

**Memorandum of Understanding
Between
ATU Union Local 1737
and
Douglas County School District RE-1**

Pay Increases

All bus drivers will receive a 2% increase to their base pay effective July 1, 2026 with the exception of bus drivers who are above the maximum in their salary range. These bus drivers will not receive a base pay increase or one-time stipend. If the District Board of Education approves an additional increase to classified staff compensation beyond the 2% raise for the 2026–2027 school year, bus drivers will receive the same increase, except for those already above the maximum of their salary range.

Retention Pay

All bus drivers will continue to receive an \$800 gross pay retention stipend according to the criteria identified in the ATU Collective Bargaining Agreement. Should the district offer a separate retention stipend to employees payable in the 2026-27 school year, bus drivers will be eligible based on the same eligibility criteria for all district employees.

Milestone Stipend

All bus drivers with twenty (20) or more years of service as a bus driver with the district as of June 30, 2026 will be paid a one-time \$1,500 gross milestone stipend. This milestone stipend will be paid at the earliest time possible after July 1, 2026. Should the district offer a separate milestone stipend to employees payable in the 2026-27 school year, bus drivers will be eligible based on the same eligibility criteria for all district employees.

Other District Wide Stipends

Should the district offer any district wide stipends to all employees during the 25-26 school year, bus drivers will be eligible based on the same eligibility criteria for all district employees.

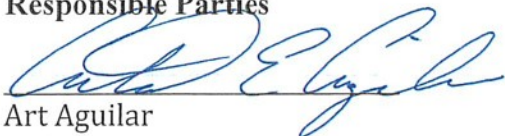
Referral Incentive

All bus drivers are eligible for a referral incentive when they refer a new Transportation bus driver—\$300 awarded to the referring employee and \$300 to the new hire. Internal transfers are not eligible for this program. The incentive will be paid after the new employee successfully completes CDL training and finishes three months of driving following qualification.

Effective Date

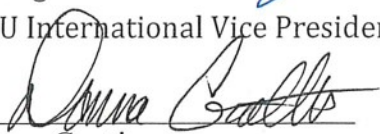
This MOU shall become effective upon approval by the Douglas County School District Board of Education and ATU union membership.

Responsible Parties


Art Aguilar

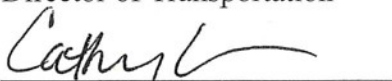
ATU International Vice President

4/28/26
Date


Donna Grattino

Director of Transportation

4/28/24
Date


Cathy Franklin
Director of Human Resources

4/28/24
Date

**Memorandum of Understanding
Between
ATU Union Local 1737
And
Board of Education
Douglas County School District RE-1**

Temporary Assignment - Assistant Trainer

The Douglas County School District (DCSD) Transportation Department will temporarily reassign certain CDL Bus Drivers to the role of "Assistant Trainer." CDL Bus Drivers who are also special needs Bus Drivers are not eligible to apply for this position. This initiative is intended to increase the number of CDL Bus Driver training classes.

Assignment Details

- Number of positions: Up to eight (8) CDL Bus Drivers.
- Assignment length: Up to ninety (90) days.
- Training requirement: Selected drivers must complete qualification training as part of the 90-day period. The training requirement is two weeks in length. Once the training has been successfully completed, no further training is required.

Responsibilities of Assistant Trainers

- Continue driving their current assigned routes.
- Qualify driver trainees by:
 - Allowing trainees to drive their assigned route.
 - Evaluating and confirming trainee driving skills.

Compensation

- CDL Bus Drivers selected for this temporary assignment will receive a 10% extra responsibility stipend, paid monthly, for the duration of their assignment.

Continuation Beyond 90 Days

- If the temporary assignment is extended, a new selection process will take place.
- All interested CDL Bus Drivers may apply.
- A formal interview process (including a union representative) will be conducted.

Effective Date

This MOU shall become effective upon approval by the Douglas County School District Board of Education and ATU union membership.

Responsible Parties

<u>Candie Buie</u>	<u>Oct 23 2025</u>
Candie Buie	Date
ATU 1737 President	
<u>Donna Grattino</u>	<u>Oct 23 2025</u>
Donna Grattino	Date
Director of Transportation	
<u>Cathy Franklin</u>	<u>Oct 24 2025</u>
Cathy Franklin	Date
Director of Human Resources	

MOU - Assistant Trainer Additional Language

Temporary Assignment - Assistant Trainer

1. All CDL drivers who are interested in the Assistant Trainer position will be required to apply for the position. CDL Bus Drivers whose route consists of 80% or more special needs students are not eligible to apply for this position. Interviews will be conducted to select CDL drivers to perform the temporary role of "Assistant Trainer." A Union representative will be included on the interview committee.

Qualifications for this position include:

- Must have a valid CDL license and be current on all their cards (DOT, CPI, etc)
 - Must not be on any performance improvement plan or disciplinary action
 - Must be willing to attend training during midday hours and/or non-student contact days. The total amount of training will be two weeks; however, due to scheduling the two weeks may not be done consecutively.
 - Must be willing to work with trainees on both GenEd and SPED routes
 - Must be proficient in SMART tag tablet and route driving efficiencies
 - Must have passed annual check-ride, have passed annual pre-trip, and CDE testing with an 80% or higher
2. Number of positions: Up to eight (8) Assistant Trainers. At this time (6) Assistant Trainers will be hired. This includes (2) for Castle Rock, (2) for Parker, and (2) for Highlands Ranch. Assistant Trainers may assist in qualifying drivers at other terminals as needed and as staffing permits.
 3. Training requirement: Selected drivers must complete qualification training as part of the 90-day period, in accordance with the ATU contract language. Assistant Trainer Qualification training requirement is two weeks in length (the two weeks may not be consecutive in length), and once successfully completed, no further training is required. A driver may be removed from the Assistant Trainer position at any time based on failure to perform duties as assigned and/or, if at any time, concerns arise regarding their training methods or failure to follow the appropriate required training for trainees.
 4. A certificate indicating training has been successfully completed will be issued by the Training Department to the Assistant Trainer.
 5. Once the selection process has been completed, seniority will be the deciding factor on who will be selected for the position.

Effective Date

This MOU shall become effective upon approval by the Douglas County School District Board of Education and ATU union membership.

Responsible Parties

<u>Candie Buie</u>	<u>Oct 23 2025</u>
Candie Buie	Date
ATU 1737 President	
<u>Donna Grattino</u>	<u>Oct 23 2025</u>
Donna Grattino	Date
Director of Transportation	
<u>Cathy Franklin</u>	<u>Oct 24 2025</u>
Cathy Franklin	Date
Director of Human Resources	

Between

ATU Union Local 1737

and

Douglas County Transportation Department

Summary:

The purpose of this MOU is to clarify how route bidding and extra work will be handled for bus drivers during the summer months when school is not in session.

Summer Route Bidding Process:

1. Prior to ESY routes becoming available, Transportation management will send out an email to all Transportation bus drivers to determine who is interested in driving a route during the summer.
2. Transportation management will arrange a live bid for all Transportation bus drivers who sign up for ESY routes, on a date to be determined by Transportation Management. Two hundred sixty day and 205 drivers will have first priority to bid on summer work and will be selected on a seniority basis. 260 and 205 drivers will be placed in the same pool; and seniority will be determined based on the group as a whole. Routes will be posted as they are during the school year. The bid form and open routes sheet will be available electronically to all Transportation bus drivers interested in ESY work.
3. If a special skill set is required due to student needs, or if there is another concern about compatibility with the route, Transportation bus drivers will be interviewed by Transportation management to select a driver who best meets the needs of the route. An ATU representative will be present at this meeting.

This MOU is at will and may be modified by mutual consent of authorized officials from DCSD and the ATU. This MOU shall become effective upon signature by the authorized officials from both entities.

Responsible Parties

Candie Buie
Candie Buie
ATU 1737 President

11/18/2024
Date

Donna Grattino
Donna Grattino
Director of Transportation

12/20/24
Date

Cathy Franklin
Cathy Franklin
Director of Human Resources

12/20/24
Date

Between

ATU Union Local 1737

and

Douglas County Transportation Department

260 Day CDL Drivers

The purpose of this MOU is to define the role of a 260 day CDL bus driver in Transportation.

Definition of 260 Day CDL Bus Driver:

A 260 day CDL driver is a driver responsible for student transportation needs for both in- and out-of-district school calendars. The 260 day CDL driver will also support student transportation when third-party transportation is not available.

260 day CDL drivers are required to share on-call duty, on a rotating basis, on days when the district is not in session. On-call pay on days when the district is not in session will be paid at the employee's hourly rate. The employee will be paid overtime for any hours worked in excess of 40 hours for the week. Employees who are on-call will receive a two (2) hour minimum of on-call pay. All 260 day CDL drivers (not by terminal) will be placed in a pool and selected for on-call assignments based on a rotating seniority list.

260 day CDL drivers receive 11 paid holidays, and are eligible for vacation days based on their years of service with the district.

This MOU is at will and may be modified by mutual consent of authorized officials from DCSD and the ATU. This MOU shall become effective upon signature by the authorized officials from both entities.

Responsible Parties

Candie Buie

Candie Buie
ATU 1737 President

11/18/2024

Date

Donna Grattino

Donna Grattino
Director of Transportation

12/20/24

Date

Cathy Franklin

Cathy Franklin
Director of Human Resources

12/20/24

Date