



**AGREEMENT**

**BETWEEN**

**BURLINGTON COMMUNITY  
SCHOOL DISTRICT**

**AND**

**CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238**

**COLLECTIVE BARGAINING AGREEMENT**

**JULY 1, 2023 THROUGH JUNE 30, 2025**

## **ARTICLES OF AGREEMENT**

THIS AGREEMENT made this 21st of March, 2023, by and between CHAUFFEURS, TEAMSTERS AND HELPERS Local Union No. 238 affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union" and the Burlington Community School District of Burlington, Iowa, hereinafter referred to as the "Employer".

### **ARTICLE 1 - RECOGNITION**

- 1.1 The Employer agrees to recognize and does hereby recognize the Union, its agents and representatives as the exclusive bargaining representative for all of the employees of the Employer as herein defined.
- 1.2 The term "employee" as used in this Agreement shall include all full-time route drivers and full-time available substitute bus drivers of the Burlington Community School District and excluding Supervisors of Transportation and others excluded by the act.
- 1.3 The Employer will neither negotiate nor make collective bargaining agreements for any of the employees in the bargaining unit covered hereby unless it be through duly authorized representatives of the Union.
- 1.4 The Employer agrees that it will not interfere with, restrain, coerce, or discriminate against any of its employees in connection with their membership in the Union.

### **ARTICLE 2 - WAGES**

- 2.1 The base wage for the 2023-2025 school years is \$19.83/hour. This wage will increase 2.75% each year with a step for all job classifications for the duration of the agreement.

**ARTICLE 3**

**SIGNATURE CLAUSE**

- 3.1 This agreement shall be in full force and effect from July 1, 2023 – June 30, 2025.
- 3.2 In witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the TBD.

Chauffeurs, Teamsters, and Helpers  
Local Union Number 238 affiliated  
with the International Brotherhood  
of Teamsters

Burlington Community School District  
Board of Education

By: David D. Carter

Business Agent and  
Chief Negotiator

By: Deborah J. Hatteling

President

By: Kim Miller

Local Rep

By: Joseph

Chief Negotiator