

**COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN

COUPEVILLE SCHOOL DISTRICT NO. 204

AND

**GENERAL TEAMSTERS LOCAL UNION NO. 231
(SCHOOL BUS DRIVERS)**

September 1, 2019 – August 31, 2022

Table of Contents

Article	Title	Page
I	Definitions.....	1
II	Recognition	2
III	Term of Agreement	2
IV	Administration of Agreement.....	2
V	Rights of the Parties.....	3
VI	Working Conditions and Requirements	4
VII	Compensation.....	6
VIII	Payroll Deductions.....	7
IX	Benefits	8
X	Evaluation	10
XI	Probation and Discipline.....	11
XII	Grievance Procedure	11
	Memorandum of Understanding.....	13

Article I – Definitions

When used in this agreement, the following terms will have the meanings identified:

- 1.1 **District** refers to Coupeville School District #204, Island County, Washington, as represented by the then-governing Board of Directors.
- 1.2 **Board or Board of Directors** refers to the five individuals elected by the citizens of the District acting in their official capacity as the governing body of the District. The Board has authority to govern only when at a public meeting having a quorum of at least three board members.
- 1.3 **Superintendent** refers to the individual employed by the Board of Directors as superintendent, or his/her authorized designee.
- 1.4 **Teamsters** refer to the General Teamsters Local Union No. 231, a union representing the drivers in the District.
- 1.5 **Union Representative** refers to a Representative employed by the Local Union.
- 1.6 **Shop Steward** refers to a District employee elected as the on-site representative of the bargaining unit.
- 1.7 **Driver** refers to an individual, with a CDL “S” endorsement, employed by the District to drive a Coupeville School District owned bus or other vehicle to transport students on a regular basis.
- 1.8 **Route** refers to a regular morning or afternoon daily route of at least one day per week assigned to transport students to and from school, including detours that may be added to a route on an intermittent basis. **Temporary route** refers to a regular morning or afternoon daily route required to transport students to and from school on a temporary basis (twenty (20) or less working days). **Shuttle route** refers to a route assigned to transport students between schools within the District.
- 1.9 **Trip run** refers to all other driving assignments in or out of the District. EXCEPTION: Home half-time football game assignments.
- 1.10 **Work assignment** refers to the regular assignment of a route to a driver in accordance with District needs and the adopted school calendar.
- 1.11 **Grievance** refers to an alleged violation of the terms of this Agreement, an alleged violation of the contractual relationship between the District and a Teamsters member, and/or any alleged act which unjustly and unlawfully causes a driver to lose his or her employment or benefits.

Additional terms whose use is limited to a particular article of this Agreement will be defined in that article.

Article II - Recognition

- 2.1** The District recognizes the Teamsters as the sole and exclusive representative of the District's drivers.
- 2.2** The Teamsters recognizes the Board of Directors as the sole and exclusive representative of the District authorized to make final decisions concerning, and to execute, this agreement.
- 2.3** Both parties agree that substitute drivers are not subject to or governed by this agreement.

Article III – Term of Agreement

- 3.1** This Agreement, made this first day of September 2019 shall remain in full force and effect until August 31, 2022, unless either party shall serve the other with written notice of intention to reopen this Agreement for changes or modifications at least one hundred twenty (120) days prior to August 31, 2022.

Article IV – Administration of Agreement

- 4.1 Printing of Agreement.** Within thirty (30) working days after both parties have tentatively agreed to existing or amended terms and conditions of this agreement, the District will prepare a final draft of the agreement for approval by the Teamsters and by the Board of Directors at its next regularly scheduled meeting. Once approved and properly signed, the District will arrange for printing of the agreement at the earliest possible date.
- 4.2 Distribution of Agreement.** The District will distribute a copy of the agreement to each driver, will provide a copy to be retained in the office of the District transportation supervisor, and will make a copy available for review by individuals applying for a position as a driver in the District.
- 4.3 Legality.** If any provision of this agreement is determined to be invalid or contrary to law or to an authority of competent jurisdiction - e.g., the courts of the State of Washington or the United States, the Public Employment Relations Commission (PERC), the Office of the Superintendent of Public Instruction (SPI) - then such provision will not be performed, applicable, or enforced except to the extent permitted by law or such authority. All other provisions will remain in full force and effect.

Upon the request of either the Board or the Teamsters, the parties will enter into negotiations for the purpose of attempting to arrive at a mutually satisfactory replacement for such provision.

In the event either the District or the Teamsters elects not to enforce a particular provision of this agreement in one or more instance, such election does not constitute a waiver of subsequent enforcement.