

LETTER OF AGREEMENT

Between the

Kaleva Norman Dickson Board of Education

And the

Kaleva Norman Dickson Educational Support Professionals Association

RE: CTC Route Driver also completing a Daily Route

The KND School District and the KNDSPA hereby enter into this Letter of Agreement as follows:

1. The parties agree that while it is preferable to hire separate employees to drive the CTC route and a morning/afternoon route, the District and Association understand that with a shortage of qualified drivers, it may be necessary for a single person to drive the CTC route as well as a daily morning/afternoon route.
2. The parties further agree that the District will continue to post the position of bus driver with the intent of hiring an additional driver in order for there to be separate drivers from the CTC route and a daily morning/afternoon route.
3. If an additional driver is hired for the morning/afternoon, daily route, the employee who chose the CTC route will no longer drive the daily morning/afternoon route.
4. The parties further agree that employees hired under the circumstances listed in #1 will have full rights under the Association's contract.
5. The parties further agree that for the purposes of using the seniority list for extra trip assignments, employees hired under the circumstances listed in #1 will be eligible for an extra trip based on the seniority list.
6. If this Letter of Agreement needs to be modified, it must be agreed upon in writing by all Parties referenced in this Agreement.

This Agreement expires on June 30, 2028.



Amy Richardson
KND SPA President

9-8-2025

Date



John Velt
KND Superintendent

9-8-2025

Date