

**AGREEMENT
BETWEEN**

CLINTON COMMUNITY SCHOOL DISTRICT

AND

SEIU LOCAL #199 -

BUS DRIVERS

2020-2022



RECOGNITION

The employer recognizes the Union as the exclusive bargaining representative for employees in the bargaining Unit under the jurisdiction and/or in the employ of the Clinton Community School District, Board of Education, Clinton, Iowa, as determined by the Iowa Public Employment Relations Board in Case No. 4978.

The Union recognizes the Clinton Community School District, Board of Education as the duly elected representative of the people of the Clinton Community School District and as such, realize on all statutory matters, the legal responsibility of a final decision is vested in the Board and cannot be delegated.

GENERAL PROVISIONS

1. It is understood and agreed that employees covered by this Agreement have the right to join and/or assist the Union or engage in concerted activities insofar as any such activity is not prohibited by any law of the State or by the terms of this Agreement. Conversely, it is understood and agreed that any employee covered by this Agreement may refuse to join and/or participate in the activities of the Union, including the payment of any dues, fees or assessments or service fees of any type.
2. The Union's certified business and/or international representatives shall have access at reasonable times to work areas of those employees as described in PERB Case No. 4978, regarding matters relative to the administration of this Agreement, provided:
 - A. Notification of desired visit has been submitted to the Director of Transportation or his designated representative for approval, indicating reason for visitation, and,
 - B. Such visit shall not interfere with or interrupt normal operation of the Employer.
3. "Employee" when used in this Agreement shall refer to Bus Driver and Monitor.
4. "Bus Driver" shall mean a person who has passed the required written and driving test administered by the Iowa Department of Transportation and who has a minimum of a Class B Commercial Driver's License (CDL), and is then qualified to receive a School Bus Driving Permit.
5. Separability – If any provision of this agreement is determined to be contrary to law, then such provision shall not be valid and subsisting, but all other provisions of this agreement shall remain in full force and effect.

BASE PAY

Base (starting) pay for the 2020-2021 fiscal year shall be as follows:

Bus Driver – CDL	\$16.62
Bus Driver – non-CDL (new classification)	\$16.22
Bus Monitor	\$11.31

Current bus drivers-CDL will receive a \$.40 increase and current monitors will receive a \$.20 increase.

Activity Trips will be paid at a rate of \$12.00 per hour.

Termination

This Agreement shall become effective on the first day of July, 2020, and thereafter remain in full force and effect until the last day of June, 2022, with a wage reopener for the 2021-2022 fiscal year. This Agreement shall be automatically renewed unless either party to this Agreement serves notice upon the other party in writing.

SEIU LOCAL #199 BUS DRIVERS

Holly Humberger
Signature

7-20-2020
Date

Cathy Glasser President
Signature

8-19-20
Date

[Signature]
Signature

8/19/20
Date

CLINTON COMMUNITY SCHOOLS

Eric Peters
Signature

July 13, 2020
Date

Signature

Date

Signature

Date