EMPLOYMENT AGREEMENT

SEPTEMBER 1, 2026 TO AUGUST 31, 2028

BUS DRIVERS

AND

INDEPENDENT SCHOOL DISTRICT #0743

SAUK CENTRE, MINNESOTA

ARTICLE I
ARTICLES/PORTION OF THE CONTRACT

The articles here attached constitute an integral portion of the contract agreement between Independent School District #0743, Sauk Centre, Minnesota, and the Bus Drivers.

ARTICLE II
DEFINITIONS

1. EMPLOYER - In all articles, Independent School District #0743 shall be referred to as the District.

2. EMPLOYEE - In all articles, shall be referred to as the Bus Driver.

ARTICLE III
BASIC SERVICES

The Bus Driver's shall faithfully and confidentially perform the services prescribed by the job description and the Superintendent of Schools whether or not such services are specifically described in the job description, abide by the rules, regulations, policies as established by the School Board and the Minnesota Department of Education, and any additions or amendments thereto, for the salary and benefits indicated herein, and all state and federal laws relevant thereto.

ARTICLE IV
DURATION

This contract shall remain in full force and effect, except if modified by mutual consent of the School Board and the Bus Drivers or unless terminated as provided by law.

This contract shall be in full force and effect through August 31, 2028. At the conclusion of its term or any agreed to extension thereof neither party shall have any further claim against the other party, and the Districts employment of the Bus Drivers shall cease.

ARTICLE V
SEVERABILITY

Should any portion of this contract be found to be in violation of state law, both parties agree to immediately negotiate appropriate modifications. Unless otherwise mutually agreed, all other provisions of the contract shall remain in full force and effect.

ARTICLE VI
TERMINATION DURING TERM

The Bus Drivers employment may be terminated during the term of this contract only for cause defined in M.S. 122A.40 Subds. 9 or 13. Except for the purposes of describing the grounds for discharge, the provisions of M.S. 122A.40 shall not be applicable. If the School Board proposes to terminate a Bus Driver during the contract term for cause as defined in M.S. 122A.40, it shall notify the Bus Driver in writing of the proposed grounds for termination. The Bus Driver shall be entitled to a hearing before an arbitrator provided the Bus Drivers makes such a request in writing within fifteen (15) calendar days after receipt of the written notice of the proposed termination. In such event, the parties shall jointly petition the Bureau of Mediation Services (BMS) for a list of five (5) arbitrators. The arbitrator shall be selected by the parties through the normal striking process as provided by BMS rules. The arbitrator shall conduct a hearing under normal arbitration procedure rules and issue a written decision. The decision of the arbitrator shall be final and binding upon the parties, subject to normal judicial review of arbitration decisions as provided by law. The Bus Driver may be suspended with pay pending final determination by the arbitrator. If the Bus Driver fails to request a hearing as provided herein within the fifteen (15) calendar day period, it shall be deemed acquiescence by the Bus Driver to the School Board's proposed action and the proposed action shall become final on such date as determined by the School Board, and the Bus Drivers shall have no further claim or recourse.

ARTICLE VII
DUTY YEAR/DUTY DAYS

The Bus Drivers regular work year shall be determined by the school district each year.

ARTICLE VIII
LEAVES

Leaves will be granted to the Bus Drivers as follows:

Sick & Safe Leave:

An employee shall earn sick and safe leave at the rate of one day per month times their scheduled hours worked for nine months. Maximum accrual for the Bus Drivers will be 80 days.

State Statue 181.9447 (ESST) defines what this leave can be used for and which family members are included.

All Bus Drivers that have reached their maximum accrual of sick and safe leave prior to July 1 of any year will be eligible for a Sick and Safe Leave Attendance Incentive. If the employee uses no (zero) sick and safe leave for the course of the year, he/she will be eligible for 4 days pay at the end of the year. If the Bus Driver uses less than 4 days of sick and safe leave for the course of the year, he/she will be eligible for 1 day pay at the end of the year. Those qualifying for said Sick and Safe Attendance Incentive

will have the salary included with their July 15th check in the following year.

Personal Leave:

Bus drivers shall be granted 2 unrestricted days of personal leave per year. Personal leave may accumulate to a maximum of 4 days. A request for said leave shall be submitted electronically at least three days before commencement of leave to the Director of Transportation, except that in the case of an emergency, the Superintendent may waive said requirement.

Family & Medical Leave Act:

As prescribed by law.

Bereavement Leave:

Up to five days paid leave shall be allowed for death in the employee's immediate family. The specific amount of leave allowed is subject to the discretion of the superintendent depending on the circumstances. Immediate family is defined as the employee's spouse, child, grandchild, parent, brother, sister, parent in-law or other relative living in the same household as the employee.

Jury Duty Leave:

Any staff member who is called to serve jury duty will be provided leave with pay for each day that said service would interfere with their regularly scheduled shift. The staff member will notify the District of the dates of pending absences as soon as possible following notice of jury duty. The staff member shall reimburse to the District any per diem paid to them, by the Court, for said service except that the staff member may retain any mileage or meal allowance paid by the court.

Child Care Leave:

Subject to the provisions of this section, child care leave will be granted to any employee who is a parent that resides with the child.

The Bus Driver making an application for child care leave shall inform the superintendent in writing of the intention to take leave at least 60 calendar days before commencement of the intended leave or in the case of an unusual circumstance, as mutually agreed with the superintendent.

If the reason for child care leave is occasioned by pregnancy, the Bus Driver may utilize sick leave pursuant to the sick leave provisions of this handbook during the period of medical disability. However, the Bus Driver shall not be eligible for sick leave during the period of time covered by the child care leave when the employee is not medically disabled due to pregnancy or child birth. A statement from a physician(s) may be required.

In making a determination concerning the commencement or the duration of a child care leave, the District shall not in any event be required to grant any leave more than twelve (12) months in duration.

Failure of the employee to return to work on the date agreed upon shall constitute grounds for termination.

An employee granted childcare leave shall retain all previous experience credit. However, the employee shall not accrue additional experience credit during the period of the unpaid childcare leave.

All leave under this section shall be without pay or fringe benefits except as stated above.

School Conference and Activity Leave:

The District will provide for school conference and activity leave as provided by State Statute.

ARTICLE IX
MEDICAL INSURANCE

The District shall provide the Bus Drivers and their eligible dependents with medical insurance selected from the menu of insurance coverage options offered by the District. Monthly payments towards medical insurance shall be as follows:

September 1, 2026 through August 31, 2027	$665.00 per month
September 1, 2027 through August 31, 2028	$715.00 per month

In the event this Contract will cause or does cause penalties, fees, or fines to be assessed against the District, the parties agree to reopen negotiations that result in a revised Contract between the parties that eliminates or reduces penalties, fees, or fines to be assessed against the School District. The amount of any reduction in the School District's contribution toward the Bus Drivers healthcare benefits as a result of addressing the 'highly compensated' component of the ACA will be placed into another School District-provided benefit(s) (i.e., a retirement HRA, salary etc) as agreed upon between the parties. Any remaining insurance contribution dollars, after the high deductible plan premium has been paid, will be contributed to the Bus Drivers HSA.

ARTICLE X
BASIC SERVICES COMPENSATION

BASE PAY:

September 1, 2026 through August 31, 2027	$22.37 per hour
September 1, 2027 through August 31, 2028	$23.04 per hour

The following compensation will be in addition to the base pay dependent on the factors listed below. Every school year a form will be completed for each bus driver listing the route miles and number of stops. This will calculate the additional dollars added to set the final hourly wage.

Years of Service	0 to 5	6 to 10	11 to 15	16 to 20	20+
Additional Compensation	$ 0.10	$ 0.20	$ 0.25	$ 0.46	$ 0.66
Route Miles	10 to 19	20 to 29	30 to 39	40 to 49	50 +
Additional Compensation	$1	$2	$3	$4	$5
# of Stops	5 to 10	11 to 20	21 to 30	31 to 40	41 +
Additional Compensation	$1	$2	$3	$4	$5

***Minimum extra trip** **$31.00 per hour**
If minimum extra trip is less than one hour, the bus driver will be given credit for one hour of work.

***Extra-Curricular/SPED Routes**
September 1, 2026 through August 31, 2027 **$23.70 per hour**
September 1, 2027 through August 31, 2028 **$24.17 per hour**

***Preschool** **$28.00 per hour**

***Meal Reimbursement** **$20 per meal/$50 per day**

***The special education route will receive $2.00 per hour additional compensation.**

***Overnight trips shall be compensated at the extracurricular rate minus 8 hours of sleeping time.**

In the event that school is cancelled due to inclement weather, the Bus Drivers will be paid for their regular daily scheduled hours.

ARTICLE XI
RETIREMENT

All employees, unless specifically exempted by Public Employees Retirement Association (PERA) rules, shall maintain a membership in this retirement fund.

The employee and the District shall contribute to this fund by payroll deduction as specified by statute.

The District will pay employees (or their estate), who have accumulated sick leave, who have worked in the district:

--at least 10 years, 25% of their accumulated sick leave days or

--at least 20 years, 50% of their accumulated sick leave days

in compensation upon their retirement, subject to qualifying under PERA, or death, based upon a pro-rata basis of their average workday.

ARTICLE XII
ENDORSEMENT

The preceding Articles I-XII, as stipulated, are hereby mutually approved, endorsed and incorporated as an integral portion of the continuing contract between Independent School District #0743, Sauk Centre, Minnesota, the employer, and the Bus Drivers.

Chair, Board of Education
Independent School District #0743
Sauk Centre, Minnesota

Clerk, Board of Education
Independent School District #0743
Sauk Centre, Minnesota

Dated: July 22nd, 2026

Bus Driver Negotiator
Independent School District #0743
Sauk Centre, Minnesota

Bus Driver Negotiator
Independent School District #0743
Sauk Centre, Minnesota

Bus Driver Negotiator
Independent School District #0743
Sauk Centre, Minnesota

Dated: July 22nd, 2026