

WESTFIELD WASHINGTON SCHOOLS
322 WEST MAIN STREET
WESTFIELD, INDIANA 46074

***BUS DRIVER SALARY AND BENEFITS FOR
2020-21***

<u>Level</u> (All are Double routes)	<u>2020-21</u>
1	\$100.00
2	\$102.00
3	\$104.00
4	\$106.00
5	\$108.00
6	\$110.00

***All drivers who were on level 6 for the 2019-20 school year will remain on level 6 for the 2020-21 school year but will receive a 2% stipend.

Regular routes required to run AM and PM, plus mid-day, will receive 1 ½ days pay.

****This salary/placement schedule is only effective for the school year dates listed above. This does not guarantee level increases or the same scale for any subsequent agreements.*

Fringe Benefits

- 1. Route Definition:** Regular routes shall consist of transporting children to and from school twice during each day.
- 2. Flex Route:** A driver who has a special education route or other similar destinations in the middle of the day and who also runs routes at the beginning and end of the day, shall be paid one half of their daily rate (steps 1-6).
- 3. Other Duties:** Drivers who are required or volunteer to perform other driving duties during their normal working hours will not receive additional compensation over and above their normal daily rate. However, extra routes, and extra-curricular activities which fall outside of a normal daily schedule, will be compensated at the rate of pay determined in this agreement. A driver that runs an extra route, end of trimester, shall be compensated one half of their daily rate (steps 1-6). This would apply to double route drivers that run a total of 5 routes on a given day.
- 4. Term of Driver Contract:** All regular school bus drivers shall be contracted for 182 days. Drivers will be paid ½ their base daily rate for attending the Annual Safety Meeting, and the mandatory Orientation Meeting prior to the start of school.
- 5. Summer School Drivers:** Contracted drivers will be paid at the same step as the last step they earned on the last school day of the previous school year.

6. **Athletic/Field Trips:** \$40.00 minimum for three (3) hours, and \$12.00 per hour for each additional hour. The driver will be paid the three (3) hour minimum if the driver is not notified of a field or athletic trip cancellation. If trips exceed eight (8) hours, drivers should be compensated for meals.

On overnight trips, the driver will be paid a maximum of up to sixteen (16) hours per day and will be compensated for meals and lodging.

7. **Sick Days:** At the time an employee is first employed he/she will earn one sick day for each month worked, from the time of employment until July 1 following the date of employment up to a total of eight (8) sick days.

A. On the first day of school, each driver under contract on the previous years' last day of school will be awarded five (5) additional sick days.

B. Sick days may accumulate up to a maximum of sixty (60) days.

8. **Family Illness - Personal Days:** Four (4) days per contract. Unused family illness-personal days will accumulate as sick days.

9. **Unpaid Leaves:** Unpaid leaves will be granted in accordance with the provisions outlined in the driver's handbook.

10. **Death in Immediate Family:** An employee may be off for five (5) working days with pay for a death in the immediate family and one (1) day of paid leave may be granted for other family members as provided in the provisions outlined in the driver's handbook.

11. **Insurance:**

For an employee who desires to participate in the district approved program(s), the Board of School Trustees will pay as indicated:

- A. **Medical Insurance:** The school corporation will pay 50% of the total annual premium cost for enrollment in the High Deductible Health Plan (HDHP) and 50% of the total annual premium cost for enrollment in the PPO plan for all levels of health insurance coverage.

Hepatitis B Vaccine – Offered at no cost to employees.

- B. **Dental Insurance:** All but \$1.00 of the plan determined by the Board of School Trustees for all levels of coverage.

- C. **Vision Insurance:** All but \$1.00 of the plan determined by the Board of School Trustees for all levels of coverage.

- D. **Group Term Life Insurance:** All but \$1.00 for a \$50,000 Basic Life/Basic ADD policy.

- E. **Long-term Disability Insurance:** All but \$1.00 for disability benefits equal to the lesser of 66 2/3% of your basic monthly earnings or the amount of the maximum monthly benefit shown in the plan outline.

- F. **Voluntary Benefits:** Employees may choose from several voluntary benefit programs offered during the annual enrollment session for Section 125 flexible spending accounts. Employees pay the full cost for these benefits.

- 12. Retirement: 403(b) Matching Tax Deferred Annuity**
Driver shall contribute 3% of salary; corporation shall contribute 7.4% of salary on a quarterly basis. Participation is optional for employees. However, the corporation will begin contributions no earlier than six months after first employed or after six months of continuous contribution by the employee, whichever comes first.
- 13. Physical Examinations:** Physical examinations are conducted by a doctor appointed by the school corporation. The corporation will pay up to \$100.00 for each examination.
- 14. Substitute Corporation Bus Drivers:** Approved substitute corporation bus drivers will be paid for attending the required Annual Safety Training Meeting after they have worked five (5) days in the prior school year for Westfield Washington Schools.
- 15. Years of Experience-Substitute Drivers:**
- A. Substitute drivers who drive 91 days per year will be given one (1) year of experience on the salary schedule.
 - B. Approved substitute drivers who drive a minimum of ten (10) days per school year within the local corporation will receive one (1) year of experience credit for every two (2) years employed as a substitute driver with Westfield Washington Schools.
- 16. Creditable Experience:** Drivers who are newly employed by the corporation after July 1, 2000, will receive credit for years of service in other Indiana School Corporations, provided these years of service are documented and applied for within three months of initial employment.

The Superintendent or designee will make all decisions regarding issues of creditable service for prior employment. Their decision shall be final.

The granting of creditable service will have no effect on the seniority status of any driver. Seniority status will be determined solely on the basis of most recent continuous service to Westfield Washington Schools. In the case of determining seniority issues, the Superintendent or designee has the final authority to grant seniority status.

These benefits are approved by the Board of School Trustees of Westfield Washington Schools, on June 9, 2020.