

BESPA Proposal #9
BDS Counter Proposal #1
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November 13, 2024

14.4 Retro-active to the start of the second quarter, October 22, 2015, full or part time bus drivers **and bus aides** for Bay District Schools who possess a CDL and are actively driving **or serving as an aide on** a bus will be eligible for an attendance incentive of ~~\$125~~ **\$200** at the end of each 9-week grading period based on the following qualifications:

- A. ~~No more than one personal or sick leave day during that nine-week grading period.~~ **Employees cannot take more than one (1) unpaid or paid leave day during the nine-week grading period without being disqualified from bonus eligibility.**
- B. **Approved Bereavement** Leave associated with a death in the immediate family as defined in Article 12.4A will not disqualify a driver.
- C. **Approved** Jury duty, **Military Leave or Administrative Leave** will not disqualify a driver.
- D. **If an employee is placed on paid administrative leave during an investigation and the outcome of the investigation is that the claims are unfounded, the employee will still be eligible for the bonus. However, if the investigation finds the employee responsible, he/she will lose eligibility for the bonus in that nine-week grading period.**

Drivers **and aides** who believe they qualify must submit a Request for Review of Attendance Incentive to the Director of Transportation or his designee within 10 work days from the end of the nine-week period.

14.5 A bus driver, **including office and mechanic staff,** for Bay District Schools who possesses a CDL and is actively driving a bus will be eligible for a safe driver incentive of ~~\$150~~ **\$500** at the end of **each nine (9) week grading period** ~~the school fiscal year~~ based on the qualifications below:

- A. Employed during all of the student days of **the grading period for eligibility** ~~school year.~~

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

- B No traffic citations in a ~~personal~~ or BDS vehicle during the school fiscal year.
- C No at-fault accidents in a ~~personal~~ or BDS vehicle during the school fiscal year.

At-fault determination recommendations will be made by an Accident Review Committee. This committee will consist of Fleet Service Manager, Safety Officer/Trainer, and one bus driver member appointed annually by the BESPAs President. The committee will recommend non-binding at-fault determinations to the Transportation Director who will be responsible for the final decision.

1. Employed during all of the student days of **the grading period for eligibility**, ~~school year~~.
2. No traffic citations in a ~~personal~~ or BDS vehicle during the **grading period for eligibility** ~~school fiscal year~~.
3. No at-fault accidents in a ~~personal~~ or BDS vehicle during the **grading period for eligibility** ~~school fiscal year~~.

TA'D on _____

Josh Balkom, BDS Chief Negotiator

Carol Croon, BESPAs President

Michael Petty, MSSU Executive Director