

**SECOND ADDENDUM TO THE  
AGREEMENT  
BETWEEN THE  
INDEPENDENCE TRANSPORTATION EMPLOYEES ASSOCIATION  
AND THE  
SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI  
JULY 1, 2017-JUNE 30, 2022**

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence Transportation Employees Association, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the sixth and final negotiation session which concluded on Tuesday May 7, 2019; and,

WHEREAS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Collective Bargaining Agreement between the Parties originally entered into in June 2017 (the "Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this \_\_\_\_\_ day of \_\_\_\_\_, 2019 (the "Effective Date") in order to modify the Agreement as outlined below.

The Association and District agree to incorporate the following terms into the Agreement:

1. The District will evaluate the current condition of the bus parking area and develop a plan to ensure the areas of concern are addressed and the parking area is maintained;
2. 9.4 Sick Leave and Personal Leave:
  - a. An employee can sell back accumulated sick leave once they have in excess of 75 days. Days sold back will be reimbursed at a rate of \$50/a day. No more than 20 days may be sold back in one year, paid in December. Upon selling days back, the employee's sick leave balance cannot fall below 75 days due to the sell back. Upon retirement, the remaining balance may be sold back up to a MAXIMUM of 75 days at a rate of \$50/a day;
  - b. Full time employees are allowed sick leave of nine (9) days per school year plus one (1) day for each additional full contract month beyond the regular nine-month contract;
  - c. These changes would be reflected in the BOE regulation 4320.

3. Salaries for 2019-20 School Year
  - a. Employees will receive step movement. In addition two additional steps will be added to the salary schedule;
  - b. In addition the District has increased the current salary schedule.
  
4. Health and Dental Insurance
  - a. The District will cover the cost of the base health and dental plan for the 2019-20 school year.

All other terms within the Agreement shall remain unchanged.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

**INDEPENDENCE TRANSPORTATION EMPLOYEES ASSOCIATION**

BY: \_\_\_\_\_

President

**SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI**

BY: \_\_\_\_\_

President, Board of Education

ATTESTED BY: \_\_\_\_\_

Secretary, Board of Education

**INDEPENDENCE SCHOOL DISTRICT  
TRANSPORTATION ATTENDANT  
SALARY SCHEDULE  
2019-2020**

**DAILY ATTENDANT RATES**

<b>Step</b>	<b>Hourly Rate</b>
<b>1</b>	11.60
<b>2</b>	11.90
<b>3</b>	12.20
<b>4</b>	12.50
<b>5</b>	12.80
<b>6</b>	13.10
<b>7</b>	13.40
<b>8</b>	13.70
<b>9</b>	14.00
<b>10</b>	14.30
<b>11</b>	14.60
<b>12</b>	14.90
<b>13</b>	15.20
<b>14</b>	15.50
<b>15</b>	15.80
<b>16</b>	16.10
<b>17</b>	16.40
<b>18</b>	16.70

Attendants assigned to work with students identified as Emotionally Disturbed on specialized routes, specifically Independence Academy Day Treatment, will receive an additional \$1.00 per hour.

Attendant Pay for Trips: \$11.60 per hour

Extra Work: \$11.60 per hour (bus washing, meetings, trash, fueler)

**INDEPENDENCE SCHOOL DISTRICT  
TRANSPORTATION DRIVER  
SALARY SCHEDULE  
2019-2020**

**DAILY DRIVER RATES**

<b>Step</b>	<b>Hourly Rate</b>
<b>1</b>	15.50
<b>2</b>	15.85
<b>3</b>	16.20
<b>4</b>	16.55
<b>5</b>	16.90
<b>6</b>	17.25
<b>7</b>	17.60
<b>8</b>	17.95
<b>9</b>	18.30
<b>10</b>	18.65
<b>11</b>	19.00
<b>12</b>	19.35
<b>13</b>	19.70
<b>14</b>	20.05
<b>15</b>	20.40
<b>16</b>	20.75
<b>17</b>	21.10
<b>18</b>	21.45

**OTHER PAY:**

Early Education Mid-day Routes	1 - 1/2 hours guaranteed at hourly rate
Routes Mid-day Route	1 hour guaranteed at hourly rate
Shuttle Route	1 hour guaranteed at hourly rate
Late Activity	1 - 1/2 hours guaranteed at hourly rate
Spare Driver	\$7.25 per day in addition to guaranteed 6.25 hours a day at driver's hourly rate
Driver Mentor	\$9.25 per day in addition to driver's hourly rate
Route Driver Trip Rate	Step 1 of salary schedule
Trip Driver Rate (Non Route)	Placed on driver salary schedule at the discretion of the Director of Transportation based on experience
Trainees	\$11.70 per hour up to 40 hours
All Extra Non-Driving Work <i>(wash buses, meetings, trash, fueler)</i>	\$11.70 per hour
Seasonal Bus Washing Crew	\$9.25 per hour

**INDEPENDENCE SCHOOL DISTRICT  
TRANSPORTATION VAN DRIVER  
SALARY SCHEDULE  
2019-2020**

**DAILY DRIVER RATES**

Step	Hourly Rate
1	14.38
2	14.75
3	15.13
4	15.50
5	15.88
6	16.26
7	16.63
8	17.01
9	17.39
10	17.77
11	18.14
12	18.52
13	18.90
14	19.28
15	19.65
16	20.02

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