

LETTER OF AGREEMENT

Between the

Kaleva Norman Dickson Board of Education

And the

Kaleva Norman Dickson Educational Support Professionals Association

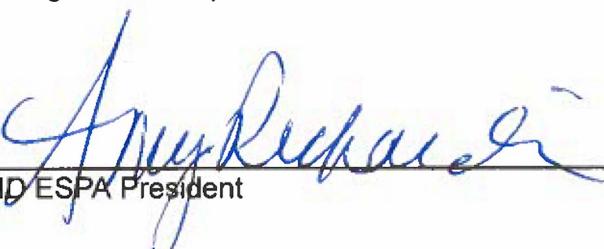
RE: Schedule A – Wage Schedule 2025-2028

To address the need to place a Bus Driver on a reduced, morning run only schedule, until the position can be filled by an employee committed to driving both morning and afternoon runs.

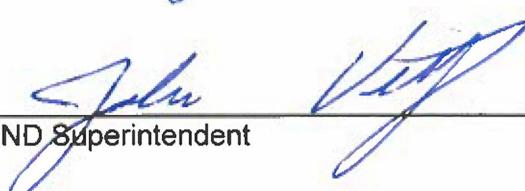
The KND School District and the KNDESP hereby enter into this Letter of Agreement as follows:

1. The parties agree that while it is preferable to hire an employee to drive bus who will drive the regular morning and afternoon runs each school day, circumstances may arise then the district may hire a driver who is available to drive only one of the daily morning or afternoon runs.
2. The parties further agree that the District will post the position of bus driver with the intent of hiring an employee who will drive both the morning and afternoon runs each school day.
3. The parties further agree that employees hired under the circumstances listed in #1 will have full rights under the Association's contract.
4. 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 not be eligible for an extra trip based on the seniority list. They are available for extra trips only if an extra trip is still available after being offered by seniority to drivers completing morning and afternoon routes.
5. 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.

  
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KND/ESPA President

9-8-2025  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
KND Superintendent

9-8-2025  
\_\_\_\_\_  
Date