

Bus Driver Compensation MOU 6/3/22

Memorandum of Understanding
Between
Reynolds School District
And
Oregon School Employee Association – Reynolds Chapter #37

The Reynolds School District (hereafter referred to as the “District”) and the Oregon School Employee Association (hereafter referred to as the “Union”) in an effort to work collaboratively on recruiting and retaining highly qualified bus drivers, special needs drivers, and specialized classification positions, propose the following: The parties involved recognize the wage disparity between neighboring districts and Reynolds S.D. This has created a crisis, as RSD has been unable to secure qualified drivers to transport students safely to and from school. Therefore, the parties hereby agree to what is outlined below:

1. The District and the Union agree to this MOU to increase wages for highly qualified bus drivers, driver trainers and specialized classification positions for the duration of the parties’ current Collective Bargaining Agreement. This increase allows for the funding of a range change effective July 1, 2022 for the following classifications:

Mechanic I/ Bus Driver Step 1 will become Mechanic II Step 1 and start at \$21.89

2. All highly qualified drivers in the Mechanic I/ Bus Driver who are below Mech II Step 1, on June 30, 2022 (est. 75 drivers), will be moved to salary schedule Mech II Step 1. Drivers whose hourly rate on June 30, 2022 is at or above Mech II Step 1 will be provided with step increases resulting in a wage one step higher than their current rate (example: Mechanic I/Bus Driver Step 5 would move to Mechanic II Step 2).
3. Effective the July 1, 2022, bus drivers and driver trainers will be placed on the following Mech II/Bus Driver salary schedule for the duration of the parties’ current Collective Bargaining Agreement. Please note that the **Mechanic II** classification will become **Mechanic II/ Bus Driver**, but this change will not be reflected in the CBA as it has already been printed.

Mechanic I/ Bus Driver Current placement (2021-2022 scale):

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$19.44	\$20.22	\$21.03	\$21.87	\$22.74	\$23.65	\$24.60	\$25.58	\$26.61	\$27.66

Moves to: **Mechanic II (Bus Driver)**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7

New 2022-2023 Mechanic II/ Bus Driver Scale

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$22.60	\$23.51	\$24.45	\$25.43	\$26.44	\$27.50	\$28.60

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4. This adjustment represents the utilization of the following resources:
- Student transportation costs are reimbursable by the state at 70%
 - Reduced overtime expenses
 - Highly qualified drivers for the Reynolds School District are required to maintain licensure(s) (CDL) and mandatory certifications (CPR/First Aid) and annual minimum training requirements, ODE recertification annually or bi-annually (including medical exam).

For the Chapter:

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Susan Mutschler 6/3/2022
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Susan Mutschler Date
President

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Field Representative

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OSEA

For the District:

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Executive Director of HCM

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Principal, RHS

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Superintendent

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Deputy Superintendent