

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the Oregon School Employees Association Chapter No. 11 and the Sutherlin School District No. 130.

By the signatures below, it is agreed by the parties represented that this agreement is entered into for the purpose of clarifying regularly-assigned workday job responsibilities as well as pay as referenced in the bargaining agreement **Article VIII – Salaries, 8.4 Special Salary Agreements, A. Bus Drivers**

This agreement will be in force beginning March 1, 2023 until June 30, 2024.

Modifications to the bargaining agreement:

- 1) "On their regularly assigned workdays, bus drivers shall work at least a minimum of four (4) hours if two (2) or more routes are driven by the driver per day. Pay will be at the driver's current salary step.
- 2)
 - a. Driver responsibilities on regularly assigned workdays include pre-trip of bus, pickup/drop-off of students, fueling (as required for operation), post-trip check, student seating charts, cleaning (sweeping, trash removal, checking and cleaning seats and windows), bus citations, washing of the bus, safety meetings, trainings, bus facility tidiness, and other duties as may be assigned pertaining to transportation.

The "minimum" is intended to provide a guaranteed base of hours to be worked and does not limit the number of hours that may be assigned to any route. The District's obligation to providing a minimum of four hours of work, can be met by assigning work, other than bus driving, on the condition that the employee does not suffer any loss of rate of pay for the four hours. Upon Supervisor and Superintendent approval the driver may agree to a cut in hours and pay if the driver does not desire assigned work outside the scope of the driver responsibilities which the district provides to maintain it's obligation of providing four hours of work on their regularly assigned workday. The district does not provide pay for hours not worked.

- 3) The individual bus driver's workday will be established by the transportation supervisor. Driver's workday schedules will be individualized, scheduling a minimum of four work hours and will be reflective of the necessary time to complete the pickup/dropoff of students on AM, PM, and if necessary mid-day routes, as well as completion of the bus driver's responsibilities.
- 4) Driver's will daily record the actual hours worked on their timecard. Pay will be for actual hours worked and/or such leaves as established per the bargaining agreement.

This agreement shall not establish a precedent for future decisions, nor shall it supercede any provisions of the collective bargaining agreement other than those specifically referred to in this Memorandum of Understanding.

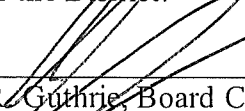
For the Council:

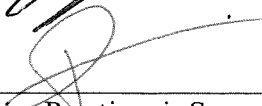
 7-2-23
Steve Sears, Field Rep.


Lori Bashford, OSEA President

2/2/23

For the District:


J.R. Guthrie, Board Chair


Terry Prestianni, Superintendent

Date

2-13-2023 Date