

## LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 AUBURN PSEA-T CHAPTER #702 AND THE AUBURN SCHOOL DISTRICT #408. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XVII, SECTION 17.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The parties agree to a pilot program for the position of Fleet Driver for the 2024-2025 School Year. The parties agree to the following language additions during the course of the pilot program:

### Section 7.0. Definition.

Fleet Drivers: Employees hired to drive a passenger vehicle to transport out-of-district transportation runs consisting of smaller student count runs (limited to no more than 5 students). In the event that no CDL drivers are available, transportation administrators are able to use a Fleet Driver for the transport of five (5) or less students within District boundaries. The vehicles driven by this position includes SUV's, vans, and sedans. A CDL is not required for a fleet driver.

### Section 7.7.17.4.1.

Summer school driving positions using a vehicle other than a school bus will be signed for on a merged transportation seniority list containing current bus drivers and Fleet Drivers based and their corresponding hire dates in their current positions.

### Section 7.7.24. Fleet Drivers.

#### Section 7.7.24.1. Fleet Drivers Assignment

Fleet Drivers will drive on scheduled routes that students can be safely transported that has no more than five (5) students in the vehicle at a time. Routes will be posted and signed for like CDL routes. These routes will be posted separately from CDL routes. Article X, Section 7.7.12 (Bumping) will apply to these posted routes. Fleet Driver assignments shall not be for less than two (2) hours pay (e.g.: AM assignment two (2) hours, PM assignment two (2) hours).

Additionally, Fleet Drivers will be provided thirty (30) additional minutes for a pre/post trip of their vehicle for a minimum of four and a half (4½) hours per day. If there is less than thirty (30) minutes between assignments, time paid shall be continuous. On early release days, Fleet Drivers shall follow their route calendars.

Midday assignments for Fleet Drivers would be limited to transporting students that are part of their regular AM/PM assignments.

#### Section 7.7.24.2 Student Temporary Absence

Fleet Drivers will not be docked time due to a student's temporary absence.

#### Section 7.7.24.3

Fleet Drivers' seniority will be awarded according to Article X and will not transfer to the CDL or Transportation Assistant seniority status if an employee decides to change classification.

In addition to the above language changes the parties agree:

- Existing Bus Drivers wanting to take a Fleet Driver position would need to resign their Bus Driving position prior to accepting the Fleet Driver position.
- Fleet Drivers will be on a separate seniority list than CDL drivers.
- Fleet Drivers will follow and receive all minimum training requirements as outlined by OSPI and receive drug testing.
- Pay for this position shall be as follows:

	1-7 years	8-15 Years	16-23 Years	24-31 Years	32+ Years
Fleet Driver	\$28.58	\$29.17	\$29.76	\$30.36	\$30.95

This pilot shall be revised as necessary during Conference Committee meetings between the District and the Association. The parties agree to review this agreement prior to the end of the school year in June 2025.

This Agreement shall be effective upon signature of the parties and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF  
WASHINGTON/SEIU LOCAL 1948

AUBURN PSEA-T CHAPTER #702

AUBURN SCHOOL DISTRICT # 408

BY: Kim Capitan  
Kim Capitan, Chapter Co-President

BY: Jon Young  
Jon Young, Assistant Superintendent, HR

DATE: June 17, 2024

DATE: June 17, 2024

BY: Daniella Walter  
Daniella Walter, Chapter Co-President

DATE: June 17, 2024

BY: Jodi Gagnon  
Jodi Gagnon, Negotiation Chair

DATE: June 17, 2024