

BUS DRIVERS CONTRACT 2023-2025

We are pleased to report that we have a proposed settlement with the St. Cloud Bus Drivers Association of School District 742. The proposed contract, if adopted, would represent a total settlement cost within range of the budgeting parameters established by the School Board for settlement with this employee group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

This group represents 18.50 FTE and approximately 19 employees

Year One:

- New Starting Pay Rates
 - Van Drivers: \$17.37
 - Bus Drivers: \$19.98
 - Assistant Mechanic: \$21.23
 - Mechanic and Lead Bus Driver: \$22.50
- 3.0% increase in hourly wages for employees in Lane 1 (Van Drivers)
- 10.0% increase in hourly wages for employees in Lanes 2-4 (Bus Drivers, Assistant Mechanic, Mechanic, Lead Bus Driver) to address compression in the wage schedule
- Increase longevity rates as follows: (3y=\$.25, 5y=\$1.00, 10y=\$1.25, 15y=\$1.50, 20y=\$2.00, 25y=\$2.50)
- Increase in District Insurance Contribution to Single Plans (\$615/month)
- Increase Wellness Pay percentage to 80% of eligible hours
- Add Juneteenth Holiday for staff working during the summer session

Year Two:

- New Starting Pay Rates
 - Van Drivers: \$17.37
 - Bus Drivers: \$20.43
 - Assistant Mechanic: \$21.71
 - Mechanic and Lead Bus Driver: \$23.01
- 2.25% increase in hourly wages for all current employees

Total 2-Year Cost: 10.39%

Scheduled for Board Approval: August 16, 2023