



WORKING AGREEMENT

2020-2022

BETWEEN

COLLEGE COMMUNITY BUS DRIVERS AND AIDES

AND

**THE BOARD OF DIRECTORS, COLLEGE COMMUNITY SCHOOL
DISTRICT**

July 1, 2020 – June 30, 2022

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ARTICLE 1:

RECOGNITION AND DEFINITIONS

Section 1.1 Unit

The College Community School District hereby recognizes the College Community Bus Drivers as the representatives for meet and confer negotiations. Chapter 20 regulations will not apply to the meet and confer process.

The unit described above is as follows:

Included: All regular full-time and part-time Substitute bus drivers and aides employed by the College Community School District. Part-time drivers are defined as any driver that is issued and has signed a “Substitute Bus Driver” contract.

Excluded: All other employees of the College Community School District.

Section 1.2 Definitions

1. The term "School District" is used in this Agreement, shall mean the College Community Schools in the county of Linn, State of Iowa, its Board of Directors, or its duly authorized representatives.
2. The term "Bus Drivers" as used in this Agreement shall be the employees in the unit description in 1.1 that are INCLUDED.
3. The term "employee", as used in this Agreement, shall mean all persons described in the bargaining unit set forth in Section 1.1 of this Article.
4. The term "school year", as used in this Agreement, shall mean that period of time commencing with the first date of the official school calendar and continuing through the last day of said calendar.
5. The term “regular routes”, as used in this Agreement, shall mean routes utilizing vehicles and drivers that require CDL licensure.
6. The term “van routes”, as used in this Agreement, shall mean routes utilizing vehicles and drivers that do not require CDL licensure.

7. The term “Trip Only” bus drivers, as used in this agreement, shall mean a driver not normally assigned or available to drive a regular, daily route, but is available and hired specifically to drive special trips. “Trip only” bus drivers will be issued a “Substitute Bus Driver” contract pursuant to Section 1.1.

ARTICLE 2

WORK DAY AND WORK WEEK

Section 2.1 Work Day

The normal workday for each employee shall be scheduled according to the needs of the school district. The normal hours shall be designated by the Director of Transportation.

All employees shall perform services on those days as determined by the District to be workdays, including those legal holidays on which the District is authorized to conduct school and, pursuant to such authority, has determined to conduct school.

Section 2.2 Work Week

The workweek shall be Monday through Sunday.

ARTICLE 3

WAGES

Section 3.1 Rate of Pay

The rate of pay is determined by the type of vehicle the driver is assigned. The following hourly rates of pay shall be in effect for this Agreement: **2020-22**

<u>Experience</u>	<u>Regular route</u>	<u>Van route</u>
1st Year	\$ 19.00	\$ 18.00
Years 2-3	\$ 19.50	\$ 18.00
Years 4-5	\$ 20.25	\$ 18.00
Years 6-8	\$ 20.75	\$ 18.55
Years 9-10	\$ 21.25	\$ 18.55
Years 11-15	\$ 21.75	\$ 18.55
Years 16+	\$ 22.25	\$ 18.75

Drivers employed after February 1st, will continue to be classified as a first-year driver for salary schedule placement purposes for the full year following the partial contract year in which they were hired. Drivers employed after the start of the school year but prior to January 31st, will be

given one (1) year credit for salary purposes.

The minimum paid driving time for employees will be 1.3 hours per route (a.m. and p.m. are considered separate routes). Drivers may be assigned other “non-driving” duties inside the minimum time allotment.

The rate of pay for bus aides will be determined by the current negotiated agreement between the District and the Chauffeurs, Teamsters and Helpers Local Union No. 238, unless otherwise noted in this agreement. The salary class grade for that purpose will be 1A.

EXCEPTION: The minimum paid driving time for employees that are employed full-time by the district as hourly employees or teachers will be 1.0 hour for a.m. and p.m. route

Section 3.2 Wages: Special Trips

1. Special Trip Wage:

Drivers will be paid their normal driver wage per hour for all trips other than their regular routes or van routes.

Lunch - Special Trips That Extend Over the Noon Hour:

Drivers are expected to provide their own lunch or to pay for any lunch furnished by the school.

2. Tolls and Fees:

Drivers will be reimbursed for toll fees and parking for which they can produce a receipt.

3. Minimum Trip:

Any driver scheduled to do a special trip will be a minimum of 1.5 hours per trip or the actual trip time, whichever is greater.

4. Overtime/Limits:

Employees working 40 hours per week (Sunday through Saturday) will not be assigned to a special trip except in an emergency. The District discourages overtime pay whenever possible.

Section 3.3 Required Meetings and Learning Routes

Required meetings and learning routes shall be paid at an hourly rate of \$15 per hour. In the event that a scheduled meeting conflicts with an employee's regular route assignment, the employee shall

receive the pay for the meeting time or his/her regular route pay, whichever is higher.

If the driver of a new route drives the route they will be paid their regular driving rate. Instructors approved by the Director of Transportation will be paid their regular driving rate for the time spent in instruction.

Section 3.4 Overnight Trips

In the event the driver is required to pay for lodging and meals, the driver shall be reimbursed the actual amount not to exceed the per diem allocations as established by the School District. Each driver must submit receipts verifying expenses. The driver will be paid pursuant to the Special Trip Wage stated in Section 3.2. Ten (10) hours will be deducted from the total elapsed time for each night of the trip. If the time between the release of the driver from driving responsibilities in the evening and the resumption of such responsibilities the following morning is less ten hours, the deduction shall be the actual elapsed time.

Section 3.5 Stand-By Time

Employees required to report to the Transportation Center as “stand-by” drivers and who do not have a route assigned may be required to ride a route, as assigned by the Transportation Director or designee, as a secondary driver. Compensation will be the same as if they are the primary driver.

Section 3.6 Modified Work Day

1. School Closure

Employees that have an assigned report time that is within forty-five minutes of the school closure announcement, shall be paid a guarantee of one hour at the appropriate rate of pay if they report.

If the school closure announcement has been made at least forty-five minutes prior to the employee's assigned report time, the employee will not be paid.

2. Delayed Start to the School Day

In the event that the Superintendent or designee declares a delay in the start of the school day, those employees who report for work, and who have an assigned report time that is within forty-five minutes of the school delay announcement, shall be paid for one hour. Other employees will be required to adjust their report time accordingly and will be paid the regular assigned route time and rate of pay.

Section 3.7 Probationary Period

Upon employment as a regular bus driver, the driver will be placed on probation for the first sixty (60) working days of their contract.

At the end of the sixty (60) working days' probationary period, the driver will either be:

- a. removed from probationary status, or
- b. have the probationary period extended for an additional sixty (60) working days, or
- c. be terminated.

The probation identifies a time period for orientation to the position of Bus Driver. A probation driver may be terminated prior to the end of the probationary period if job performance is below the District's expectations.

Section 3.8 Method of Payment

Employees covered by this working agreement will be paid twice a month by direct deposit, if possible, to the financial institution of the employees' choice.

Section 3.9 Substitute Driver Pay

If a driver is employed by the school District as a regular full-time hourly employee, and serves as a substitute bus driver, the driver will be paid at the higher rate of pay between their regular rates and driving rate. They will advance on the bus driving salary schedule.

Drivers who are hired as substitutes may advance on the pay scale beyond the first year rate.

Section 3.10 New Driver Recruitment Bonus

A new driver recruitment bonus of \$100.00 will be paid to a current driver after the new driver has completed the 60 working day probationary time period. An additional \$100.00 will be paid after the new driver has completed 90 working days. The recruiting driver must be identified by a procedure that is established by the Director of Transportation.

Section 3.11 Holiday Pay

1. All regular full-time bus drivers & aides shall receive Memorial Day, Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day and New Year's Day as paid holidays. A bus driver must be employed at least twenty-two (22) working days to be eligible for any paid holiday.
2. Drivers will receive their regular daily route pay for the holiday.
3. Drivers employed in other bargaining units will be restricted to a total of eight (8) hours of pay for any holiday

ARTICLE 4

LEAVES OF ABSENCE

Section 4.1 Sick Leave:

Sick leave will be granted to regular full-time drivers & aides in the following amounts:

Second year of employment	11	days
Third year of employment	12	days
Fourth year of employment	13	days
Fifth year of employment	14	days
Sixth year of employment and succeeding year	15	days

First year employees will receive credit for one day of sick leave for each calendar month employed. If the employee starts by the 15th of the month, they will be awarded 1/2-day sick leave.

Starting with the second year of employment, the employee will be credited with the full allocation after the first day of service to the district. Employees hired after February 1 will be considered second year employees for sick leave accumulation for the school year following their employment.

Unused sick leave can be accumulated to a total of 90 days. Termination, whether voluntary or involuntary, will cancel all unused sick leave. If the employee is later re-hired, sick leave will be accumulated on the basis of first year employment. For the purpose of recording the number of sick days used, the following schedule will be in effect:

1. If a driver is assigned just one (1) route per day, absence from that route due to illness will constitute a full day's sick leave.
2. If a driver is assigned two (2) routes per day, absence from one (1) route due to illness will constitute one-half (1/2) day sick leave and both routes one (1) full day.
3. If a driver is assigned three (3) routes per day, absence from one (1) route due to illness will constitute one half (1/2) day sick leave and two or more routes, one (1) full day.

Drivers will be paid an amount equal to the amount they would have earned if driving but no combination of sick pay and hours worked will exceed the amount that would have been paid if the driver had driven all routes on that day. A doctor's statement may be required by the Director of Transportation or designee to substantiate claims for sick pay.

Section 4.2 Job Injury Sick Leave

Any employee injured while engaged in work covered by Workers Compensation Insurance which results in absence from work shall be compensated by the school district insurance carrier for loss of wages caused by such injury.

The difference between the amount paid by the Workers Compensation Insurance and the basic compensation rate of the employee MAY BE DEDUCTED FROM THE EMPLOYEE'S sick leave, (if available) only with the permission of the employee. The employee will be notified by the Chief Financial Officer or designee of the option. If the option is not chosen, the employee will receive only the worker's compensation payment. Deductions will be taken in increments of full days only.

Section 4.3 Funeral Leave... granted to regular full-time drivers & aides only

1. Employees may use up to four (4) days of paid funeral leave, in each instance, for the purpose of attending the funeral of or attending to urgent business connected with the death of a spouse, parent, parents-in-law, brother, sister, child, step child or grandchild. Use of this leave shall be scheduled through the Director of Transportation or designee.
2. An employee may use two (2) days paid funeral leave, in each instance, for the purpose of attending the funeral of or attending to urgent business connected with the death of a grandparent, brother-in-law or sister-in-law. If the funeral is held at a site more than 200 miles from Cedar Rapids, one (1) additional day may be requested. Use of this leave shall be scheduled through the Director of Transportation or designee.

Section 4.4 Jury Duty

The employer shall pay all employees serving on any jury the difference in salary between jury pay and his/her regular route pay while in such service. If an employee is discharged from the jury before the workday ends, he/she must report immediately to the employer for work. This shall be construed to mean pay for the regular working hours of the employee selected for such jury duty.

If a driver receives a subpoena for testifying in court, drivers will be reimbursed for time attended at in-service rate. If missing a route, they will be paid for the driver's regular route. This reimbursement and regular route pay provision will not apply if the driver is a party to the case.

Section 4.5 Other Leaves

1. Employees may apply, in writing, for leave without pay for personal reasons for a period up to ten (10) consecutive days providing the request is presented to the Director of Transportation or his/her designee at least two (2) working days prior to the leave.

2. Employees may apply, in writing, for leave for periods greater than ten (10) consecutive days but not greater than 4 months. Leave of this type shall only be granted for purposes other than employment opportunities and must be authorized by the Board of Education
3. Employees returning from an extended leave will be provided with a position similar to the position vacated for the leave; however, return to the exact position vacated is not guaranteed.
4. Employees returning from extended leave will not lose accrued benefits; however, an employee on leave will not receive experience credit for salary advancement if the leave is longer than 90 school days. At the discretion of the Superintendent, or designee, the number of persons approved for this leave on any one day may be limited to two (2).

Section 4.6 Absent Without Leave

A driver who is planning to be absent from duty shall report the reason to the Director of Transportation or designee prior to the date of absence just as soon as possible, and in no case later than one (1) hour before the commencement of a working day. All unauthorized and unreported absences shall be considered absence without leave and deduction of pay shall be made for the period of absence. Three (3) consecutive workdays of absence without leave shall be construed as representing resignation from employment in the school district.

A driver who is absent without authorized leave will be subject to a disciplinary action and repeated instances could lead to a recommendation to terminate employment.

Section 4.7 Family Medical Leave

Employees of the District are entitled to family medical leave to the same extent and subject to the same terms and conditions as set forth in the Family Medical Leave Act of 1993 and the regulations implementing the Act. No provision of the Act is diminished by the inclusion of this provision in this contract nor are the pre-existing family or medical leave provisions of this contract diminished by the inclusion of this provision in this contract.

Section 4.8 Applicability

This Article applies only to regular bus drivers.

ARTICLE 5

FINES

Drivers will be responsible for paying any fine incurred while operating a school bus or any other school owned vehicle in an illegal fashion.

ARTICLE 6

SENIORITY

Section 6.1 Definition

The term "seniority" shall mean a regular bus driver's length of service since the last date of signing a regular bus driver's contract.

Section 6.2 Breaks in Service

A regular bus driver's seniority shall be broken by resignation, discharge, retirement or a continuous period of lay off in excess of one year.

An employee's seniority ceases to accumulate while the employee is laid off as a result of reduction in force. If an employee who is laid off returns to work within one year, the employee's previously earned seniority shall be reinstated.

An employee's seniority ceases to accumulate while on unpaid general leave that exceeds twenty-five (25) working days or after one (1) year on unpaid leave for medical reasons. If an employee returns to work at the conclusion of such leave, the employee's previously earned seniority shall be reinstated.

ARTICLE 7

BIDDING PROCEDURE

Section 7.1 Assignment to Regular Routes

1. Drivers must return the physical and any renewals within the time prescribed by the Director of Transportation in order to be eligible for this section. A contract for the following year will not be issued until these requirements have been met. Also, a route will be declared vacant and subject to bid if these requirements are not met.
2. Drivers who served the district the preceding school year shall be provided the option of retaining assignment to the same route the following year and/or bidding for any open routes for the ensuing year.
3. Drivers who served the district the preceding year and who do not elect to retain their same assignment may bid for any open route.
4. Preference will be given to the drivers on the basis of driving seniority to the district. If it is deemed in the best interest of the school district, the Director of Transportation has the

authority to assign a driver to any route.

5. All drivers returning for the following school year shall be provided a listing of all open routes for the ensuing school year on or before June 25th. They shall have five (5) working days following this date to submit a proper bid for those routes on a form provided by the District. Immediately after the bidding is closed, the routes shall be awarded to the successful bidders. Drivers shall be notified of any remaining open routes on or before July 10th and shall have five (5) working days to properly bid for those routes on a form provided by the District. Routes remaining open after this bidding and award round shall be filled out at the discretion of the Director of Transportation.
6. Routes that become open after the start of the school year shall only be bid if there is, in the opinion of the Director of Transportation, a substantial change. Otherwise, the routes will be filled at the discretion of the Director of Transportation. Any route that is filled at the discretion of the Director of Transportation after the July bidding shall be declared open and bid the following June.

Section 7.2 Extra Trip Assignments

Notice of trips shall be posted five (5) working days in advance of the scheduled day of departure. Trips for the day shall be posted using two (2) separate lists, one (1) for out-of-city trips and one (1) for in-city trips. The trip time, as estimated by the requesting Administrator, shall be included in the posting if available. The Administrator's request for trip(s) shall be time stamped when received by the Transportation Department. Trips that become known by the Transportation Department less than five (5) days before the scheduled departure time will be declared an EMERGENCY TRIP. EMERGENCY TRIPS will be awarded at the discretion of the Director of Transportation or designee. A driver who accepts an EMERGENCY TRIP assignment shall not relinquish his/her place on the rotation list.

With the approval of the Director of Transportation or designee and with mutual agreement drivers may trade trips. The trade must be agreed upon at least twenty-four (24) hours prior to the start of the first scheduled trip, in the presence of the Director of Transportation and all drivers affected.

Two (2) separate seniority lists shall be maintained, one (1) for out-of-city trips and one (1) for in-city trips. The Director of Transportation or designee shall be the sole judge of each employee's qualifications for inclusion or reinstatement on the trip seniority list(s). Employees who have completed thirty (30) working days of their probationary period shall be eligible to request to be put on the in-city list. After sixty (60) working days, and the completion of six (6) in-city trips, they may be eligible for inclusion on the out-of-city list.

Eligible drivers' bids for either list must be filed with the Director of Transportation no later than 4:30 p.m. on the second day of posting. Any driver already awarded an extended day, AK, Four Oaks Shuttle, or Work Study route for the school year will be eligible to bid on any extra-trip assignments that conflict with the running of those awarded routes only to the extent that a suitable

replacement driver can be found for the awarded route. This assignment will be made at the discretion of the Director of Transportation or designee. Under no circumstances will a driver be allowed to exceed forty (40) hours in a given week, because of extra trips.

Out-of-city trips shall be awarded on the basis of continuous rotation of the out-of-city trips seniority list.

Out-of-city trips are designated as travel to any school district or city other than the City of Cedar Rapids and Marion and the community school districts of Cedar Rapids, Linn-Mar, Marion Independent and those trips within the College Community School District.

In-city trips shall be awarded on the basis of continuous rotation of the in-city trip seniority list based on the school year. Out-of-city trips shall take precedence over in-city trips unless a driver specifies an in-city trip as his/her priority on the bid form. Trip assignments shall be awarded and posted no later than 4:00 p.m. of the working day after bidding is closed. The most senior eligible driver of the day bidding the trip shall be awarded the trip. Any driver who is eligible as provided by rotation of the seniority list and fails to submit a proper bid for all available posted trips on that day shall be placed at the bottom of the appropriate trip list. If sufficient drivers fail to bid, the District shall immediately invoke the appropriate provisions of EMERGENCY TRIPS to fill any necessary trips that were not bid. When a driver fails to drive a trip after an award by bidding, without reason(s) deemed appropriate by the Director of Transportation or designee; his/her name shall be removed from that trip list and reinstatement shall be in the sole judgment of the Director of Transportation or designee. On the posted trip sheet showing the award(s) of trips, the most senior eligible driver of the day shall be clearly marked as well as the least senior eligible driver, in the event there are multiple trips for a single day. Awards made to drivers, as Emergency Trips shall also be designated.

In the event a trip is canceled after being awarded, the driver shall be awarded the next available comparable trip that has not been awarded. This award shall not affect the driver's position in the rotation of the appropriate seniority list. If the driver reports for their assigned trip and is released from the trip for reasons other than weather, the driver will be paid for the entire estimated time of the trip. If the original trip is cancelled because of weather, the driver will stay assigned for the make-up trip and the minimum trip clause under section 3.2 paragraph 3. "Minimum Trip" shall be paid. If the driver has a conflict with the make-up trip the driver will be awarded another trip.

The Director or designee may assign a trip that will conflict with the driver's regular route(s). The driver shall receive the pay for the trip, or his/her regular route pay, whichever is greater.

Additionally, The Director or designee may assign special trips that conflict with regular route times to "Trip Only" drivers without the requirement to post such trips. Trips that fall outside of regular route times shall be assigned pursuant to Section 7.2 without regard to the above mentioned "Trip Only" driver exception.

Section 7.3 Other Assignments

The school district retains the right to assign other trips or duties which have not been designated as regular routes. All Alternative Kindergarten, Four Oaks Shuttle, and Work Study Shuttle routes shall be open for bid on an annual basis. Furthermore, the school district retains the right to assign extra trips when, due to the nature and cost of the trip, the trip would be canceled if the District were required to assign according to Section 7.2 of this Article.

Section 7.4 Summer Extra Trips

Drivers shall indicate to the Director of Transportation or designee, prior to summer vacation, if they wish to be included on the seniority list for summer extra trips. Two (2) special seniority lists shall be maintained, one (1) for out-of-city trips and one (1) for in-city trips. Each week's trips shall be posted on the Monday prior to the ensuing week. Trips shall be bid on a weekly basis. The procedure shall be similar to that used during the regular school year. Trips shall be awarded on the basis of continuous rotation of the trip seniority lists. This provision for bidding summer trips shall become effective for trips scheduled the day after the conclusion of the last day of classes of the school year and shall conclude on the first day of classes for the next school year.

Section 7.5 Errors

In the event of an error in the bidding procedure the error will be corrected by assigning a compensating trip of approximately equal time that takes precedence over the bidding procedure. Errors must be brought to the attention of the district Director of Transportation within 10 calendar days of the error.

ARTICLE 8

STAFF REDUCTION PROCEDURES

Section 8.1 Reduction in Force

The School District, for any reason, may determine that it is necessary to reduce the number of regular bus drivers. If, in the judgment of the School District, it is necessary to reduce the number of regular bus drivers, the School District shall determine which employees are to be reduced according to the following procedure:

Whenever a lay off occurs, probationary employees shall be laid off first. When remaining employees have qualifications considered equal, the employee with the least total seniority shall be the first to be laid off.

Section 8.2 Recall Rights

An employee on layoff shall retain the right to recall for a period of one year after the date of lay off. An employee who fails to return to work within six (6) working days after being notified by

certified letter of recall shall lose recall rights. When a job opening occurs and more than one (1) employee is eligible for recall, and in the judgment of the School District, the employee's qualifications are considered equal, the employee with the greatest accumulated seniority shall have priority for recall. Employees on layoff shall have the responsibility to keep the District informed of the employee's current address.

Section 8.3 Notification of Recall

At least three (3) working days prior to the scheduled date of recall, the School District shall provide written notice of recall to the employee by certified mail. Recall shall be accepted by certified mail within three (3) working days of mailing of the notice or recall is forfeited.

Section 8.4 Drivers

Drivers are at will employees.

ARTICLE 9

COMPLAINT PROCEDURE

Section 9.1 Definitions

Complaint: A complaint shall mean only an allegation that there has been a violation, misinterpretation, or misapplication of any of the specific provisions of this working Agreement.

Complainant: As used herein, a "complainant" is the person(s) making the allegation.

Day: As used herein, "day" shall mean employee working day.

Section 9.2 Procedures

Step 1: Informal: An employee with a complaint shall first discuss it with the Director of Transportation or designee, with the object of resolving the matter informally.

Step 2: If the complaint cannot be resolved informally, the complainant may file the complaint in writing, and, at a mutually agreeable time, discuss the matter with the Director of Transportation or designee. The complainant shall present to the Director of Transportation or designee a written copy of the complaint within five (5) working days of the date of occurrence of the alleged violation. The Director of Transportation or designee shall make a decision on the complaint and communicate it in writing to the complainant within ten (10) working days after receipt of the complaint.

- Step 3: In the event a complaint has not been satisfactorily resolved at Step 2, the complainant may file the complaint in writing, and, at a mutually agreeable time, discuss the matter with the Chief Financial Officer. The complainant shall present to the Chief Financial Officer a written copy of the complaint within seven (7) working days of the administrator's written decision at Step 2. The Chief Financial Officer shall make a decision on the complaint and communicate it in writing to the complainant within ten (10) working days after the receipt of the complaint.
- Step 4: If the answer of the Chief Financial Officer is not accepted, the complainant, within ten (10) working days after receiving the answer of the Chief Financial Officer, may request that the complaint be submitted to the Superintendent. The Superintendent shall, within ten (10) working days after the receipt of the complaint notifies the complainant in writing of the employer's decision on the complaint.
- Step 5: If the complaint is not resolved satisfactorily at step 4, the complaint may be submitted to the Board of Directors at their next regular session.
- Step 6: The decision of the Board of Directors shall be final and binding on the parties to the complaint.

Section 9.3 Representation

- (a) The complainant shall be present at all meetings, and at the option of the complainant, may be represented at such meetings by another employee of their choosing.
- (b) All complaints at Steps 2, 3, 4, and 5 shall be presented, discussed, and processed on the employee's (employees') non-working time. Any complaint at Step 1 may be discussed by the employee and the Director of Transportation during the employees working time, so long as such a meeting and discussion does not interfere with the job, duties, and assignments of the employee and does not interrupt the normal operations of the school system.

ARTICLE 10

PHYSICAL EXAMINATIONS/LICENSE FEES

Section 10.1 Physical Examination

The District will pay for the full cost of all district-required physical examinations to be performed by a physician or physicians of the District's selection.

Section 10.2 License Fees/Classes

Drivers who renew a Chauffeur/CDL license will be reimbursed 1/2 of the cost of the fees. Drivers will be eligible for this reimbursement if they have been issued a driving contract for the next year.

The school district will pay the cost of registration for any program, which the State Department of Education makes mandatory of a school bus driver to take before being eligible to drive a bus.

Drivers will be paid \$15.00 an hour for:

- (a) Any mandatory meeting called by the District.
- (b) STOP classes.
- (c) Any state mandated refresher courses.

ARTICLE 11

SAFETY

Section 11.1

All employees shall promptly bring to the attention of the Director of Transportation any conditions known to them that could result in unsafe or hazardous working conditions for employees.

ARTICLE 12

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2020, and shall continue in effect through June 30, 2022.