

## **Memorandum of Understanding between De Soto #73 School District and De Soto Transportation Association**

This Memorandum of Understanding "MOU" is entered into on this 19th day of March, 2021, by and between the De Soto #73 Public School District, hereinafter the "Employer" and the De Soto Transportation Association- National Education Association, hereinafter referred to as the "Union".

The undersigned parties agree and acknowledge the following:

1. The Employer and Union are parties to a collective bargaining agreement with a term of July 1, 2019 through June 30, 2022, hereinafter "Agreement".
2. The Employer and Union agree to unilaterally extend the agreement with this MOU for a term of 2 years past the current expiration date of the Agreement of June 30, 2022. This MOU and the Agreement will be effective from July 1, 2021 through June 30, 2024, upon ratification by majority vote of the Union bargaining unit and approved by the De Soto School District Board of Education. This MOU and the Agreement shall have no force or effect after June 30, 2024.
3. Attached to this MOU (as Attachment AA) is the Bus Driver and Head Mechanic wage schedule which will take effect July 1, 2021 and continue through June 30, 2024. This will supersede the previous wage schedule which was in Section 4 of the Agreement and included as Attachment A to the Agreement.

Members of the bargaining unit will be placed on to the wage schedule as follows:

### **A) Bus Drivers:**

Current Bus Drivers will move to the schedule as follows:

- i. Those currently on Steps 1-4 will be placed on Step 2 of the schedule.
- ii. Those currently on Step 5 will be placed on Step 3 of schedule.
- iii. Those currently on Steps 6 and 7 will be placed on Step 4 of schedule.
- iv. Those currently on Step 8 will be placed on Step 5 of the schedule.
- v. Those currently on Steps 9 and 10 will be placed on Step 6 of the schedule.
- vi. Those currently on Step 11 will be placed on Step 7 of the schedule.
- vii. Those currently on Steps 12 and 13 will be placed on Step 8 of the schedule.
- viii. Those currently on Step 14 will be placed on Step 9 of the schedule.
- ix. Those currently on Steps 15 and 16 will be placed on Step 10 of the schedule.
- x. Those currently on Steps 17-19 will be placed on Step 12 of the schedule.
- xi. Those currently on Step 20 will be placed on Step 13 of the schedule.
- xii. Those currently on Step 21 will be placed on Step 14 of the schedule.
- xiii. Those currently on Step 22 and later will be placed on Step 15 of the schedule.

### **B) Head Mechanics:**

Head Mechanics will move onto the new salary schedule by being placed on the next step on the schedule on July 1, 2021.

4. On Alternative Method of Instruction (AMI) days members of the Union will be responsible for the following duties and compensated as follows:

- A) On the first two (2) AMI days each year bus drivers will complete online training. Training will be determined based on department need and may include areas such as, safe driving habits in winter weather conditions, slip and fall prevention, de-escalation training, and other relevant training. If the employee does not complete the training as designated, the employee will not receive compensation for the days. Mechanics will required to report to campus on AMI days.
- B) On the remaining three (3) AMI days each year, bus drivers will designation in writing by September 1<sup>st</sup> of each year if they will:
  - i. Use available leave; sick or personal for AMI days. Accumulated personal leave CANNOT be used. If the employee has exhausted all leave, the employee will not be compensated.
  - ii. Report to work on the AMI day, with the understanding that the driver may be required to help snow removal crews on district campuses.
  - iii. To not receive compensation for these days.

5. The parties shall continue to maintain the status quo as if the Agreement continued in full force and effect, except those items included in this MOU which directly conflict with previous items in the Agreement will be considered void and be superseded with the items included in this MOU.

This Memorandum of Understanding and the Agreement shall be considered a full agreement and all of which together constitute only one agreement between the parties.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding as of the date first above written.

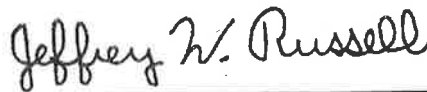
Signatures:



Earl LaFountain Jr., President

DTA-NEA

Date: 3-8-2021



Jeff Russell, Board of Education President

De Soto #73 School District

Date: 3-19-21



Dawn Selsor, Secretary-Board of Education

De Soto #73 School District

Date: 3-19-21

By our signatures on the attached page, we are certifying that the above is an accurate description of the Memorandum of Understanding that was reached between the two teams. This is a tentative agreement and is not official until approved by the school board and ratified by DTA- NEA. This MOU is an extension of the Agreement and effective from July 1, 2021 through June 30, 2024.

District Team:

DTA- NEA:

Tara M. Field  
Beverly Nelson  
J. Miller  
Michelle Lebel  
Lynn Noel

Ed L. Longmire  
Christina Rowland  
Patricia L. King  
Ed. Buchler  
Kimberly Clark

Date: 3/3/2021

## Attachment AA

### Transportation Wage Schedules—July 1, 2021- June 30, 2024

#### Bus Driver

Step 1	15.00
Step 2	15.46
Step 3	15.92
Step 4	16.38
Step 5	16.84
Step 6	17.30
Step 7	17.76
Step 8	18.22
Step 9	18.68
Step 10	19.14
Step 11	19.60
Step 12	20.06
Step 13	20.52
Step 14	20.98
Step 15	21.44

Bus Drivers will receive a 10 cent increase per year after step 15 for the next 10 years of service with the maximum being \$1.00.

Note: Years of service do not necessary correlate to step placement on the salary schedule

#### Head Mechanic

Step 1	15.57
Step 2	15.93
Step 3	16.29
Step 4	16.64
Step 5	17.01
Step 6	17.37
Step 7	17.73
Step 8	18.09
Step 9	18.45
Step 10	18.81
Step 11	19.17
Step 12	19.53
Step 13	19.72
Step 14	19.92
Step 15	20.12

Head Mechanics will receive a 10 cent increase per year after step 15 for the next 10 years of service with the maximum being \$1.00.

Note: Years of service do not necessary correlate to step placement on the salary schedule