

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~~ **\$250** 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.
- B. Leave associated with a death in the immediate family as defined in Article 12.4A will not disqualify a driver.
- C. Jury duty will not disqualify a driver.

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 for Bay District Schools who possesses a CDL and is actively driving a bus will be eligible for a safe driver incentive of ~~\$150~~ **\$1,000** **paid in four (4) equal installments** at the end of **each 9-week grading period** ~~the school fiscal year~~ based on the qualifications below:

- ~~A. Employed during all of the student days of school year.~~
- A.** No traffic citations in a ~~personal or~~ BDS vehicle during the school fiscal year.
- ~~B.~~ **B.** 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 BESPA 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 school year.~~

~~2~~ **1.** No traffic citations in a ~~personal or~~ BDS vehicle during the school fiscal year.

~~3~~ **2.** No at-fault accidents in a ~~personal or~~ BDS vehicle during the school fiscal year.

Further, to increase student, driver, and road safety, the Board will continue to provide bus aides on ESE routes and will provide 20 additional bus aides to be assigned to non-ESE routes at the discretion of the Director of Transportation.

TA'D on _____

Josh Balkom, BDS Chief Negotiator

Michael Petty, MSSU Executive Director

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