Tentative Agreement
Western School District & WESPA
12-05-2024

Page 33 - Duration of Agreement: 2 Years, January 1, 2025 to December 31, 2026

TRANSPORTATION

Page 35 -Hourly Rates:

- Regular Runs and Career Center Runs Rate (see below schedule)
    - Modify lanes to 1,3,6,9,12 (step 12 increase by $0.25).
    - Drivers move to these steps through “years”. Employees will receive a “year” effective January 1, with the exception of new hires who will wait until the following January 1.
    - January 2025 $1.25/hour increase
    - January 2026 $1.00/hour increase

Increase	Regular Runs and Career Center Runs	Step 1	Step 3	Step 6	Step 9	Step 12
current	January 1, 2024	$20.75	$21.00	$21.25	$21.50	
$1.25	January 1, 2025	$22.00	$22.25	$22.50	$22.75	$23.00
$1.00	January 1, 2026	$23.00	$23.25	$23.50	$23.75	$24.00

- Trip Rate: $17.00
- Snow Day Rate: $17.00
- PD/Meeting Rate: $17.00

Page 24, F. - Longevity Incentive

- LONGEVITY INCENTIVE (SICK DAY INCENTIVE UPON RETIREMENT)
    - Minimum of ten (10) years of service to Western School District
    - Retirees must complete the school year to receive this incentive (no mid-year resignations).
    - Notice must be made in the form of a resignation and submitted to the district by March 1st of the separation year.
    - Payment will be made to the employee’s 403b by July 1st.
    - 403b must be established by April 1st of the year of separation.
    - ~~FORMULA: $1.25 x (years of service in Western) x (number of sick days) x 1.0765~~
    - Replace current FORMULA, with the following: (conditions remain)

    - 10-19 years of service = $7/hr multiplied by remaining combined sick and PTO hours
    - 20 or more years of service = $9/hr multiplied by remaining combined sick and PTO hours

New items:

- **Retention Bonus:** One-time $1,000 bonus per driver (must be placed into tax deferred vehicle: HSA, 403b, 457) to be paid out in February 2025.
- **Apparel/Dress Code:** Appropriate attire includes closed toe shoes, jeans, pants or knee length shorts. Prohibited clothing includes pajama pants, bath robe, slippers, sandals and apparel that doesn't project a positive image for Western School District. Jackets will be provided periodically along with other Western apparel. A reflective vest will be available in the bus and worn by the driver during an accident or crisis event.
- **Bidding Trips:** Trips will be bid weekly on an in person board for the following week, by rotation.
- **Hold Harmless 2025-26:** It is understood that with the new elementary school and loss of transfer, there is concern about shortened daily hours. For the 2025-2026 school year only, drivers regularly scheduled hours will not decrease. Drivers may be asked to perform other duties during this time if their run is shortened, but will be paid at their hourly driving rate and will maintain the regularly scheduled hours that they were assigned at the beginning of the 2025-2026 school year.
- LOA 10-2022 Language (clarifying language)

As a non-precedent setting benefit, ALL drivers will receive 4 additional paid days for the 2024 Christmas Break at their current hourly rate provided they work the required day before and after break.

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FOOD SERVICE

- Wages:
    a. Head Cook & Assistant Cook January 2025: $1.00/hour increase
    b. Head Cook & Assistant Cook January 2026: $1.00/hour increase
    c. Helpers & Servers January 2025: $2.00/hour increase
    d. Helpers & Servers January 2026: $1.00/hour increase
    e. Professional Development Pay (page 24) moves to hourly rate
    f. Employees move to these steps through “years”. Years are awarded on January 1st of each school year. New employees in the school year (hired July-December) don’t receive a year until January of the following school year.

HEAD COOK	**Raise**	**Start**	**1st Year**	**2nd Year**	**3rd Year**	**4th Year**	**5th Year**	**6th Year**	**7th Year**	**10th Year**
January 2024		$14.75	$15.00	$15.25	$15.50	$15.75	$16.00	$16.25	$16.50	$16.75
January 2025	$1.00	$15.75	$16.00	$16.25	$16.50	$16.75	$17.00	$17.25	$17.50	$17.75
January 2026	$1.00	$16.75	$17.00	$17.25	$17.50	$17.75	$18.00	$18.25	$18.50	$18.75
ASSISTANT COOK	**Raise**	**Start**	**1st Year**	**2nd Year**	**3rd Year**	**4th Year**	**5th Year**	**6th Year**	**7th Year**	**10th Year**
January 2024		$14.25	$14.50	$14.75	$15.00	$15.25	$15.50	$15.75	$16.00	$16.25
January 2025	$1.00	$15.25	$15.50	$15.75	$16.00	$16.25	$16.50	$16.75	$17.00	$17.25
January 2026	$1.00	$16.25	$16.50	$16.75	$17.00	$17.25	$17.50	$17.75	$18.00	$18.25
HELPERS AND SERVERS	**Raise**	**Start**	**1st Year**	**2nd Year**	**3rd Year**	**4th Year**	**5th Year**	**6th Year**	**7th Year**	**10th Year**
January 2024		$11.25	$11.50	$11.75	$12.00	$12.25	$12.50	$12.75	$13.00	$13.25
January 2025	$2.00	$13.25	$13.50	$13.75	$14.00	$14.25	$14.50	$14.75	$15.00	$15.25
January 2026	$1.00	$14.25	$14.50	$14.75	$15.00	$15.25	$15.50	$15.75	$16.00	$16.25

- Page 25 - Insurance
    a. For employees working 30+ hours a week (scheduled for 6+ hours per day)
        - Single Subscriber: District Pays 100% of cost of PA152 cap or 80/20
        - Two-Person: District Pays 95% of cost of PA152 cap or 80/20
        - Full-Family: District Pays 90% of cost of PA152 cap or 80/20
    b. Cash in Lieu of insurance $250/month for employees who are eligible for insurance. Must have insurance coverage and complete the district sign-off form verifying the coverage.

- Beginning in January 2025, all food service employees in the bargaining unit who are not eligible for health insurance coverage shall be eligible to participate in the District's Medical Expense Reimbursement Plan with a limit of $500 annually for expenses incurred by the employee or dependent family member. Allowable expenses must be for medical, dental, or vision and will be reimbursed quarterly. All expenses for the calendar year must be submitted with receipts by the end of a quarter (March 31, June 30, September 30, December 31) and will be reimbursed on the second pay available after the end of the quarter. Expenses will only be reimbursed during the calendar year in which they are incurred.

- One-Time Retention Bonus (Tiered by Scheduled Hours) (To be paid out in February 2025)
    a. 1.0-2.9 hours/day will receive $250 payment (in payroll or employee directed to a tax deferred account).
    b. 3.0-5.9 hours/day will receive $500 payment (in payroll or employee directed to a tax deferred account).
    c. 6.0 or more hours/day will receive $750 payment (in payroll) **OR** $1,000 into a tax deferred account).

- PTO Days (combine 5 sick days & 2 personal business days)
    a. **7 PTO Days** Per Year
    b. All remaining days are carried over as sick days
    c. Page 19-21: Sick, Personal Day, PTO Day Language revision needed TBD

- **Page 20, O. SICK/PTO LEAVE SELL BACK OPTION (Remove letter D)**
    a. Employees may sell back up to five (5) sick days or PTO days at their daily rate
    b. Employees must have a minimum of ten (10) combined sick, personal business days, and PTO days available.
    c. Employees may sell back days to receive pay during non-work days during the Christmas and Spring breaks, or the end of the school year.
    ~~d. In a spend down year, employees may sell back days per a and b as listed above, but only at the end of the year.~~
    e. In a spend down year additional days may be sold back at the end of the school year at the discretion of the district.

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