equal to the total trip time shall be added to the driver's overtime balance.

23.18 Trips offered on or after 1:30 p.m. on the workday before the trip date shall not be counted as a turndown.

Strike 23.20

Trip Cancellations and Rescheduled Trips

23.19 If a driver's trip is canceled and another trip becomes available the same day, the driver shall be offered that assignment first. Canceled trips shall not be charged against a driver's hours.

23.19.1 If a weekend or extra duty trip of four (4) hours or more is canceled after the driver reports to work without advance notice, the driver shall be guaranteed four (4) hours of pay.

23.20 If a trip is rescheduled, the originally assigned driver shall be offered the new date. Declining the rescheduled trip shall not result in additional hours being added.

Records and Enforcement

23.21 The District shall maintain accurate records of route assignments and extra duty hours and keep these posted for employees to view.

23.22 Such records shall be available to the Association upon request.

23.23 Employees bypassed for overtime per the process in this article shall be offered the next available overtime assignment.

CSEA to District – 05.07.2026 at 9:00 am
CSEA to District – 05.11.2026 at 9:30 am
CSEA to District – 05.11.2026 at 2:00 pm

District to CSEA - Counter 05.07.26 1:30pm
District to CSEA – Counter 05.11.26 11:30am



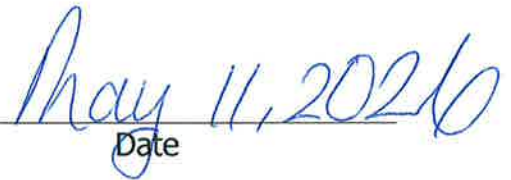
Stacy Weissman
Chapter 49 President
California School Employees Association



Date



Michele Doll
Assistant Superintendent of Personnel
Services
Covina-Valley Unified School District



Date



Michelle Ruiz
Labor Relations Representative
California School Employees Association



Date