

20.9 From time to time, it might become necessary for a bargaining unit member who is not a bus driver to be assigned to cover another bus driver's morning and/or afternoon shift in the event of an absence or emergency. Should that occur, the Transportation Director shall have the right to assign non-bus driver Transportation employees to substitute drive as prescribed in this section:

- A. Volunteer Substitute Driving Pool: Annually, the Transportation Director shall announce the enrollment period and Pool benefits to all non-bus driver employees at the beginning of the school year. Employees interested in joining the Pool shall contact the Transportation office no later than the 10th work day of the school year. For the 2024~~5~~-2025~~6~~ school year, the Transportation Director shall announce the enrollment period and Pool benefits to the non-bus driver employees no later than ten (10) work days after the full ratification of this Agreement and employees must notify the Transportation department of his/her interest to join the Pool no later than ten (10) work days after the announcement.
 - 1. The Transportation Department shall provide all necessary training to employees. Trainings shall occur during regular work hours.
 - 2. All costs associated with obtaining and maintaining proper licensure, DOT physical, and necessary training to become a substitute driver in the Pool shall be borne solely by the Board.
 - 3. Should an employee in the Pool experience difficulties obtaining or maintaining proper licensure and/or fail to pass any test or physical examination to be eligible to substitute drive, his/her employment in the primary job assignment shall not be affected negatively.

B. Substitute Driving Assignments: The Transportation Department shall maintain a substitute driving log including names of all Pool members and their current seniority. When the need arises for a substitute, Pool members shall be contacted either in person, by phone, text, or two-way radio with the substitute assignment.

1. The date, time, name of the person contacting the Pool member, and response shall be kept in the log.
2. Members of the Pool shall be called in order of seniority. The calling order shall not reset but instead shall be continuous from day to day.
3. Should a member of the Pool be asked to substitute drive, the employee has the right to refuse if the assignment is to any extent outside of his/her normal work hours.
4. Should there be no remaining Pool members to cover routes, a qualified member of the Transportation Department will be assigned to the route.
5. Employees assigned to substitute drive shall be paid a stipend of ~~\$40~~ for covering the morning and/or afternoon shift to a maximum of ~~\$80~~ **\$120** daily. For 2023-2024, payment for these stipends shall begin following successful ratification of 2020-21/2023-2024 BESP/BDS negotiations.

20.10 Bus Driver Recruitment and Retention: The Union and the Board agree that having a group of highly-trained bus drivers and substitute bus drivers is a priority for the District. To that end, the parties agree to the following:

- A. A Bus Driver Recruitment and Retention Committee consisting of four (4) representatives appointed by the BESP/BDS President and four (4) representatives selected by the BDS Transportation Director shall meet no fewer than twice during the 2024-2025 school year to review current bus driver working conditions, pay, and benefits; review strategies from other districts regarding successful recruitment and retention programs; and to issue a report with recommended recruitment and retention strategies by April 30th of each year to the Superintendent. The recommendations in the report shall not be considered bargaining proposals and in no way will the contents of the report waive the

collective bargaining requirements from Chapter 447 of Florida Statutes.

- B. The Board shall post substitute bus driver vacancies on the BDS website.

TA'D on _____

_____ Josh Balkom, BDS Chief Negotiator

_____ Carol Croon, BESPA President

_____ Michael Petty, MSSU Executive Director

Deleted language is identified with a ~~strikethrough~~.
New language is identified in **boldface and is underlined**.