

AFSCME Unit A

American Federation of State, County and Municipal Employees (AFSCME) Unit A (cooks, aides and bus drivers).

AFSCME Unit A Tentative Agreement Terms:

Term

One year contract term (applies to SY 2023-2024)

Wages

- New experience-based salary schedule for members (includes 5% increase):

Position	Years of Experience	New Hourly Rate	Run Rate
Head Cooks	1-3	16.25	
	4-6	16.50	
	7+	17.35	
Assistant Cooks	1-3	13.99	
	4-6	14.68	
	7+	15.42	
Instructional Aides	1-3	14.39	
	4-6	15.10	
	7+	15.86	
Building Aides	1-3	12.63	
	4-6	13.30	
	7+	14.00	
Bus Drivers – Regular Runs	1-3	17.33	25.99
	4-6	18.19	27.28
	7+	19.10	28.65
Bus Drivers – Outside Trips	N/A	17.33	

Uniforms (Section 27, page 17)

Cooks

- District provided shirts (5) for cooks and \$80 jacket payable yearly upon receipt for head cooks.

Personal Day for Bus Drivers (Section 20, Item B, page 13)

Bus drivers shall receive two (2) personal business days during each school year with pay.

Sick Leave Payout (Add to Sick Leave Plan Section, page 23)

Upon retirement, all cooks, aides and bus drivers shall be paid their daily rate for one-half (1/2) of all unused sick days.

MOU for Non-Emergency Call-Ins

The district agrees to develop an MOU to establish a procedure for non-emergency call-ins. Non-emergencies constitute situations in which the Director of Transportation or Dispatcher have 15 minutes or more to contact a replacement driver before the call-in run is due to depart. In such cases, the seniority list will be used to prioritize the order in which the bus run is offered to drivers. Should a driver be unavailable (cannot drive the run, refuses the run, OR does not answer a call from the transportation office), or is otherwise unable to fill the run due to overtime constraints (“...any employee may be bypassed in this assignment of extra hours or trips when there is another employee available to do the work without receiving overtime rates...” Section 29, Item C, pg 18).