

MASTER CONTRACT

Between

**QUINCY FEDERATION
OF SUPPORT PERSONNEL**

LOCAL 4204

IFT/AFT, AFL-CIO

and

BOARD OF EDUCATION

DISTRICT 172

June 16, 2009 through June 15, 2013

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ARTICLE I

RECOGNITION

- 1.1 The Board of Education ("Board") of Quincy School District No. 172 ("District"), Adams County, Illinois recognizes the Quincy Federation of Support Personnel, Local 4204, affiliated with the Illinois Federation of Teachers, American Federation of Teachers AFL-CIO, ("Union"), as the sole and exclusive negotiating agent for all regularly employed full-time and part-time employees who possess a valid Illinois School Bus Driver Permit, who are employed by the District for the purpose of driving a type two division vehicle, who are regularly assigned bus driving duties ("Bus Driver(s)"), who are not members of any other District recognized bargaining unit, and who are not Pre-K/Head Start school bus drivers.
- 1.2 The Board agrees not to enter into contract negotiations in regard to hours, wages, terms and conditions of employment with any individual, group or organization of regularly employed Bus Drivers of the District covered by this Master Contract ("Agreement") between the Union and the District, other than its duly elected representatives, for the duration of this Agreement. Nothing herein shall preclude individuals or other organizations from presenting their views and recommendations to the Board or administrative staff at any time.
- 1.3 Definitions

As used in this Agreement, the following definitions will apply:

- .1 Agreement – agreement between the Board and the Union.
- .2 Bargaining Unit - employees of the District as listed in Paragraph 1.1 of this Agreement.
- .3 Board – The Board of Education of the District.
- .4 Bus Driver - a member of the Bargaining Unit, unless otherwise specified.
- .5 day(s) - a calendar day, unless otherwise specified.
- .6 Director – Director of Transportation
- .7 District – Quincy School District #172, Adams County, Quincy, IL.
- .8 Grievance – a written complaint by a Bus Driver or the Union that there has been an alleged violation, misrepresentation, or misapplication of the specific provision of this Agreement.
- .9 Grievant – a Bus Driver or the Union who presents a Grievance.

- .10 Immediate Family – parent(s), step-parent(s), spouse, brother(s), sister(s), child(ren), foster child(ren), as defined by the DCFS, grandparent(s), grandchild(ren), dependent(s), as defined by the IRS, and legal guardian(s) or the corresponding relative of the Bus Driver’s spouse.
- .11 Superintendent - the superintendent of the District or his/her designee unless otherwise specified.
- .12 Union – Quincy Federation of Support Personnel, Local 4204, affiliated with the Illinois Federation of Teachers, American Federation of Teachers, AFL/CIO.
- .13 Work Year - July 1 through June 30.

ARTICLE II

BOARD AUTHORITY

- 2.1 It is the law of the State of Illinois that the determination and administration of school policy, the operation and management of the schools, and the direction of Bus Drivers are vested exclusively in the Board. It is the duty of all Bus Drivers to carry out the policies and regulations as stipulated by the Board. The decision of the Board in matters pertaining to the determination and administration of school policy, the operation and management of the schools, and the direction of Bus Drivers shall be final except to the extent the Board has exercised its discretion by entering into a provision pertaining to such subjects in this Agreement.

ARTICLE III

NO STRIKE

- 3.1 During the term of this Agreement and any extension thereof, no Bus Driver covered by this Agreement, nor the Union, nor any person acting on behalf of the Union shall ever or at any time engage in, authorize, or instigate any picketing, any recognition of any picket line at the District's premises, any strike, slowdown or other refusal to render full and complete services to the District, or any activity whatsoever which would disrupt in any manner in whole or in part, the operation of the District. It is understood and agreed that any Bus Driver violating this provision of the Agreement shall be subject to disciplinary action by the District up to and including dismissal.

ARTICLE IV

NEGOTIATION PROCEDURE

- 4.1 The Board and the Union agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith wages, fringe benefits and working conditions.
- 4.2 Negotiations on successor agreement shall begin no later than April 1, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.
- 4.3 Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter-proposals in the course of negotiations and to reach tentative agreement which shall be presented respectively to the Union and the Board for ratification.
- 4.4 Each party to negotiations shall select its negotiating representatives provided that the Board shall not select a Bus Driver and the Union shall not select any District administrator.
- 4.5 During negotiations, tentatively agreed upon material shall be prepared for the Board and the Union and signed prior to the adjournment of the meeting at which such agreement was reached.
- 4.6 When the Union and the Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the membership of the Union for ratification and to the Board for official approval.
- 4.7 If an agreement is not reached on all items within thirty (30) calendar days prior to the scheduled start of the school term, either party may declare to the other in writing that an impasse exists. When an impasse has been declared, the parties will jointly request the Federal Mediation and Conciliation Service appoint a mediator from its staff. Should the Federal Mediation and Conciliation Service be unavailable, the parties shall mutually agree upon a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified. The costs of mediation shall be shared equally by the Union and the Board.

ARTICLE V

BUS DRIVER AND UNION RIGHTS

- 5.1 The Board and the Union recognize that each Bus Driver has the right to join or not to join any organization for the Bus Drivers professional or economic improvement, and membership in any organization shall not be required as a condition of employment.
- 5.2 The Board and the Union agree that they will not discriminate against any Bus Driver with respect to hours, wages, terms or conditions of employment by reason of the Bus Drivers membership in the Union or participation in any Grievance.
- 5.3 The Board and the Union agree that they will not discriminate against any Bus Driver for reasons of color, race, marital status, religious affiliation, age, sex or national origin.
- 5.4 When a Bus Driver is required to appear before the Board concerning any matter which could adversely affect that Bus Drivers position, employment or salary, the Bus Driver shall be given reasonable prior written notice of the reasons for such meeting and shall be entitled to have a personal representative at said meeting.
- 5.5 A Bus Driver shall have the right, upon request and at a time mutually convenient to the parties, to review the contents of his/her own personnel file as maintained by the District. Privileged information, such as letters of reference, shall be specifically exempted from such a review. A Bus Driver may write a response to any material contained in his/her personnel file and this response will also be placed in the Bus Driver's personnel file.

5.6 FAIR SHARE

.1 It is recognized that the Union's duties as the sole and exclusive bargaining agent entail expenses which appropriately are shared by all Bus Drivers who are beneficiaries of said Agreement. To this end, if a Bus Driver does not join the Union, such Bus Driver will:

.1 Execute an authorization for the deduction of a sum equivalent to the proportionate share of the cost of the services rendered by the Union; or

.2 Pay directly to the Union a like sum.

.2 In the event such an authorization is not signed or such payment is not made within thirty (30) calendar days following the commencement of employment of the Bus Driver or the effective date of this Agreement, whichever is later, the District shall, after notification in writing from the Union, deduct such amount in equal payments from the regular salary check of the Bus Driver.

.3 The Union shall annually certify to the District the amount constituting each nonmember Bus Driver's share, which amount shall include only such expenses as qualify for inclusion in the Fair Share fee pursuant to the rules and regulations of the Illinois Educational Labor

Relations Board. Such certification shall be made in writing by the Union president and submitted to the business office by September 30 of each year. In the event a Bus Driver objects to the amount of such fee, the Union shall place the objecting Bus Driver's fees in a blind escrow or blind trust pending final determination of the appropriateness of the fee imposed. Such determination shall be made only after a full hearing before the Illinois Educational Labor Relations Board or any impartial fact-finder appointed by the IELRB. If the Bus Driver is entitled to a refund, the Bus Driver shall receive such refund plus any interest earned on the refund during pendency of the action.

.4 If a nonmember Bus Driver declares the right of non-association based upon bona fide religious tenets or teaching of a church or religious body of which such Bus Driver is a member, such Bus Driver shall be required to pay an amount equal to the Bus Driver's proportionate share to a nonreligious charitable organization mutually agreed upon by the Bus Driver and the Union. If the Bus Driver and the Union are unable to reach agreement on the matter, the charitable organization shall be selected from a list established and approved by the Illinois Educational Labor Relations Board in accordance with its rules.

.5 The Union, the Illinois Federation of Teachers, and the American Federation of Teachers, AFL-CIO, agree to defend, indemnify and save the Board and the District harmless against any claims, demand, suit or other form of liability which may arise by reason of any action taken by the Board and/or the District in complying with the provisions of this Section, provided that this Section shall not apply to any claim, demand, suit or other form of liability which may arise as a result of the Board's and/or District's failure to comply with the obligations imposed upon it by this Section.

ARTICLE VI

GRIEVANCE PROCEDURE

6.1 Definitions

A grievance ("Grievance") shall mean a written complaint by a Bus Driver or the Union that there has been an alleged violation, misinterpretation, or misapplication of the specific provisions of this Agreement. A grievant ("Grievant") is a Bus Driver or the Union who presents a Grievance.

6.2 Purpose

Every Bus Driver shall have the right to present Grievances in accordance with these procedures, the purpose of which is to secure, at the lowest possible administrative level, equitable solutions to valid Grievances which may arise.

.1 A Grievance cannot be presented by a Bus Driver or the Union as the results of any act or omission of a Bargaining Unit Member in relation to another Bargaining Unit Member.

6.3 Bypass

By mutual agreement, any step of the Grievance procedure may be bypassed.

6.4 Representation

The Grievant has the right to representation of choice in all steps of the Grievance procedure, including the informal meeting with the most immediate supervisor. The Grievant shall be present at all Grievance discussions unless the District, Union and the Grievant mutually agree that the Grievant's presence is not desirable or necessary. When the presence of the Grievant at a Grievance hearing is required by either party, illness or incapacity of the Grievant shall be grounds for any necessary extension of Grievance procedure time limits.

6.5 Time Limits

A Grievance must be filed within fourteen (14) days of the occurrence of the event or within fourteen (14) days of when the Grievant should have reasonably known of the event which gave rise to the Grievance. The number of days indicated at each step in the procedure shall be considered as the maximum allowable to the parties and every effort shall be made to resolve the Grievance as rapidly as possible.

6.6 Constraints

Any investigation or other handling or processing of any Grievances by the Grievant or the Union shall be conducted so as to result in no interference with or interruption whatsoever of the transportation program and related work activities of the Grievant or of the District's employees.

Failure of a Grievant or the Union to act on any Grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the Grievant to proceed to the next step. Time limits may be extended by mutual agreement.

If the Union or any Bus Driver files any claim, charge, cause of action or complaint in any forum other than under the Grievance procedure of this Agreement, the District shall not be required to participate, process or arbitrate or further participate, process or arbitrate a Grievance hereunder based on the same set of facts. This provision constitutes an express waiver by the Union and all Bus Drivers represented by the Union of their rights to file, process and arbitrate any Grievance which is based on the same set of facts which form the basis of any claim, charge, cause of action or complaint which has been filed in any other forum.

6.7 Procedure

Step One

It is desirable for a Bus Driver and the immediate supervisor to resolve problems through free and informal communications. Therefore, before a Grievance is filed, the Bus Driver or the Union shall discuss the complaint with the most immediate supervisor.

Step Two

If the complaint cannot be resolved informally, the Bus Driver or the Union shall file the Grievance in writing with the immediate supervisor, who shall certify by signature the date and hour the Grievance was received. This certification shall be witnessed by the Grievant. The written Grievance shall state the nature of the Grievance, shall note the specific clause or clauses of the Agreement which are applicable and shall state the remedy requested. The filing of the formal written Grievance must be within fourteen (14) days from the date of the

occurrence of the event giving rise to the Grievance. The supervisor shall make a decision on the Grievance and communicate it in writing to the Grievant and the Superintendent within fourteen (14) days after receipt of the Grievance.

Step Three

In the event a Grievance has not been satisfactorily resolved at the second step, the Grievant shall file, within ten (10) days of the immediate supervisor's written decision at Step Two, a copy of the Grievance with the Superintendent. Within ten (10) days after receipt of the Grievance, the Superintendent shall meet with the Grievant to resolve the Grievance. The Superintendent shall file an answer within ten (10) days of the third step Grievance meeting and communicate it in writing to the Grievant and the immediate supervisor.

Step Four

If the Grievance is not satisfactorily resolved at Step Three, the Grievance shall proceed to binding arbitration. The Union shall submit to the Superintendent a written request on behalf of the Union and the Grievant to enter into binding arbitration. This request must be submitted within twenty (20) days of receipt of the Step Three answer.

Arbitration proceedings shall be conducted by an arbitrator to be selected by the two parties from a roster of arbitrators provided by the American Arbitration Association. Within seven (7) days after the Union requests binding arbitration, the two parties will request the American Arbitration Association provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one (1) name shall remain. The remaining name shall be the arbitrator. Expenses for the arbitrator's services shall be borne equally by the District and the Union.

The decision of the arbitrator shall be final and binding on the parties. The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the District and the Union and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

ARTICLE VII

EMPLOYMENT CONDITIONS

7.1 Seniority

.1 The District shall maintain a Union Seniority List for all Bus Drivers. A copy of this list will be given to the Union President and posted on the Bus Driver's bulletin board. Annually, the Union will review this seniority list and indicate either their acceptance of the list or specify their exceptions to the list. The Director of Transportation hereinafter referred to as the "Director" will review all exceptions to this Union seniority list, and make changes as deemed appropriate.

.2 The Union Seniority List shall be the official seniority list for the duration of this contract. Any person who becomes a regularly employed Bus Driver will be added to the Union Seniority List according to the date of regular employment.

.3 Bus Drivers shall be removed from the Union Seniority List and shall forfeit all rights associated with any or all of the above seniority lists upon any of the following: Discharge for proper cause, failure to return to work from approved leave of absence according to the provisions in the contract, and according to the provisions of 7.1.4 or if a Bus Driver voluntarily agrees to reduce the number of assigned hours and/or agrees to change his/her permanent driving assignment but remains employed in the transportation department, the Bus Driver will not be removed from the Union Seniority List and will not forfeit all rights associated with any or all of the above seniority lists.

.4 If a driving assignment is eliminated the Bus Driver whose driving assignment is eliminated shall retain his/her seniority according to the Union Seniority List and shall have the right to the comparable driving assignment held by the person with the least seniority. A comparable driving assignment is defined as a driving assignment equal to the same number of hours as the driving assignment that was eliminated when available. The Bus Driver whose driving assignment was eliminated shall retain this right for up to five (5) working days from the effective date of the elimination of the route. At the end of five (5) working days, if the Bus Driver whose assignment was eliminated has not exercised his or her right to the driving assignment of the person with the least seniority, he or she shall have the right to bid using his or her original seniority date on the first driving assignment which becomes available for bid.

.5 When the Board decides it is necessary to reduce the number of Bus Drivers employed by the District, regularly employed Bus Drivers will be released in reverse order according to the Union Seniority List.

7.2 Discipline

.1 It is hereby agreed that all Bus Drivers shall comply with all working rules established by the District and shall perform in a satisfactory manner the duties assigned and in the manner prescribed by their supervisor.

.2 Failure of a Bus Driver to comply with the District's work rules or to perform his/her assigned duties in a satisfactory manner shall be grounds for disciplinary action. The type of disciplinary action taken shall be at the discretion of the District as deemed justified by the seriousness of the offense.

.3 Disciplinary actions shall include, but not be limited to, verbal reprimand, written notice of warning, reassignment, suspension and discharge.

.4 When disciplinary action involves a written notice or warning, reassignment, suspension or discharge, the Bus Driver shall be advised in writing the specific reason for the action.

.5 Bus Drivers suspended or discharged may appeal the decision by filing a written statement with the Superintendent within three (3) working days from receipt of notice. The Bus

Driver's written statement shall set forth any additional facts or reasons that the Bus Driver considers sufficient to warrant reconsideration of the suspension or discharge.

.6 The Superintendent shall arrange a hearing within five (5) working days from receipt of the Bus Driver's appeal notice. The Superintendent shall render a decision one (1) working day from the time of the hearing and shall communicate it in writing to the Bus Driver and the Union.

.7 If the Bus Driver and the Union are not satisfied with the decision of the Superintendent, the Bus Driver or the Union may submit to the Board a request that the matter be referred to an impartial hearing officer. The parties shall mutually agree upon the selection of a person to act as hearing officer. The hearing officer's authority shall be limited to deciding only the issue or issues presented in writing by the Union and District. All expenses for the hearing officer's services shall be borne equally by the Union and the District. At such hearing, the Bus Driver has the right to Union representation and may present information pertinent to the problem. Upon completion of the hearing, the hearing officer shall make a recommendation to the Board. The Board shall act upon the matter within thirty-five (35) calendar days of receipt of the hearing officer's recommendation. The decision of the Board shall be final and binding upon the parties.

7.3 Physical Examination

The District will reimburse Bus Drivers for their state required CDL physical exam from the physician or medical provider of their choice. The District will negotiate a rate annually with a local medical provider and will reimburse the Bus Driver up to that year's negotiated rate. Reimbursement will be made to the Bus Driver or directly to the local medical provider if requested.

7.4 Evaluations

The Transportation Department is committed to the improvement of the quality and the skills of its Bus Drivers. The primary purpose of evaluation is to assist in increasing this proficiency. An additional purpose is to recognize Bus Drivers for work well done.

The evaluation process has been developed with the hope that respect for the worth and dignity of each individual involved in that process will be maintained. While evaluation is judgmental in nature, the Director will strive to foster an environment for evaluation which produces trusting relationships. It is our intention that communication in evaluation will be two-way and constructive for both the Bus Drivers being evaluated and the evaluator.

Experienced Bus Drivers may be evaluated formally once each year. Beginning Bus Drivers may be evaluated once each semester for the first year. Any Bus Driver may be re-evaluated later in the year when in the opinion of the Director there is sufficient cause for concern. The evaluator will normally be the Director. However, other properly qualified, certificated personnel and out-of-District resource people may be utilized as additional evaluators.

An Evaluation Committee consisting of the Director and/or other members of the administration, the Union Executive Committee and/or other members of the Bargaining Unit, and professional

consultants, if required, may be formed for the purpose of providing input about and recommending changes in the present evaluation system for school Bus Drivers. The Director will be charged with receiving input from members of the Evaluation Committee, communicating such to the Superintendent, and making recommendations for changes in the present evaluation system to the Superintendent for approval

7.5 Drug/Alcohol Testing

License Application or Renewal. Pursuant to Illinois Revised Statute, Chapter 95 1/2, Section 6-106.1 all Bus Driver applicants are subject to drug testing in accord with standards prescribed by the State Superintendent of Education. Bus Drivers shall obtain their state required drug test at a local District-designated medical facility. The District shall make payment directly to the medical facility.

If the examining physician determines there is no legitimate medical explanation for a positive test result for one or more of the tested drugs, the applicant shall be ineligible to receive a school Bus Driver permit (23 Ill. Admin. Code 275.30) (f) and accordingly shall not be employed as a Bus Driver for the District. Any current Bus Driver who tests positive on renewal of his/her license for the tested drugs with no determination from the examining physician that there is a legitimate medical explanation for the positive test result shall be discharged as an Bus Driver of the District.

Accidents. Pursuant to Illinois Revised Statute, Chapter 95 1/2, Section 6-516 the Bus Driver of any school bus involved in an accident is deemed to have given consent to submit to a test or tests to be administered at the discretion of a law enforcement officer subject to the provision of Section 11-501.2 of the Ill. Rev. Stat., Ch. 95 1/2, of the Bus Driver's breath, blood or urine for the purpose of determining the presence of alcohol or other drugs in the person's system. Failure to voluntarily consent to such testing shall be grounds for discharge as a Bus Driver of the District. A positive test for alcohol or any drug which might or could impair the Bus Driver shall be grounds for discharge as a Bus Driver of the District.

Selected Testing. Any Bus Driver suspected of using alcohol or other drugs, at any time he/she is acting in the employ of the District as a Bus Driver, shall be subject to a drug test of the same nature and to the same extent as if he/she were involved in an accident. The test may be requested by the Superintendent or his/her designee or the Director at any reasonable time and place when the Superintendent or his/her designee or the Director determines at his/her sole discretion that such test would be in the interest of the safety of students. Failure to take the test upon request or testing positive for alcohol or any drug which might or could impair the driving ability of the Bus Driver shall subject the Bus Driver to discharge as a Bus Driver of the District.

7.6 Commercial Drivers License

The District shall pay for the cost of the Commercial Drivers License. Bus Drivers shall submit their receipt of the charge incurred for renewing the C.D.L. and shall be reimbursed for said cost.

ARTICLE VIII

JOB ASSIGNMENTS

8.1 Selection

.1 Any Bus Driver position that becomes vacant and for which the District intends to hire a replacement will be advertised and posted for a period of at least five (5) working days. An attempt will be made to award all positions within five (5) days after the posting period. If this cannot happen, the District will notify the Bargaining Unit.

.2 Qualifications and/or qualities being equal, as determined by the District, a Bus Driver applying for a Bus Driver position will be offered the vacant position over a non-bargaining unit employee. In the event that two or more Bus Drivers are equally qualified for the position as determined by the District, seniority will be the determining factor.

.3 Temporary positions may be filled without following the posting procedure. Temporary positions are defined as working assignments that are expected to last twenty (20) working days or less. If a temporary position is extended beyond the twenty (20) working day period, it shall be deemed a permanent position and posted in the same manner as other vacancies.

.4 Drivers who are going to be absent for more than three (3) working days during the school year have the option of completing a "Notification of Intent to Bid" request form before or during their absence. It shall be the responsibility of the Director using the information on this form to notify the driver of any route openings. In the event the driver cannot be contacted during the first day the route is posted by using the information on the form, the Union shall be notified and shall have the remainder of the posting period in which to notify the driver.

.5 Substitution of AM Routes by Available Bargaining Unit Agreement PM "Two-hour" Drivers.

.1 "Two-hour" drivers having only a PM route and not already assigned to an AM duty will be first called to substitute in the morning when the regular route driver is not available.

.6 Any Bus Driver that has an involuntary reduction in their assigned hours of employment with the District will be placed at the top of the list of applicants for any open routes that would return them to their original number of assigned hours.

.7 If it becomes necessary to make a change in the fundamental nature of any route, the Union shall be notified in advance and the Union Executive Committee will be given an opportunity for input.

.8 Upon assignment of a route that primarily contains Special Ed students, a probationary period of not more than twenty (20) working days shall be established. During this time the Bus Driver who was assigned this route containing primarily Special Ed students shall retain his/her previous route assignment and a "sub" driver will drive said route. When the Bus Driver

successfully completes up to a twenty (20) working day period, the Bus Driver will be awarded the position. If the Bus Driver or the Director is not satisfied with the driver's assignment for or during this twenty (20) working day period of time, the Bus Driver shall revert back to his/her previous route. If the Bus Driver reverts back to his/her previous route, the person who was selected as second for the position will be awarded the route with primarily Special Ed students without a new procedure occurring.

ARTICLE IX

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ARTICLE X

LEAVES

10.1 Sick Leave

.1 Each Bus Driver whose regular scheduled work week consists of 30 hours or more shall be granted twelve and one half (12.5) sick leave days per Work Year, three (3) of which may be used for personal leave as provided in Section 10.2. No more than three (3) personal leave days may be used per Work Year. Each Bus Driver whose regular scheduled work week consists of at least 20 hours per week shall be granted ten (10) sick leave days per Work Year, two (2) of which may be used for personal leave as provided in Section 10.2. No more than two (2) personal leave days may be used per Work Year. Bus Drivers hours per week shall be rounded to the nearest 20 or 30 hours to determine the number of sick leave days. However, no rounding up will be done to qualify for 20 hours. A sick leave day shall be the same length as the Bus Driver's regular work day. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. Immediate Family shall be defined as: parent(s), step-parent(s), spouse, brother(s), sister(s), child(ren), foster child(ren), as defined by DCFS, grandparent(s), grandchild(ren), dependents, as defined by the IRS, and legal guardians or the corresponding relatives of the Bus Driver's spouse

.2 Serious illness is defined as being an illness which an attending physician would designate, if requested, as sufficiently serious to require the presence of the Bus Driver at the bedside. Serious or personal illness may require written verification from the attending physician.

.3 Unused sick leave shall accumulate without limit.

.4 Maternity leave is granted for 6 weeks (42 calendar days) from the date of birth or adoption. A written request should be sent to the Personnel Office requesting the leave. Accumulated sick leave can be used for this period of time. An extension can be requested for an additional 2 weeks (14 calendar days) for a medical reason with a physician's written note. Accumulated sick leave can also be used for the extension. If a Bus Driver does not have accumulated sick days to cover the length of the absence, the days will be unpaid leave.

Bus Drivers desiring maternity leave should contact the Superintendent in writing as far in advance of such leave as possible.

10.2 Personal Leave

Personal leave shall be used for the purpose of handling personal business and no reason need be given. A written application for personal leave shall be made to the immediate supervisor. Notice of personal leave shall be given as early as possible in advance of the requested leave and except in emergency situations shall be at least two (2) days prior to the day of leave.

- .1 Personal leave days may not be taken on the first working day preceding or following a vacation or holiday, except in emergency situations as approved by the Superintendent.
- .2 On any particular day, there may be a limit as to the number of Bus Drivers who may take personal leave.

10.3 Funeral Leave

In the event of a death in a Bus Driver's Immediate Family, or the death of a brother-in-law, sister-in-law, son-in-law or daughter-in-law, funeral leave shall be allowed up to four (4) days per occurrence. One day of funeral leave shall be allowed for aunts, uncles, nieces or nephews or the corresponding relative of the Bus Driver's spouse.

10.4 Court Appearances

- .1 A Bus Driver called for jury duty when he/she is scheduled to work shall receive full salary during the time the Bus Driver is on jury duty.
- .2 A Bus Driver issued a court subpoena concerning matters relating to his/her employment by the District shall receive full salary during the time of required absence. This provision is not applicable if the Bus Driver is subpoenaed to testify under the following conditions:
 - .1 A matter in which either the Bus Driver, or any of the Bus Driver's Immediate Family, or any business associate have a financial interest.
 - .2 If the Bus Driver is a witness against the District, the Board or its representatives as a result of any legal actions commenced by or on behalf of the American Federation of Teachers AFL-CIO, Illinois Federation of Teachers, and the Union, its agents or members, or as the result of any legal actions arising from collective negotiations between the Union, and the Board.
 - .3 If the Bus Driver has been charged with negligent or wrongful acts alleged to have been committed in the scope of employment or under the direction of the District and the Bus Driver is found guilty by a jury or court of the charges brought against such Bus Driver.

- .3 When a Bus Driver is excused from his/her court appearance, either temporarily or permanently, on any scheduled work day or a part of a scheduled work day, the Bus Driver shall promptly report to work to complete any remaining hours of the scheduled work day.

10.5 Extended Leave of Absence

- .1 The following conditions shall apply to all extended leaves of absence unless otherwise indicated:
 - .1 A request for an extended leave of absence shall be in writing to the Superintendent.
 - .2 To be eligible for an extended leave of absence, a Bus Driver must have completed a minimum of five (5) full years of continuous employment in the District.
 - .3 Granting of an extended leave of absence shall be at the discretion of the Board.
 - .4 Leaves shall be limited to one (1) year from the effective date of the leave. Further extension of an extended leave of absence shall be at the discretion of the Board.
 - .5 Extended leaves of absence will be without pay and salary increments shall not accrue during a leave of absence.
 - .6 Accrued benefits earned at the time the leave begins shall be retained but no additional benefits shall accrue during the period of the leave.
 - .7 A Bus Driver on extended leave shall upon written request be permitted to continue in the District's group insurance programs for a period of one (1) year from the date the leave begins, provided the Bus Driver pays the total medical insurance premium, which includes the District's share.
 - .8 Written notice of intention to either return or resign shall be given to the Superintendent ninety (90) days prior to the expiration of the leave. Failure to furnish such written notice shall constitute a notice of resignation. No written notice is required to be sent from the District to the Bus Driver prior to this date. It is the responsibility of the Bus Driver to provide written notice to the District. These limits apply to all leaves except Board approved medical leave.
 - .9 The District may require a Bus Driver on extended leave of absence to furnish a statement from a physician indicating whether a Bus Driver is capable of returning to work.

.10 A Bus Driver returning from an extended leave of absence cannot be assured of placement in the same position which he/she held prior to going on leave of absence.

.2 The following listed leaves shall be considered as extended leaves of absence under the provisions of this Section of the Agreement:

.1 Extended Maternity/Adoption/Child-Rearing/Foster Child Placement Leave

A Bus Driver may be granted a leave of absence because of the forthcoming birth of a child, adoption of a child, or for the care of a child resulting from either a birth, adoption, or a foster child placement. Sick leave shall not be applicable during a period of maternity/adoption/child-rearing/foster child placement leave.

.2 Military Leave

A Bus Driver inducted into the military service of the United States shall be granted an extended leave of absence for the period of his/her required service in the military.

.3 Extended Medical Leave

A Bus Driver may apply for extended medical leave for health reasons. The request for such leave must be accompanied by a statement from a physician indicating that such leave is necessary for the physical or emotional well-being of the Bus Driver. Such leave shall be granted upon receipt of said statement.

.4 Extended Personal Leave

A Bus Driver may apply for a leave of absence for personal reasons. Requests for personal leave must be submitted at least forty-five (45) days prior to the date when the leave is to begin. At least fifteen (15) days before the requested effective date of the leave, the Superintendent will make a recommendation to the Board in accordance with the best interests of the District as far as programs, students, and staff are concerned.

10.6 Union Leave

Designated representatives of the Union shall be allowed time to conduct Union business and/or attend meetings pertinent to Union matters without loss of salary, provided: the aggregate number of days in any Work Year shall not exceed five (5) days; the Union will reimburse the District the costs for substitute Bus Driver for all days taken in excess of five (5) days. A written request for such attendance shall be submitted to the Superintendent at least five (5) days in advance of the absence and shall state the specific purpose of the meeting, the date of the meeting, and the Bus Driver who will attend the meeting.

10.7 Sick Leave Bank (SLB)

A. ELIGIBILITY

A Bus Driver is eligible for SLB if, but only if, the Bus Driver (1) is currently enrolled as a member of the SLB, (2) has exhausted his/her accumulated sick leave, and (3) is absent from work because of a catastrophic illness of his/her person or mother, father, spouse, child or dependent living in the Bus Driver's household. Catastrophic illness or injury is as determined by the committee established under paragraph E. Examples include, but are not limited to, heart attack, cancer, car accident, major surgery, etc. This program is not to be used for short-term illnesses.

B. PARTICIPATING BUS DRIVERS

1. Enrollment. New Bus Drivers shall be provided with information relative to SLB at the time of the initial employment and shall have two calendar months from the first day of the month following their initial date of employment to file their application with the office of the Superintendent. Once every five (5) years, Bus Drivers not enrolled in SLB will have the opportunity to enroll in SLB through an open enrollment. The first open enrollment year will be 2009. Bus Drivers will be notified of the open enrollment period in the September "UPDATE" newsletter. Bus Drivers shall have until December 1st of the same year to enroll in SLB. Enrollments shall be filed with the office of the Superintendent.
2. Withdrawal. A participating Bus Driver may withdraw at any time by giving written notice of withdrawal to the office of the Superintendent. The withdrawal shall not be effective until the first day of October following the delivery of the notice of withdrawal. Until the effective date of withdrawal, the participating Bus Driver shall be subject to the assessment provisions of paragraph C 2. A participating Bus Driver who withdraws forfeits all days contributed to the reserve and cannot resume participation at a later date until the next open enrollment period.

C. RESERVE

1. Formation. In order to establish and maintain a reserve each participating Bus Driver shall initially contribute two (2) sick leave days to the reserve.
2. Maintenance. If at any time, the reserve falls below thirty (30) days, all participating Bus Drivers shall be assessed two (2) days. If such assessment does not raise the reserve to fifty (50) days, SLB shall terminate in accord with paragraph 3 below. Any participating Bus Driver who has exhausted his/her sick days and has no days available for such assessment shall be temporarily suspended from participation in SLB until the participating Bus Driver has accumulated two (2) additional days for assessment at which time the participating Bus Driver shall be assessed and reinstated.
3. Termination. If the number of participating Bus Drivers in this program is not sufficient to support the assessment for maintenance as set forth in paragraph 2 above, the program shall automatically terminate and no credit will be given to any participating Bus Driver in the program for days remaining in the reserve if the number of days divided by the

participating Bus Drivers is less than one (1). If said number is one (1) or more, then the days remaining in the reserve shall be divided equally among participating Bus Drivers.

D. PAYMENT OF BENEFITS.

1. A participating Bus Driver who is found to qualify for days from the SLB will have those days credited to his or her normal sick day account to be used for absences.
2. A participating Bus Driver shall be eligible for the SLB for no more than thirty (30) days which may be assessed in one or more illnesses. The total days for all illnesses in no event shall exceed thirty (30) days.

E. OPERATIONAL GUIDELINES

The SLB committee shall govern the operation of the SLB Program. It shall consist of three members: (1) the Superintendent, (2) the President of the Union or his/her designee, and (3) Chairperson of the Self Insurance Committee or his/her designee. A Bus Driver who has exhausted his/her personally accumulated sick leave may make a written application to the Committee for withdrawal of days from the reserve. The Bus Driver shall state the reason for the inability to work and the number of days requested from the reserve. Before granting the request, the SLB committee must elicit affirmative answers to the following:

1. Is the Bus Driver listed as a current member of the SLB Program?
2. Has the Bus Driver exhausted his/her personally accumulated sick leave?
3. Is the absence from work due to catastrophic illness or injury to the Bus Driver or a Bus Driver's mother, father, spouse, child, or a dependent living in the Bus Driver's household?

ARTICLE XI

COMPENSATION AND BENEFITS

11.1 Compensation

.1 The compensation of all Bus Drivers covered by this Agreement will be in accordance with Bus Driver Salary Schedule for 2009-2010, 2010-2011, 2011-2012, and 2012-2013 school years. The aforementioned schedules are for 177 days per year. Bus Drivers are paid once per month on a twelve (12) month basis.

.2 Placement on the salary schedule will be in accordance to the length of service as a Bus Driver in the District. Bus Drivers shall be placed on the step in the salary schedule according to their amount of service credit per the annual service credit list. Length of service (service credit) as a Bus Driver shall be determined based upon the number of days a Bus Driver actually drives. One driving day is defined as driving both a morning and an afternoon driving assignment. The maximum amount of service credit that can be given for any day is one (1). Service credit shall be determined according to the following chart. Numbers in this chart represent driving days as defined above:

<u>4-Hour Plus Bus Drivers</u>	<u>2-Hour Bus Drivers</u>
0 to 30 - no credit	0 to 15 - no credit
31 to 60 - .2	16 to 30 - .2
61 to 80 - .4	31 to 40 - .4
81 to 100 - .5	41 to 50 - .5
101 to 120 - .6	51 to 60 - .6
121 to 150 - .8	61 to 75 - .8
More than 150 - 1.0	More than 75 - 1.0

At the end of each school year, Bus Drivers will be given service credit for the purpose of placement on the salary schedule according to the chart above. Those Bus Drivers whose fractional part of total service credit is 0.5 or more shall be moved to the next step on the salary schedule for the subsequent school year. Those Bus Drivers whose fractional part of total service credit is less than 0.5 shall stay on the same step of the salary schedule for the subsequent school year. The salary schedule shall be used in determining the amount of the Bus Drivers' compensation according to the Bus Driver Salary, but the Bus Drivers shall retain any fractional parts of service credit for computational purposes in future years.

11.2 Life Insurance

The District shall provide to Bus Drivers who work at least 20 hours per week Ten Thousand Dollars (\$10,000.00) in life insurance at no premium cost to the Bus Driver. In order to be eligible for life insurance coverage, a Bus Driver not participating in the District health insurance program may be required by the insurance company to pass a physical examination.

11.3 Health Insurance

- .1 The District shall provide health insurance coverage to permanent Bus Drivers of the District who work at least 4 hours per day or 20 hours per week (.5000 FTE). Coverage will be as outlined in the Quincy Public School Group Medical Plan. This will include regular hours worked by those Bus Driver working regular/routine hours in another department position.
Example: 4 hours Bus Driver
 2 hours Cook
 6 hours Total Credit
- .2 The District shall set premiums each year as determined in the teacher's Union contract. The sharing of the premium will be equal to the percentages determined in the teachers' Union contract.
- .3 The amount of co-pays, deductible, out of pocket expense and premium shall be as outlined in Exhibit 1 attached and made a part of this Agreement.
- .4 Bus Drivers will continue to have representation on the Insurance Committee or a successor committee, as determined by the District.

ARTICLE XII

EFFECT OF AGREEMENT

12.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

12.2 Savings Clause

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining article, sections and clauses shall remain in full force and effect.

12.3 Waiver of Additional Bargaining

The parties hereby acknowledge that the terms and conditions included in this Agreement represent the full and complete understanding between the parties. The Board and the Union for the life of this Agreement each waive any obligation to bargain collectively with respect to any subject or matter that may or may not have been known to either or both of the parties at the time this Agreement was negotiated or signed and that any bargaining will be limited to a successor Agreement, except that with a written mutual consent of both parties, such matters may be discussed and the Agreement modified.

12.4 Term of Agreement

The terms of this Agreement shall be effective June 16, 2009 and shall remain in effect until June 15, 2013.

The Board of Education agrees not to contract for transportation services and/or management of transportation services while this contract is in effect. The Board, however, during the term of this Agreement reserves the right to seek bids for contracted transportation services if such services will occur after June 15, 2013.

THIS AGREEMENT is signed this 12th day of August, 2009.

FOR THE QUINCY FEDERATION
OF SUPPORT PERSONNEL,
LOCAL NO. 4204

Myrna McCallister
PRESIDENT

Stephanie G. Bross
VICE-PRESIDENT

Johnna K. Al
SECRETARY

FOR THE BOARD OF EDUCATION
SCHOOL DISTRICT NO. 172

Richard J. Bud The Camp
PRESIDENT

Norma O. Fisher
VICE-PRESIDENT

Phyllis Stewart
SECRETARY

Exhibit 1

District Health Insurance

As per the agreement between the Board of Education and the Quincy Federation of Teachers Local 809 for the period August 24, 2006 to August 23, 2010.

Medical Plan Information:

Copay Information

Office Visit Copay	\$20
Emergency Room Copay	\$75

Deductible Information (per person)	<u>In Network</u>	<u>Out of Network</u>
Option A	\$475	\$725
Option B	\$625	\$925
Option C	\$775	\$1175

Annual Maximum Out of Pocket (per person)

Local Network	\$2600
Extended Network	\$3450
Out of Network	\$5500

(Annual Out of Pocket costs exclude deductible payments, copays, and costs that exceed "reasonable and customary.")

Medical Costs	<u>District</u>	<u>Employee</u>
Local Network	In accordance with Plan Booklet	
Extended Network	In accordance with Plan Booklet	
Out of Network	In accordance with Plan Booklet	

Lifetime Benefit Maximum (per person)	\$2,000,000
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Deductible Notes:

- If you are enrolled in Employee + Children, after 2 covered members meet the deductible, all remaining members will have met their deductible.
- If you are enrolled in the Full Family, after 3 covered members meet the deductible, all remaining members will have met their deductible.
- Any amount that goes toward meeting the Local or Extended Network deductibles will also go toward meeting the Out of Network deductible.

Additional Notes:

- Out of network or extended network non-elective emergency treatments will be approved as Local Network charges for plan members.

Prescription Plan Information:

	Employee Copay	
	30 Day Supply	90 Day Supply
Non-Maintenance Brand	\$30 + 25% of next \$200 Max = \$80	\$75 + 25% of next \$500 Max = \$200
Non-Maintenance Generic	\$12 + 10% of next \$100 Max = \$22	\$30 + 10% of next \$250 Max = \$55
Maintenance Brand*	\$50	\$125
Maintenance Generic	\$20	\$50

* Maintenance Brand prescriptions will be priced at a maintenance generic price if a maintenance generic equivalent is not available.

Open Enrollment

All employees will be allowed to change insurance coverage or enroll themselves or their dependents in the District's Health Insurance Plan each year. The enrollment or change in coverage must follow the open enrollment and pre-existing conditions guidelines set forth in the Quincy Public School Group Medical Program Booklet. Each employee wishing to make a change must declare in writing to the Insurance Coordinator the insurance coverage (Employee, Employee plus Children, Employee plus Spouse or Full Family) in which he/she chooses to enroll. This request must be received between August 15th and September 15th of each year.

Appeals Process

Participants must notify the Insurance Coordinator in writing and will be processed according to the plan document.

Standard Monthly Premium Information

The District and the employee will share the cost of the health insurance premium. An employee who qualifies as a .75 FTE or above will pay the standard employee premium as determined by the monthly health insurance premium chart.

The District will pay 90% of the total single coverage premium and the employee will pay 10% of the total single coverage premium. For those employees that choose dependent coverage (employee + children, employee + spouse, or full family) Option A, the District will pay 68% of the total premium and the Employee will pay 32% of the total premium.

An employee who selects Option B will pay 75% of the Option A employee premium

(Option B = .75 x Option A) and an employee who selects premium Option C will pay 57.5% of the Option A employee premium (Option C = .575 x Option A).

The total premium for employee + children is calculated as 1.75 X the total single coverage premium. The total premium for employee + spouse is calculated as 2.00 X the total single coverage premium. The total premium for full family is calculated as 2.50 X the total single coverage premium.

The District may increase the total single coverage premium each plan year(October 1 thru September 30) up to a maximum of 8% over the previous year's total single coverage premium. The premiums for dependent coverage (employee + children, employee + spouse, or full family) will be increased according to the formulas in the three preceding paragraphs.

Pro-rated Monthly Premium Information

An employee who qualifies as less than a .75 FTE but at or above a .5 FTE will pay a higher premium as determined by the formula below. An employee's hours or FTE status will be rounded to the nearest hours (FTE) standard listed below to determine premium. However, no rounding up will be done to qualify for the 4.0 hour per day, 20 hours per week (.5000 FTE) standard. An employee qualifying at less than .5 FTE is not eligible to be covered under the District health program.

<u>Hours (FTE)</u>			<u>Board's Share</u>	<u>Employee's Share</u>
Daily	Weekly	FTE		
6.0	30.0	(.7500)	Standard %	Total Premium – Board Share
5.5	27.5	(.6875)	.9167 x Standard %	Total Premium – Board Share
5.0	25.0	(.6250)	.8333 x Standard %	Total Premium – Board Share
4.5	22.5	(.5625)	.7500 x Standard %	Total Premium – Board Share
4.0	20.0	(.5000)	.6667 x Standard %	Total Premium – Board Share

Examples:

Single Coverage – 0.5 FTE or 20 hours weekly or 4.0 hours daily

Board's Share = $\$450 \times .90 \times .6667 = \270.01

Employee's Share = $\$450 - \$270.01 = \$179.99$

Employee + Children Option A – 0.6875 FTE or 27.5 hours weekly or 5.5 hours daily

Board's Share = $\$787.50 \times .68 \times .9167 = \490.89

Employee's Share = $\$787.50 - \$490.89 = \$296.61$

BUS DRIVERS SALARY SCHEDULE

Step	2009-2010 2.75%	2010-2011 2.75%	2011-2012 3%	2012-2013 3%
0	11.09	11.39	11.73	12.09
1	11.31	11.62	11.97	12.33
2	11.54	11.86	12.21	12.58
3	11.76	12.09	12.45	12.82
4	12.00	12.33	12.70	13.08
5	12.24	12.57	12.95	13.34
6	12.48	12.83	13.21	13.61
7	12.73	13.08	13.47	13.88
8	12.99	13.34	13.75	14.16
9	13.24	13.61	14.02	14.44
10	13.51	13.88	14.30	14.73
11	13.78	14.16	14.58	15.02
12	14.06	14.44	14.88	15.32
13	14.33	14.73	15.17	15.62
14	14.62	15.02	15.47	15.94
15	14.91	15.32	15.78	16.25
16	15.21	15.63	16.09	16.58
17	15.52	15.94	16.42	16.91
18	15.82	16.26	16.75	17.25
19	16.14	16.59	17.08	17.60
20	16.46	16.91	17.42	17.94
21	16.79	17.25	17.77	18.30
22	17.13	17.60	18.13	18.67
23	17.47	17.95	18.49	19.04
24	17.82	18.31	18.86	19.42
25	18.18	18.68	19.24	19.81
26	18.54	19.05	19.62	20.21
27	18.91	19.43	20.01	20.61
28	19.29	19.82	20.41	21.02
29	19.68	20.22	20.82	21.45
30	20.07	20.62	21.24	21.87
31	20.47	21.03	21.66	22.31
32				22.76

MEMORANDUM OF UNDERSTANDING #1
between
Federation of Support Personnel
Local 4204
and
Board of Education
Quincy School District No.172

The Board or its designees may negotiate individual retirement contracts with individual bargaining unit members. Any such contract agreed to by the Board and the individual bargaining unit member shall not be precedential nor establish a practice of the Board. The failure of the Board to agree to a retirement incentive negotiated under the provisions of this section shall not be subject to the grievance provisions.

This Memorandum of Understanding is not part of the contract between the Board Education and the Union. For the purpose of bargaining any successor agreement, the status quo shall be regarded as if this Memorandum did not exist. This Memorandum of Understanding is effective from June 16, 2009 to June 15, 2013.

SIGNED this 12th day of Aug., 2009

IN WITNESS WHEREOF:

For the Quincy Federation of
Support Personnel, Local No. 4204

Mylene McCallister
President

Stephanie G. Bess
Vice-President

Maxine [Signature]
Secretary

For the Board of Education
Quincy School District No. 172

[Signature]
President

[Signature]
Vice-President

[Signature]
Secretary

MEMORANDUM OF UNDERSTANDING #2
between
Federation of Support Personnel
Local 4204
and
Board of Education
Quincy School District No.172

1. Eligibility

1. Must be employed by the District's Transportation Department as a bus driver; and
2. Must have served satisfactorily in the District for a minimum of ten (10) years as a full-time employee immediately preceding his or her retirement.

2. Retirement Incentive Provisions

1. An eligible bus driver must notify the District in writing of his/her intent to retire by January 15th of the year preceding his/her retirement.
2. Eligible bus drivers retiring under the terms of this Memorandum shall have their official retirement date after the conclusion of the regular school year. This date will be listed as June 15.
3. An eligible bus driver notifying the District by January 15th of the year preceding his/her retirement will receive a one-time retirement incentive. The one-time payment will be the difference between the salary (per the salary schedule) he/she will be paid for his/her final year of employment and the Step 0 salary for the same position. After the one-time incentive is paid, the bus driver will also receive a 6% increase in salary in the final year of employment.

Example:	Final Year Salary	\$10,000
	Step 0 Salary	<u>-7,000</u>
	One-Time Incentive Payment	3,000
	Salary for Final Year	\$10,600

4. In lieu of this Memorandum, the District shall allow bus drivers to participate, at their option, in a different early retirement agreement that may be offered in the future by the District or IMRF provided such participation in such new agreement does not change the retirement date stated in this Memorandum. Once the District has made any payment to the bus driver relative to this Memorandum, the bus driver will have waived his/her right to participate in any future District or IMRF early retirement plan. If a bus driver participates in a different District or IMRF early retirement agreement, it is expressly understood that all the provisions of this Memorandum are void except as may otherwise be agreed under such other agreement.
5. This Memorandum of Understanding is in effect only if there is no early retirement penalty to the District.

3. Compensation Provisions

1. All of the retirement incentive for which the bus driver is due from this memorandum shall be paid prior to receipt of the bus driver's final regular paycheck.
 2. The retirement incentive shall be paid to the bus driver over multiple pay periods and the time of payment shall be at the discretion of the District.
 3. All legally required deductions shall be taken from these paychecks.
 4. In the event of the death of the bus driver, all payments relative to this Memorandum shall cease and desist immediately. No further payments shall be due to the estate/family of the deceased bus driver.
4. This Memorandum of Understanding is not part of the contract between the Board of Education and the Union. For the purpose of bargaining any successor contract, the status quo shall be regarded as if this memorandum did not exist. This Memorandum of Understanding is effective from June 16, 2009 to June 15, 2013.

SIGNED this 12th day of Aug 2009

IN WITNESS WHEREOF:

For the Quincy Federation of
Support Personnel, Local No. 4204

Mynna McCallister
President

Stephanie G. Buss
Vice-President

Johanna M.
Secretary

For the Board of Education
Quincy School District No. 172

Richard J. [Signature]
President

Thomas C. [Signature]
Vice-President

Reyllie Stewart
Secretary