

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

This Memorandum of Understanding "MOU" is entered into on this 16 day of December, 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 terms set forth in this December-MOU which supplements the previous March-MOU, which was approved by the Union and the Employer on March 19, 2021, excluding those items which directly conflict with the items in the March-MOU and the Agreement.
3. This MOU will be effective from January 1, 2022 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 December-MOU, the March-MOU and the Agreement shall have no force or effect after June 30, 2024.
4. The Employer and Union agree to change the name of "Mechanic" to "School Bus Technician" as this better aligns with the duties of the position. All current Mechanics will be relabeled as School Bus Technicians.
5. The district will consider individuals employed as "School Bus Technician" as part of the bargaining unit.
6. Attached to this MOU (as Attachment 1) is the School Bus Technician wage schedule which will take effect January 1, 2022 and continue through June 30, 2024. This will supersede the previous Mechanic wage schedule which was in Section 3B of the March-MOU and included in Attachment AA to the March MOU.
7. Movement onto the School Bus Technician wage schedule for current employees previously known as Mechanics will be by moving to the step on the schedule with the next greatest wage amount based on their current wage amount.
8. The Employee and the Union agree to create a committee to review the bidding process to ensure its intent and processes meet the needs of the employees and the district. Items to be reviewed by the committee included the overall route bidding process, the mid-day trip process, the activity trip process, the assignment of trips which are not bid on, and other items which are

done through the bidding process. The results of the committee will be a formal document of the process to be included in the Transportation Manual. The committee should include no more than 6 members from the bargaining unit and will include the Director of Transportation, the Director of HR, the Transportation Secretary, Athletic Director, and may include the Superintendent, or Board Members.

9. 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, the Memorandum of Understanding from March, 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:

Christina Rowland

Christine Rowland, President

DTA-NEA

Date: 12-16-2021

Jeffrey W Russell

Jeff Russell, Board of Education President

De Soto #73 School District

Date: 12/16/2021

Dawn R Selsor

Dawn Selsor, Secretary to the Board of Education

De Soto #73 School District

Date: 12/16/2021

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 a supplement to the MOU from March 19, 2021 and an extension of the Agreement and effective from January 1, 2022 through June 30, 2024.

Attachment 1

School Bus Technician Wage Schedule—January 1, 2022- June 30, 2024

School Bus Technician

Step 1	18.00
Step 2	18.50
Step 3	19.00
Step 4	19.50
Step 5	20.00
Step 6	20.50
Step 7	21.00
Step 8	21.50
Step 9	22.00
Step 10	22.50
Step 11	23.00
Step 12	23.50
Step 13	24.00
Step 14	24.50
Step 15	25.00

School Bus Technician 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 necessarily correlate to step placement on the salary schedule. Internal hires will not be provided any steps based on years of service for the district. Any internal hire would be placed on step 1.

District Team:

Josh Moore
Kelly Merrill
Babe Winick

DTA- NEA:

Patti King
Christina Rowland
D. D.

Date: 12/06/2021