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LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT SETS FORTH THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, LYNDEN TRANSPORTATION CHAPTER #828 AND THE LYNDEN SCHOOL DISTRICT #504 PURSUANT TO ARTICLE XV, SECTION 15.2 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The purpose of this Letter of Agreement (LOA) is to formally recognize training and compensation for Motor Pool Drivers.

ISSUE: The District (along with many others) has a shortage of Bus Drivers and Substitute Bus Drivers.

IMPACT: This creates challenges for covering McKinney Vento student transportation to and from school.

Resolution: The following actions are necessary to address the impact; PSE and the District agree to the following added section.

Section 14.7 Motor Pool Training and Compensation

1. Motor Pool Driver Credentials: Valid Washington State Driver's License, drivers abstract for the past five (5) years, valid first Aid/CPR card, FBI and Washington State Patrol criminal background check, annual disclosure form.
2. Motor Pool Training: Type 2 Drivers training course, pre-trip and post-trip inspections, procedure for checking out support vehicles, fueling and paperwork procedures, installation of tire chains, emergency procedures (first aid and body fluid kits, emergency reflectors, accident packet and fire extinguisher). On completion of training, all Motor Pool Drivers will be required to attend annual in-service training provided before the beginning of the school year, any mandatory meetings, training, and drug testing.
3. Motor Pool Compensation: Motor Pool Drivers are not required to have CDL credentials and will not be paid the same as School Bus Drivers with CDL Licenses. Motor Pool Drivers will be compensated at a rate of three dollars (\$3.00) less than School Bus Drivers at Step 1 of Schedule A.
4. Motor Pool Seniority:
 - A. Motor Pool Drivers will be added to a new seniority list under "Motor Pool Drivers" in Transportation.
 - B. Motor Pool Drivers hired on the same date will be subject to Section 9.1 in the CBA to determine seniority.
5. Use of Motor Pool Drivers:
 - A. Motor Pool Drivers will only be used for students that require out of district transportation services or students with non-traditional school schedules that cannot be otherwise accommodated.



- B. The only exception to 5(A): In the event that transportation is short of CDL Drivers to cover routes on a periodic basis, Motor Pool Drivers may be asked to drive on a substitute basis for SPED/Preschool routes. This will free up CDL Drivers to drive regular Elementary and Junior/Senior High Routes. The CDL Driver assigned to the SPED/Preschool has the option to turn down the request without reason, as this was their bid on contracted time.
- C. Additional SPED/Preschool and students receiving out of district transportation services that are added throughout the school year will be offered to CDL drivers first, if their route permits and they are available. If not available, the assignments will be offered to Motor Pool Drivers.
- D. CDL School Bus Drivers will hold seniority over Motor Pool Drivers. Driving time will be offered to CDL Drivers by seniority first whenever available and it does not conflict with their contracted bid route.
- E. Motor Pool Drivers will not be used for after school activities, unless no CDL School Bus Drivers are available.

This Letter of Agreement shall become effective upon signature of both parties, and shall remain in effect until August 31, 2022.

**PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON/SEIU LOCAL 1948**

LYNDEN LCEA CHAPTER #828

LYNDEN SCHOOL DISTRICT #504

BY: Irma Gates
Irma Gates, Chapter President

BY: Mike Stromme
Mike Stromme, Superintendent

DATE: 4-11-22

DATE: 4-1-22

