

SEIU Initial Proposal – 5/15/2024
District Counter – 10/18/2024
District Counter – 5/22/2025 (Sections 1.2 and 1.4)

7/22/25 3:39 PM

Unit C

Article XII - Bus Operations Bidding Procedures

1.0 – No Changes

1.2 Annual Bid Procedure: Driver assignments for the school year shall be made annually based on the results of the annual bid process. There shall be separate annual bid processes for heavy bus drivers and light bus drivers. The bid process' times and dates shall be announced no later than two (2) weeks prior to the respective annual bid process. Several copies of the bid lists by class and the information concerning routes, parking locations, buses assigned, and supervisors that have been made available in the past shall be made available at District garages and Area Bus Supervisors' offices to drivers eligible to bid in person and online as soon as practicable prior to the bid process. A driver may request clarification of the bid list prior to the bid, provided, however, that the bid list presented and used at the bid shall be deemed final.

- a. District will make available all routes for which there is available compatible equipment (i.e. appropriate lift capacity, fuel type, terrain capability, range capability, etc.).

1.3 – No Changes

1.4 Drivers will first bid a route and then an appropriate bus from the yard from which the route originates. The capacity of the bus bid shall be compatible with the capacity of the route bid. Drivers bidding a cover route shall not be eligible to bid a bus.

1.5 Full-time drivers shall be given first opportunity to bid on full-time routes. ~~If a full-time driver is an eligible bidder but does not participate in the annual bid, a full-time route shall be reserved for the driver. Once established, a full-time bus driver position shall be eliminated only through attrition. To the extent that actual savings generated by the addition of five lower salary steps to the salary schedules after subtraction of the cost for the uniform allowance increases referred to in Article XIV, Section 2.2c are sufficient to finance it, the District will seek to increase the number of full-time bus drivers toward a goal of ten percent (10%) of the total of District bus driver positions by the establishment of one (1) full-time position for every three (3) bus drivers hired at the reduced salary rate. In the event that the total number of bus driver positions is reduced for any reason, the District may institute a hiring freeze on full-time bus driver positions until the number of full-time bus driver positions drops below ten (10%) of total District bus driver positions. After all full-time drivers have bid and full-time routes assigned or reserved in accordance with the foregoing procedures, a full-time light bus driver position shall be filled by the most senior part-time light bus driver who has the highest place on the bid list and who will accept the position. A full-time heavy bus driver position shall be filled by the most senior part-time heavy bus driver who has the highest place on the bid list and who will accept the position.~~

All rights and obligations provided in this section are subject to and limited by the Education Code.

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1.6 – 4.1 – No Changes

5.0 Weekend Trips: Drivers who are unavailable for overtime weekend trips that are charged to their "overtime account" shall only be charged that amount of overtime the turned down trip actually took.

Drivers who are unavailable for overtime due to illness, personal necessity or unpaid leave during the regular workweek shall be charged two (2) hours of overtime on the day absent.

A. If a weekend trip is cancelled the day of the scheduled trip and no additional work is available the driver shall remain on standby at the bus yard for a minimum of 2-hours prior to being released, and will be paid for the time spent on standby. (No Change from 10-18-2024 Proposal)

6.0 – 9.0 – No Changes