

**COLLECTIVE BARGAINING  
WAGE NEGOTIATIONS**

**BY AND BETWEEN**

**JEFFERSON COUNTY BOARD OF EDUCATION**

**AND**

**TEAMSTERS LOCAL 783  
AFFILIATED WITH THE INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS OF AMERICA**

~~**TEAMSTERS RESERVES THE RIGHT TO ADD TO, DELETE AND/OR  
MODIFY ANY PROPOSED DOCUMENT AT ANY TIME**~~

**TENTATIVE AGREEMENT UPON RATIFICATION**

## TEAMSTERS LOCAL 783 PROPOSALS

### ARTICLE 6 – HOURS AND OVERTIME, SECTION (9)

- Overtime pay for each call out from home shall be for a minimum of ~~two (2)~~ four (4) hours. T/A

### ARTICLE 10 – COMPENSATION

- Compensation salary increases each year of .5% ~~five percent (5%)~~ for years **2018-2019, 2019-2000 T/A (We agree to the me too clause).**
- **Section A Wages/Wage Rates CCL for the Me Too Clause. T/A**
- ~~Career Incentives for credited experience as recognized by the employer:~~  
~~**2018-2020 Increase per hour:**~~
  - ~~1) After 15 years \$0.25~~
  - ~~2) After 20 years \$0.40~~
  - ~~3) After 25 years \$0.60~~~~**(Union withdraws Proposal)**~~
- Shift Differentials:
  - 2<sup>nd</sup> Shift: ~~-.26 per hour to be .55 cent per hour total. CC~~
  - 3<sup>rd</sup> Shift: ~~Fifty cents (\$0.50) more per hour (Union with draws this proposal).~~
- **Maintain the current step raises. T/A**
- ~~Continue the Perfect Attendance Bonus for Bus Drivers and SNTA. The bonus will start at the beginning of the school year and will continue for the duration of that school year, for the life of this Agreement. T/A~~
- ~~Continue the Perfect Attendance Bonus \$2.50 difference differential pay for Bus Drivers and SNTA. The bonus differential pay will stall at the beginning of the school year and will continue for the duration of that school year, for the life of this Agreement and will be reviewed annually.~~
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- The district will continue with the CCL concerning the pay for the 50 Challenging Bus Runs decided by the District.
- **New:** Any skilled trade that requires a state licenses and/or ASE Certification shall start at current grade of CCL and moved to a step 4 of the Salary Schedule and advanced from there forward. Any Member who currently is not at this salary grade (step) shall also be moved to step 4 upon ratification.

Both parties agree to Article content by signing below

AL J. Stewart 8-7-18  
Signature Teamsters Date

D. Sell Henderson 8-7-18  
Signature JCPS Date