

**Side Letter of Agreement  
Alpine Union School District  
And the  
California School Employees Association and its Chapter #607  
Negotiations of Impacts and Effects of GUHSD Transportation Agreement  
With Alpine Union School District (AUSD)  
April 24, 2018**

The Alpine Union School District (AUSD) and the California School Employees Association and its Alpine Union School District Chapter #607 (CSEA) agree to the following provisions to address the impacts and effects to CSEA bargaining unit members' wages, hours, and working conditions resulting from the two-year transportation agreement (Agreement) between the Grossmont Union High School District (GUHSD).

1. The parties agree that Sections A.1(a)-(b) of the Agreement shall be interpreted to mean that AUSD will continue to provide transportation services to AUSD students, including special education students and summer school. AUSD bus drivers will have first right of refusal to work extra assignments, including on an overtime basis. AUSD bus drivers will also provide transportation for AUSD summer school, if summer school is in operation. The parties agree that AUSD may have GUHSD staff provide transportation services for AUSD students only when AUSD employees are not available to take the work.
2. The parties agree that the bidding process set forth in Section A.1(e) of the Agreement is subject to negotiation between AUSD and CSEA. The parties agree to complete their negotiations on the bidding process by no later than June 30, 2018. The parties further acknowledge that implementation of the parties' final agreement on the bidding process will be a collaborative process in conjunction with GUHSD.
3. The parties agree that Section A.1(f) of the Agreement shall be interpreted to mean that AUSD bus drivers will be given direction by the GUHSD Director of Transportation, Training Supervisor, and Dispatchers. However, AUSD bus drivers shall remain AUSD employees and, as such, remain under the general direction and control of AUSD, in accordance with the parties' collective bargaining agreement. No AUSD bus driver or other CSEA member shall be subject to discipline except by AUSD and as set forth in AUSD policy and the collective bargaining agreement.
4. The parties agree that Section A.1(g) of the Agreement shall be interpreted to mean that AUSD bus drivers will have the option of wearing uniforms, but they are not required to do so. AUSD must, at a minimum, wear an identifiable AUSD name badge.
5. With regard to Section A.1(h) of the Agreement, the parties agree that one AUSD large capacity bus will be domiciled at the AUSD transportation facility at 1323 Administration Way, through June 30, 2018. Beginning July 1, 2018, and to continue for the duration of the Agreement, all AUSD buses will be domiciled at the GUHSD transportation facility, as set forth in Section A.1(h) of the Agreement. The parties acknowledge that this is a change to the Agreement and, as such, is subject to approval by GUHSD.
6. The parties agree that the timekeeping provision of Section A.1(h) of the Agreement shall be interpreted to mean that timekeeping shall not be used to discipline AUSD employees. CSEA acknowledges that, notwithstanding this understanding with regard to timekeeping, AUSD employees shall continue to be responsible for adhering the work hours assigned by AUSD.

7. The parties agree that Section A.1(i) of the Agreement shall be interpreted to mean that the AUSD bus driver work year shall be adjusted by any adjustments to the AUSD school year. The parties further acknowledge that Section A.1(i) does not affect their obligation to negotiate changes to the employee work year.

8. The parties agree that Section A.1(j) of the Agreement shall be interpreted to mean that AUSD bus drivers will have the opportunity to attend GUHSD transportation training classes to include three (3) days during the Welcome Back training period to the 2018-19 school year. If these days do not coincide with the AUSD regular schedule and occur outside the contract year, the days will be optional and paid in accordance to those who attend. Additional training opportunities for the 2019-20 school year will be subject to negotiation.

9. The parties agree that Section A.1(k) of the Agreement shall be interpreted to mean that any "resolution" related to personnel and/or safety issues that may affect AUSD bus drivers and other CSEA members shall be subject to the parties' procedures set forth in the collective bargaining agreement.

10. The parties agree that Section 3 of the Agreement shall be interpreted to mean that AUSD bus drivers will have first right of refusal for AUSD field trips that do not conflict with daily routes, including extra work assignments paid on an overtime basis. AUSD will retain complete responsibility for all AUSD field trip arrangements and for all supervision of adult and minor trip participants. The AUSD bus driver serves as the driver of the bus and the supervisor may be the teacher, chaperone or other appropriate individual authorized by AUSD.

11. With regard to Section F.3 of the Agreement, the parties acknowledge that employees of AUSD and GUHSD are not the employees of the other party, respectively.

This side letter of agreement is subject to approval by the AUSD Governing Board and ratification through the CSEA 610 process. This side letter agreement shall remain in full force and effect through the current term of the Agreement.

**FOR THE DISTRICT**

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Dr. Bobbi Burkett  
Assistant Superintendent of Human  
Resources and Student Services

**FOR CSEA Alpine Union Chapter #607**

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Holly Hernandez, President

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Dan Ortiz, Labor Relations Representative