

**CLARKSVILLE COMMUNITY SCHOOLS
STATEMENT OF BENEFITS AND COMPENSATION FOR
TRANSPORTATION EMPLOYEES
July 1, 2018 to June 30, 2019**

2.000 INSURANCE

2.050 Eligibility

All full-time members of this employee group are eligible for the benefits described in Section 2.000.

2.100 Medical Insurance

- A. Employees may participate in the prevailing group major medical, health and hospitalization insurance.

The Board of School Trustees shall contribute the following amounts to the insurance plan of employee choice:

<u>PPO Plan</u>	<u>HDP Plan</u>
Single	Board Contribution – \$4,500 towards Annual Premium
Family	Board Contribution – \$6,100 towards Annual Premium

2.150 Dental/Vision Insurance

Employees are eligible for participation in the single and family dental/vision insurance programs with the total premium to be paid by the employee.

2.200 Life Insurance

Employees may participate in the Group Policy Insurance Program equal to \$50,000 coverage. The Board of School Trustees will pay the total premium except for \$.72 per year.

2.250 Long-Term Disability Insurance

Employees may participate in the Long-Term Disability Insurance program at an amount equal to their annual salary. The Board of School Trustees will pay the total premium except for \$.72 per year.

3.000 PAID BENEFIT DAYS

3.050 Eligibility

All full-time employees in this employee group shall be eligible for the benefits outlined below.

3.100 Personal Leave

The following days are awarded to transportation staff effective July 1 of each school year:

- School bus drivers and monitors who work 180 days shall receive 3 personal days
- Transportation Mechanic who works 260 days shall receive 4 personal days

Unused personal days are added to sick days at the end of each school year. Personal leave days may not be used to extend a school holiday.

3.150 Family Illness Leave (Sick Days)

These days are allotted for illness of the employee or the employee's immediate family. The Corporation does not condone falsification of these days.

The following days are awarded to transportation staff effective July 1 of each school year:

- School bus drivers and monitors who work 180 days are awarded 9 days for illness.
- Transportation Mechanic who works 260 days is awarded 12 days for illness.

Days will be pro-rated for those individuals hired after July 1.

Employees may accumulate up to 30 illness days. Employees with more than 30 days accumulated shall be paid \$30.00 per day for each day over 30 at the end of each school year. This will be added to the employee's payroll check at the end of the year.

3.155 Unused Benefits

Upon retirement or resignation any employee who has been with the Corporation a minimum of 10 years with unused benefit days up to 30 shall be compensated \$60.00 per day. This will be added to the employee's final payroll check.

3.200 Holidays

Employees who are assigned to work a 260 day assignment receive 16 paid Holidays. These days are as follows:

- Independence Day
- Labor Day
- 3 Days of Fall Break
- Thanksgiving Day
- Friday after Thanksgiving Day
- 4 Days of Winter Break
- New Year's Day
- 3 Days of Spring Break
- Memorial Day

All other employees identified in this group have no paid holidays.

3.250 Vacations

The following vacation information pertains to employees classified as Transportation Mechanic. Vacation days must be planned and approved by the supervisor. At the end of the calendar year, unused vacation days will be transferred to sick leave. Only employees assigned to a 260 day assignment are eligible for vacation.

- A. Five (5) vacation days will be granted after reaching one year experience from date of hire.
- B. Ten (10) vacation days will be granted after reaching the second through eighth January 1.
- C. Twelve (12) vacation days will be granted after reaching the ninth through eleventh January 1.
- D. Thirteen (13) vacation days will be granted after reaching the twelve through fourteenth January 1.
- E. Fifteen (15) vacation days will be granted after reaching the fifteenth January 1.
- F. Seventeen (17) vacation days will be granted after reaching the twentieth January 1.
- G. Twenty (20) vacation days will be granted after reaching the twenty-fifth or more January 1.

3.330 Bereavement Leave

Each full-time employee shall be entitled to bereavement leave with full salary and benefits for a period not exceeding five (5) school days, for a death in the immediate family. Up to a maximum of two (2) of the five (5) days may be reserved for bereavement-related matters to be taken, if needed, within thirty (30) calendar days of the date of death.

Immediate family is defined as:

Spouse, child, stepchild, parent, sibling, grandparent, grandchild and others whom the employee has legal guardianship.

In the event of the death of an aunt, uncle, nephew, niece or in-law, bereavement leave with full salary and benefits for up to two (2) days shall be granted.

5.000 COMPENSATION

5.050 Hours, Work Day and Work Week

- A. The regular workday for all bus drivers and bus monitors is a 4-hour day. Daily starting and ending times may vary according to assignment. The workweek shall begin with Sunday and end with Saturday of the same week. Employees in this group work a 180 day assignment.

Begin/end dates for 2018-2019 school year are noted below:

	Start Date	End Date
Bus driver	August 8, 2018	*May 24, 2019
Bus monitor	August 8, 2018	*May 24, 2019

*End dates may change pending snow-make up days.

*End date may change if driver transports students to a neighboring corporation.

All employees will receive their pay in 26 biweekly pays per year.

- B. Pay beyond the normal eight (8) hour work day must be approved by a supervisor. If such compensation is to be considered (overtime), this compensation cannot include pay inclusive of lunch.

5.100 Salary/Wage Schedule

- A. Wage Scale for Hourly Bus Drivers

Years of Experience	Hourly Pay Rate
0	18.03
1-9	20.60
10 and over	23.69
Substitute driver	18.03

*year of experience is granted after 120 days worked in a school year

B. Wage Scale for Other Trips/Compensation

Type of Activity	Pay Rate
Extra Run (Examples: Prosser, Ivy Tech, late bus, homebound, Out of District, Shuttle, Training)	Route Pay 1 hour minimum for trip, if the total drive time is less than 1 hour (after 1 hour round to nearest quarter hour)
Field Trip – Drive Time	\$18.00 per hour 2 hour minimum for entire trip, if the total drive time is less than 2 hours (after 2 hours round to quarter hour) *Field Trip hours that overlap to daily route will be paid at route pay
Field Trip - Layover	\$9.00 per hour Round to nearest quarter hour
Cleaning of SPV bus	\$10.00 per hour, to be approved by supervisor and charged to last group using vehicle
Washing of Buses	\$12.50 per hour Maximum 6 hours for a large bus. Maximum 4 hours for a small bus.
Cancellation of Activity/Trip without notification	\$18.00 per hour
Maintenance Runs Bus Repair drop off and pick up Bus Rescue	\$14.50 One-Way

C. Wage Scale for Bus Monitor

Years of Experience	Hourly Rate
0	10.06
1	10.42
2+	10.53
Substitute Monitor	9.91

* Monitors who are employed in another capacity with CCSC shall be compensated at their highest hourly rate when serving as a bus monitor.

*year of experience is granted after 120 days worked in a school year

D. Lead Driver/Transportation Assistant

This position is an 8-hour position, inclusive of lunch. The daily starting and end times may vary according to assignment. The work week shall begin with Sunday and end with Saturday of the same week.

<u>Begin Date</u>	<u>End Date</u>	<u>Hourly Rate</u>	<u>Days Worked</u>
August 8, 2018	*May 24, 2019	\$23.69/hr.	180 days

*end dates may change pending snow-make up days

E. Wage Scale for Transportation Mechanic/Maintenance

This position is an 8-hour position, inclusive of lunch. The daily starting and end times may vary according to assignment. The work week shall begin with Sunday and end with Saturday of the same week.

<u>Begin Date</u>	<u>End Date</u>	<u>Hourly Rate</u>	<u>Days Worked</u>
July 1, 2018	June 30, 2019	\$17.10/hr.	260 days

5.250 Adjustments to Salary/Wages

- A. The mandatory employee contribution to the State Public Employees Retirement Fund (PERF) will be paid by Clarksville Community Schools for each member of PERF.
- B. Drivers/Monitors shall be compensated at their hourly rate, rounded to the nearest half hour, for attending required meetings. Examples include but not limited to bus inspections, staff meetings, training, Department of Transportation (DOT) meetings, etc.

5.350 Hazardous Weather Days

- A. When schools are closed for hazardous weather (by official notification), drivers do not report to work. These employees will be paid for the day. **However, the workdays will be made-up without additional compensation.**
- B. When schools experience early dismissals due to hazardous weather, employees will work until dismissed by their supervisor and will be paid for hours worked.
- C. When the opening of school is delayed due to hazardous weather, employees will report to work, unless otherwise excused by their supervisor. Employees will be paid only for the hours worked.

5.420 403B and 457

- A. Employees are eligible to contribute in the corporation 403B and 457 Plans.

6.00 Insurance Retirement Option

Classified Employees/Insurance upon retirement:

Any employee who (a) has reached the age of Sixty (60), and (b) has been employed ten (10) continuous years in the Clarksville Community School Corporation shall have the right to remain in the group health insurance plan until the employee becomes eligible for Medicare, by paying the full applicable premium.

Approved by the Board of School Trustees on July 10, 2018