



AFL-CIO

California School Employees Association

2345 Stanwell Circle
Concord, CA 94520

(925) 676-5755
(800) 464-7717

www.csea.com

Adam Weinberger
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

*The nation's largest
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January 15, 2026

Via Electronic Only

shawn.schubert@gmail.com

Shawn Schubert
Chapter President 178
1305 S Pebble Beach Drive
Crescent City, CA 95531

Re: Grievance Settlement – Director of Transportation

Dear President Schubert:

I have received the Grievance Settlement (SETL) regarding Article 17 tentatively agreed to between the Del Norte Unified School District and California School Employees Association and its Great Northern Ch. 178.

It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws or Policy.

Ratification for this SETL is **not** required.

I would like to take this opportunity to acknowledge the time and effort spent by you and the Negotiating Committee in these negotiations. Your involvement and dedication are truly appreciated.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Danny Corum
Assistant Director, Field Operations
Interim Field Director

DC/eo

Enclosure(s)

Cc: Tina Traylor, Regional Representative 14; Lora Davis, Labor Relations Representative; Nathan Jennings, Sr. Labor Relations Representative; file

GRIEVANCE SETTLEMENT
Between
Del Norte Unified School District
And
CSEA and its Great Northern Chapter #178

December 22, 2025

A grievance was started on September 22, 2025 by the California School Employees Association and its Great Northern Chapter # 178 ("CSEA") against the Del Norte Unified School District/County Office of Education ("District") alleging multiple violations of the collective bargaining agreement, Article 17, which requires that the Director of Transportation comply with the Collective Bargaining Agreement for matters related to bus route development, the route bidding selection, and the assignment of special trips. As a result of the grievance procedure and related findings, Del Norte Unified School District (District) and CSEA agree to the following terms and conditions to resolve the grievance:

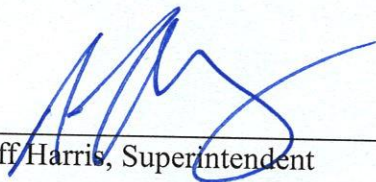
1. Whereas the actions of the Director of Transportation were found to be out of compliance with Article 17.2, which states that "Drivers shall have an opportunity to review routes prior to bidding", the District shall compensate impacted members for the call back time, which must be turned in on a time sheet indicating the hours necessary for route review.
2. Whereas the actions of the Director of Transportation were found to be out of compliance with Article 17.2.2, which states "Route Selections and driver assignment charts should be updated, and sent to payroll, HR and the CSEA Chapter President within two business days", the District has complied with the requisite timeline during November route bids, and route bids will be sent to all parties as agreed moving forward.
3. Whereas the actions of the Director of Transportation were found to be out of compliance with Article 17.2.3 which states that "Only the established work hours when the dispatcher is working can a driver assist with answering incoming calls to the department to deal with occasional workflow concerns", the District has hired an Administrative Assistant I to support the department by ensuring phone coverage and performing other administrative assistant duties that may have been performed by drivers.
4. Whereas the actions of the Director of Transportation were found to be out of compliance with Article 17.2.4 which states "The intent of the District in developing the proposed routes is to maximize the number of full-time routes (8 hours per day, 40 hours per week), with remaining routes also maximized to the greatest extent feasible", the District agrees to the following:

1. Routes were redesigned prior to the November bids and maximized for 8 hours. Currently there are six (6) eight-hour routes, with remaining routes maximized to the greatest extent possible, as compared with one (1) eight-hour route prior to the November route bid.
 2. Routes will continue to be designed to maximize eight-hour routes.
 3. The District agrees to make affected drivers whole, including remedying all CalPERS contributions, sick leave and vacation accrual, and health and welfare benefit contributions.
 4. The District will work with impacted drivers and CSEA to determine the extent of impact to CalPERS, sick leave accrual, vacation accrual, and health and welfare contributions.
 5. CSEA will review and approve the proposed make whole remedies prior to implementation.
 6. The District agrees to make these adjustments by March 1, 2026.
5. Whereas the actions of the Director of Transportation were found to be out of compliance with article 17.2.4, which states “The development of routes (including placement of breaks) by the Director of Transportation as described above is solely a District Responsibility”, the District agrees that while drivers may support and provide feedback on route construction, the Director is solely responsible. The Assistant Superintendent of Business Services will provide a memo to that effect for all drivers no later than January 5, 2026.
6. Whereas the actions of the Director of Transportation were found to be out of compliance with Article 17.3.1, which states “Bus drivers interested in special trips must sign up for the special trip during the regular home to school route selection periods as defined in 17.2.1”, the District agrees to the following:
1. The special trip assignment protocol has been remedied by the Interim Director of Transportation and will be monitored by the Assistant Superintendent of Business Services.
 2. The District agrees to make impacted drivers whole, including remedying all compensation, CalPERS contributions, sick leave and vacation accrual, and health and welfare benefit contributions.
 3. The District will work with impacted drivers and CSEA to review the assignment of special trips and to determine the extent of impact to CalPERS, sick leave accrual, vacation accrual, and health and welfare contributions.
 4. CSEA will review and approve the proposed make whole remedies prior to implementation.
 5. The District agrees to make these adjustments by March 1, 2026.
7. Whereas the actions of the Director of Transportation were found to be out of compliance with Article 17.3.2 which states “During the regular school year, all special trip assignments shall first be made to bargaining unit drivers on a direct rotation basis” the District agrees to the following:
1. Rotation of special trip assignments are being performed according to Article 17.3.2 as of December 19, 2025.

2. The Interim Director of Transportation shall provide a written protocol to all drivers no later than January 16, 2026.
 3. The District agrees to make impacted drivers whole, including remedying all compensation, CalPERS contributions, sick leave and vacation accrual, and health and welfare benefit contributions.
 4. The District will work with impacted drivers and CSEA to determine the extent of impact due to incorrect rotation of special trip assignments.
 5. CSEA will review and approve the proposed make whole remedies prior to implementation.
 6. The District agrees to make these adjustments by March 1, 2026.
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8. Whereas the actions of the Director of Transportation were found to be out of compliance with Article 17.5.4, which states "If routes are combined the resulting routes will be offered to drivers based on the following; If the affected routes were posted as ending on the same date, then the basis for the bus driver assignment will be by seniority", the District agrees to resume route combination assignments as indicated in Article 17.5.4.
 9. This agreement shall remain in effect unless and until new terms have been mutually agreed to by the parties.
 10. Any disputes that arise related to this agreement shall be subject to the grievance procedures set forth in the collective bargaining agreement.


The terms and conditions contained in this settlement agreement resolve the pending grievance which shall be deemed closed, on this day, December 22, 2025.

For District:




Jeff Harris, Superintendent
12/29/25

For CSEA:



[Shawn Schubert \(Jan 7, 2026 13:22:22 PST\)](#) 01/07/26
Shawn Schubert, Chapter # 178 President



Lora Davis, CSEA Labor Relations Rep. 01/06/26