

**North Providence Public Schools  
School Bus Transportation Request for Proposals**

**Addendum #1**

**1. Change in Bid Opening Date**

The bid opening date is extended to 10:00 a.m., local time, on Wednesday, October 16, 2024. Bids will be publicly opened and read at that time at the North Providence School Administration Office, 2240 Mineral Spring Avenue, North Providence, RI 02911.

**2. Document Interpretation/Correction - Questions arising from the Bid Specifications should be directed to:**

Lisa Casinelli  
Director of Finance  
North Providence School Department  
2 240 Mineral Spring Ave. North Providence, RI 02911  
Phone: 401-233-1104  
Fax: 401-233-1106  
Email: [financedirector@npsd.k12.ri.us](mailto:financedirector@npsd.k12.ri.us)

**3. Required Number of Buses:**

Number of Current Buses Required for Regular and Special Education Transportation	
71 Passenger	13
35 Passenger	0
19-20 Passenger	3
4 Passenger Van	0
Wheelchair Bus	5

**4. Questions & Answers from Prospective Bidders**

Please see Questions & Answers document and attachments.

# BID SUBMITTAL FORM

REVISED 10/4/24

**Year 1: July 1, 2025-June 30, 2026**

**A. Regular Transportation Routes**

Type D – 71 Passenger Buses

Cost per Bus per Day \$ \_\_\_\_\_ X 13 Buses X 180 days = \$ \_\_\_\_\_

**B. Special Education Vehicles - With Wheelchair Lift (Includes Bus Aides/Monitors)**

Cost per Bus per Day \$ \_\_\_\_\_ X 5 buses x 180 days = \$ \_\_\_\_\_

Type A – 19-20 Passenger Bus (Includes

Bus Aides/Monitors)

Cost per Bus per Day \$ \_\_\_\_\_ X 3 Bus X 180 days = \$ \_\_\_\_\_

**C. Pre School & Kindergarten – Mid Day Runs (1 Hour)**

Cost per Bus per day \$ \_\_\_\_\_ X 5 buses x 180 days = \$ \_\_\_\_\_

**D. Summer Transportation**

Cost per Vehicle per Day \$ \_\_\_\_\_ X 5 buses x 20 days = \$ \_\_\_\_\_

**E. Bus Monitors/Aides Cost per Hour** \$ \_\_\_\_\_

**F. Athletics & Field Trips Driver Cost Per Hour** \$ \_\_\_\_\_

**G. Athletics & Field Trips Bus Cost per Mile** \$ \_\_\_\_\_

**H. Transition Bus Total Cost per hour (4 hours daily)** \$ \_\_\_\_\_

**I. Late Bus Total Cost per hour (1 hour daily, when needed)** \$ \_\_\_\_\_

**J. Cost of Performance Bond** \$ \_\_\_\_\_

**K. Cost of Routing System** \$ \_\_\_\_\_

**Questions and Answers for North Providence Public Schools RFP  
for School Bus Transportation  
October 4, 2024**

1. The route information provided is incomplete, it only provides some route information for 13 routes/13 unique bus numbers. To confirm, are the 13 routes provided the Regular Education routes?

**Answer:** The route information on the website is the regular ed routes.

Can you please provide the routing information or the 7 Special Education routes?

**Answer:** Please see the attached for information regarding the eight (8) special ed routes. We are unable to provide the stops because of confidentiality.

Please provide a complete list of all 20 routes that includes **mileage**, vehicle type, passenger count, and any special equipment needed (Wheelchair lift; Air Conditioning). The routing software of the current contractor will produce a report with this information.

**Answer:** Please see the attached fleet information sheet

- A. On page 8 of the RFP, it lists the 'Number of Current Buses Required for Regular and Special Education Transportation' at 22 total. Does this list include the spare buses?

**Answer:** There are 21 regular and special education routes for FY25.

- B. Does the total of the 15 - 71 passenger buses listed on page 8 include the 2 dedicated buses required for athletics and field trip?

**Answer:** Yes. There are 13 regular education buses and 2 spare buses.

- C. There are zero buses listed here for the 35 Passenger bus, can Section B of the Bid Submittal Form, page 38 (pricing page) please be removed?

**Answer:** Yes, please see attached revised bid submittal form.

- D. Can the Bid Submittal Form (pricing page) please be updated to match the correct routes/fleet listed on page 8 of the RFP? — For example, there are 5 wheelchair buses listed on page 8 but only 3 wheelchair buses on the pricing page.

**Answer:** Yes, please see attached revised bid submittal form.

- E. FYI - The dates - Year 1: July 1, 2024-June 30, 2025 - for the Bid Submittal Form are incorrect.

**Answer:** Duly noted and corrected.

**Questions and Answers for North Providence Public Schools RFP  
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October 4, 2024**

2. Please provide a list of the fleet being used by the current contractor including what type; Type A, Type C, along with the seating capacity and if any special equipment (wheelchair lift, Air Conditioning, etc).

Answer: Please see attached fleet list.

3. Please provide a copy of the current contract including the rates that will be charged for the 2024-2025 school year.

Answer: Please see the attached contract. Also, see the September invoices for current pricing.

4. Please provide a 3-month sample of invoices that demonstrate how the rates are applied.

Answer: Please see attached invoices for March 2024, May 2024 and September 2024.

5. What size/type of buses are required for the 5 summer routes?

Answer: The summer program is typically ESY so the 5 special ed buses are used.

6. Please provide an estimate of extracurricular trip (Athletic and Field Trip) volume for this school year. Number of trips; hours and/or miles billed; total cost for the year. If an estimate for this school year is not available, please provide number of trips; hours and/or miles billed; total cost for the 2023-2024 school year.

Answer: 215 trips for both HS/MS. Expenditure of \$137,358.

7. Has the District charged Liquidated Damages to the current contractor? If so, how much annually?

Answer: No.

8. Are the current drivers and monitors represented by a union? If so, do you have a copy of the CBA you can share? If not, could you please provide the current driver and monitor pay rates?

Answer: CBA is attached

9. Did the current contractor have any driver shortages in the 2023-2024 school year? If so, how many drivers were they short on average?

Answer: Yes, three (3).

10. Are the monitors currently employed by the contractor or the district?

Answer: The monitors are currently employed by the contractor.

**Questions and Answers for North Providence Public Schools RFP  
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11. How many monitors are needed?

Answer: 21 monitors are needed.

12. What are the regular pick up times for Pre School & Kindergarten — Mid Day Runs?

Answer: Outbound, 11:15 am; Inbound, 12:45 pm

13. What routing software is currently in use?

Answer: Versatrans RP

14. Would the District consider the date of the RFP submission (October 9<sup>th</sup>, 2024) for the fuel price benchmark rather than the start of the contract? Today's price is known and will be included in our proposal. The price could change significantly by July 1, 2025.

Answer: Yes, October 9, 2024 can be used for the fuel price benchmark

15. Section p. Seatbelts under 4.8 under 4. Equipment states that "In addition, all special education and special education-wheelchair buses shall be equipped with seat belts."- Please confirm the number of special education students that would sit on each bench. Are seat belts with three points of contact required or are lap belts acceptable?

Answer: Seat belts with three points of contact are preferred. 2 students per bench where practicable.

16. Section v. Cameras under 4.8 under 4. Equipment states "Any new buses purchased during the term of the contract, including option years, shall be equipped with a three (3) camera system." —Would the District allow the smaller buses (Type A and wheelchair) for Special Education to have two (2) cameras?

Answer: The District will allow 2 cameras for any Type A, 23 passenger buses. All wheelchair buses must have 3 cameras.

17. Section 3.12 Addenda under Section 3. Definition of Terms states "No addenda will be issued within the immediate three (3) business day period prior to the date of receipt set for such bids" —The answers to these questions are critical in providing an accurate proposal. Also, 3 business days is not enough time to put together the proposal after receiving the Addenda. Will the district provide an Addenda by 9/27/2024? If not and the Addenda is provided on 10/4/2024, will the District please consider extending the due date to 10/18/2024?

Answer: The district will extend the bid due date to October 16, 2024.

**Questions and Answers for North Providence Public Schools RFP  
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October 4, 2024**

18. Will the district adhere to current RI legislation (R.I Gen. Laws § 16-21-1-d.) and guarantee payment to the vendor for at least hundred and eighty (180) days or the length of the contracted-for school year, whichever is longer?

<http://webserver.rilin.state.ri.us/Statutes/TITLE16/16-21/16-21-1.HTMT>

Answer: The District adheres to all RI General Laws.

**COLLECTIVE BARGAINING AGREEMENT BETWEEN  
DURHAM SCHOOL SERVICES  
50 HOUGHTON STREET, PROVIDENCE, RI**



**DURHAM<sup>®</sup>**  
SCHOOL SERVICES

**AND**

**AMALGAMATED TRANSIT UNION  
DIVISION 618**



**July 1,2023, through June 30,2026**

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## **AGREEMENT CLAUSE**

Articles of Agreement entered into August 2, 2023, and between Durham School Services and its successors (hereinafter referred to as the "Company") and the AMALGAMATED TRANSIT UNION, LOCAL NO. 618 (hereinafter referred to as the "Union").

## **WITNESS CLAUSE**

That the purpose of this Agreement is to provide a working understanding between the Company and the Union, each through its duly accredited representatives; with respect to wages, hours, benefits and working conditions of employees in the Company, and Local 618.

at its Houghton Street Rhode Island location. Whereas, the National Labor Relations Board has certified the Union under case number (01-RC-310062) as the sole exclusive bargaining agent, for all full-time and regular part-time drivers, casual drivers, spare drivers and Monitors/Aides of the Company employed.

Now therefore, in consideration of the mutual promises, covenants, and agreements contained therein, the Company and the Union agree as follows:

## **ARTICLE 1 INTENT AND PURPOSE**

That the purpose of this Agreement is to provide a working understanding between the Company and the Union, each through its duly accredited representative to provide the best possible service to the School District and to provide good working conditions for the members of the Union as practicable with due regard for the operation and interests of all full-time and regular part-time drivers, spare drivers, casual drivers and monitors and aides of the Company.

This Agreement sets forth the wages, benefits and working conditions of all full-time and regular part-time drivers and Monitors/Aides of the Company working in the 50 Houghton Street, Providence, RI facility.

Whenever the term "he" is used throughout this Agreement, it shall be construed and interpreted as pertaining to either gender, male or female.

## **ARTICLE 2 MANAGEMENT RIGHTS**

The Union recognizes the rights of the Company to manage its facility and to direct its working forces, all rights of the Company which have not been specifically abridged or modified by this Agreement are retained by the Company including, but not limited to, the right to make and modify reasonable work rules and regulations, included in the Durham School Service Handbook.

The Company is committed to assuring that the dignity of each employee is respected at all times.

Management shall treat employees fairly and reasonably, shall assure that employees are not disciplined without just cause, and that they are notified expeditiously as reasonable with respect to any alleged violations charged by management.

2.1 The Company shall give the Union at least two (2) weeks' written notice by certified mail of new or amended work rules and the Union shall retain the right to file a Grievance.

### **2.2 INTEGRATION WITH OTHER OPERATIONS**

The Company may not assign a Driver and/or Monitor/Aides from another of its operations or facilities or another Company to work in the facility identified in the Recognition Article of this Agreement, while a member of the bargaining unit is available for work or is on layoff or to avoid the payment of overtime or if another employee is assigned to work in another facility if such assignment would require the employee to work more hours than he/she is regularly scheduled to work or to earn less pay than he/she would normally receive.

## **ARTICLE 3 UNION RECOGNITION**

The Company recognizes the union as the sole and exclusive representative of all its drivers and Monitors/Aides assigned to the Houghton Street Rhode Island Location.

For the purposes of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment and agrees to deal with the Union as hereinafter, provided.

## **ARTICLE 4 UNION SECURITY AND CHECK-OFF**

All employees covered by this agreement will become and remain members of the union or pay agency fees by paying all dues, assessments and initiation fees required within thirty days of ratification of the agreement and/or sixty (60) calendar days after becoming employees of the Company, as a condition of employment.

The Union agrees that all employees will be accepted into membership on the same terms and conditions applicable to other members and further, that the Company will not be requested to remove from service an employee for reasons other than such employee's failure to tender the periodic dues and assessments, initiations fees or agency fees required as a condition of acquiring or retaining membership in the Union.

The employer agrees to deduct weekly from the wages of each who is a member of the Union and authorizes the company to make such a deduction of such dues, assessments, initiation fees or agency fees as required by the Union. The Company agrees to transmit such sums collected by the Company to the Secretary-Treasurer of the union by the fifteenth (15th) day of each month. The Company will furnish the Union with a written record of the sums and names of employees from whom deductions were taken at the time of transmitting such sums to the Union.

## **ARTICLE 5 UNION REPRESENTATIVES**

The Company agrees to recognize representatives elected or appointed by the Union. The Union shall notify the Company in writing of the name(s) of each representative as soon as they are elected or appointed. ·

The Union shall have up to thirty (30) minutes of new hire orientation with all new hires. This meeting will be scheduled by the Company and must be attended by new hires prior to their first day of work. Employees shall be paid while attending.

Should it be necessary for a representative(s) of the Union to attend any meeting or activity scheduled by the Company during the representative(s) scheduled working hours, the representative(s) shall be made whole for all wages that they lose.

Union Representative(s) will be allowed to attend ATU seminars, for the purposes of training which will not be counted as absenteeism. Union representatives will be allowed to attend the ATU Convention. No more than one monitor/aide and one driver will be allowed the same time period off, unless approved by the Company. Union representatives wishing time off from work for union activities shall give the Employer at least one (1) week written notice by facsimile or email.

## **ARTICLE 6 UNION BULLETIN BOARD**

The Company shall provide space on a bulletin board in the drivers' area for the union's use. All material posted shall be limited to the official business of the union. The Company has the right to request that objectionable material be removed. Nothing posted should be derogatory to the Company or customer's Interest.

## **ARTICLE 7 SENIORITY**

Seniority for employees governed by this Agreement shall be defined as the period of continuous employment with the Company at the Houghton Street facility, as defined in section 7A and in the work covered by this Agreement. It shall be deemed to include any seniority presently held by an employee through separate agreement between the Company and the Union prior to this Agreement. A list of employees arranged in the order of their seniority shall be posted monthly in a conspicuous place at their place of employment and a copy shall be sent to the Union each month showing the names, addresses, dates of hire and rates of pay.

(A): Seniority for employees hired prior to ratification of the contract will commence from the employee's date of hire. Seniority for employees hired after ratification of the contract will commence from the employee's most recent date of hire in the bargaining unit and after obtaining all the credentials needed to become an aide, or monitor. Operators of a school bus or van in the state of Rhode Island shall have a CDL License if required, Medical Examination Certificate, and School Bus Driver Certificate (White Card). Seniority for drivers who obtained their credentials on the same date will be determined by the date and time of their application for employment.

(B): Seniority for employees shall be recorded on lists certified by the Union and on file with Durham School Services. Seniority shall be under the jurisdiction of the Union. All questions pertaining to Seniority order shall be settled by the Union

An employee shall lose all seniority rights for the following reasons:

- 1.He/she voluntarily leaves the Company's employment.
- 2.If he/she is discharged for just cause.
- 3.If he/she is absent from work three (3) consecutive working days, without notification to the Company; except where absence is due to long illness or injury.
- 4.If he/ she fails to return within ten (10) business days after receipt of a registered or certified letter mailed to his/her last known address, as shown on the Company records.
- 5.Loss of school bus, or motor vehicle driving privileges (if found not guilty, the employee is

reinstated with full seniority).

Upon ratification and request from the Union official, the Company shall print a current seniority list in order for the Union official to post on the Union bulletin board. A copy shall be emailed to the President/Business Agent. The list shall be updated when an employee leaves the Company or is employed at the Company and sent to the President/Business via email.

(C.) Employment status

Regular:

A Driver including a spare who is available to work during the full school day, and reports to work every day, Monday through Friday. The Employer shall maintain a seniority list for all full-time and part-time drivers shall have seniority rights and be eligible to bid on charter work and Home-to-School routes.

Monitors: A monitor is available to work an am and a pm route during the school day, and reports to work every day, Monday through Friday. A Monitor rides and supports regular education routes. The Employer shall maintain a seniority list for all full-time and regular part-time monitors. Said Monitors shall have seniority rights and be eligible to bid on charter work and Home-to-School routes.

Aides: An aide is available to work an am and a pm route during the school day, and report to work every day, Monday through Friday. A monitor rides and supports special education and wheelchair routes. The employer shall maintain a seniority list for all full-time and regular part-time aides. Said aides shall have seniority rights and be eligible to bid on charter work and Home-to-School routes.

Casual:

A Driver who is not available for work during the full school day but who works only when available and called in to do a specific run.

A seniority list for only casual employees shall be maintained but casual employees only have seniority rights within their classification. Casual employees may only bid on routes or charter work unless there are no Regular Employees Available to do said work.

Casual Drivers may perform charter work if no Regular Drivers are Available.

There will be two (2) separate seniority lists, one for Regular Drivers and one for Casual Drivers.

## **ARTICLE 8 PROBATION**

All new employees shall be hired on a sixty (60) calendar day trial basis and shall work under the provisions of this Agreement within which time they may be dismissed without recourse to the arbitration provision herein. After the sixty (60) calendar day trial period, they shall be placed on the seniority list as regular employees in accordance with their date of hire.



## **ARTICLE 9 LAYOFFS**

Layoffs will be determined by combined seniority, i.e. The Employee with the least seniority will be laid off first. Recall rights of laid off Employees will be in reverse order of layoff.

Employees who are recalled will be sent notice by certified mail to their last known address: Employees must return within ten (10) business days of receipt of notice:

Employees will have recall rights for three (3) years:

Laid-off Employees when recalled will receive the current rate of pay for the classification in which they held seniority, provided they are re-employed in the same classification.

## **ARTICLE 10 HOURS OF WORK AND WORKING CONDITIONS**

The Company and / or the school district shall establish routes, charters, and time periods and the division of work may be varied from time to time as demand may require. Employees who work in excess of forty (40) hours in any payroll week, will be paid at the rate of one and one-half (1 ½) times the hourly regular rate. Employees will be paid weekly.

### **10.1: REGULAR WORK- DAY:**

Driver's schedule will be determined by their route selection on Bid Day prior to the start of the school year. All programs/routes are subject to change (stops/schools added or removed, starting, and ending dates and times, etc.)

The Company agrees to notify and discuss with the Union's Business-Agent and school district directed route adjustments that are decreased or increased by thirty (30) minutes or more.

### **10.2: DRY RUNS:**

A driver assigned to a Dry Run will be paid the Route Standard upon completion of the entire scheduled route at the driving rate of pay but the driver will have the time added to the timeclock if the Dry Run exceeds the Route Standard. Dry runs will be performed as required by the School District and/or customer.

### **10.3: DELAYED STARTING TIME:**

All employees are required to provide the Company with a current phone number(s) where they can be contacted. In instances involving weather delays, the Company will make every effort to contact each employee and notice of the delay is not broadcast on local radio at least one hour prior to scheduled starting times, any employee who comes to the facility will be compensated for up to one (1) hour, for any delay associated with the employee's start.

**10.4: PERMANENT REDUCTION REBIDDING:**

Any Driver whose route standard is permanently reduced in excess of thirty (30) minutes or more per day, a rebid will take place from the affected employee on down through the seniority list. The rebid will take place within ten (10) working days and will be limited to the other affected employee to bump.

**10.5: DRIVER RECERTIFICATION/WHITE CARD RENEWAL.**

All drivers will be paid three (3) hours pay at their regular rate of pay while attending driver recertification.

**10.6: TRAVEL REIMBURSEMENT:**

An employee who is required by the Company to use his/her personal vehicle to perform work for the Company will be reimbursed by the Company at the Internal Revenue Service Allowance, for every mile he/she is required to drive such vehicle. The Company may require that an employee furnish automobile insurance before being allowed to operate his/her personal vehicle on behalf of the Company.

**10.7: RETRAINING RATE OF PAY:**

When an Employee is assigned by the Company to retraining, the employee shall be paid at their applicable rate of pay for all time so spent.

**10.8: PICKUPS AND DROP OFFS:**

Pickups and drop-offs for sport trips outside of the district shall pay a minimum of one and one half (1.5) hours at the applicable driving rate of pay. Pickups and drop-offs for sports trips within the district shall pay a minimum of one (1) hour at the applicable driving rate of pay. This provision shall not apply to situations where a driver is assigned to perform the whole sports trip.

## **ARTICLE 11 SELECTION OF WORK**

A qualified returning employee who reports as instructed on kickoff-route assignment day, and all new employee's will be allowed to bid on available routes and work assignments in order of regular employee classification seniority; provided however, that an employee must be fully qualified and licensed to perform all of the work involved in the assignment for which he/she is bidding.

Employees will be paid for time thus spent in the kickoff and/or route bidding day pick, including mirror clinic if performed during the kickoff, at the Employee's home-to-school rate of pay. Employees will receive a minimum of one hours pay, or actual time whichever is greater.

Employees will select work according to seniority from the following categories of work:

1. A.M. and P.M. and attached mid-day and/or attached late runs or extra-curricular runs.
2. Mid-day runs not attached to other runs.
3. Late runs selected by route drivers, by seniority which are not attached to other runs.
4. An employee may select runs that exceed forty (40) hours if route standard requires same or by route design, subject to Management approval.
5. Employees will be allowed to select one (1) mid-day/and one (1) late run.
6. Daily work distribution amongst spare(s) will be governed by seniority.
7. Assignment of remaining work: Any route or work assignment unassigned or uncovered following the application of the procedure in section(s) 1 through 6 of this Article may be assigned to a spare driver.
8. An annual bid selection process will be conducted during the August Kickoff meeting if the routes have been completed.
9. If route is permanently vacated after the annual bid, the route vacated will be posted within fourteen (14) days. The route shall be posted for a period of seven (7) days and be awarded by seniority, and the driver who has been awarded the bid will have their run posted for bid as described above.
10. While vacant run is posted for bid, the Company will offer by seniority the vacant work to any available employee qualified to operate the work. All qualified and appropriately licensed employees will be eligible to bid, and such bid will be awarded by regular employee classification seniority.
11. Hold - Down Assignments: An employee returning from an absence not to exceed six (6) months will be allowed to resume his/her fixed route assignment, upon his/her return to work. Said route assignment will during his/her absence, be offered as a Hold-Down by the Company to a Spare Driver in the appropriate classification in order of seniority.
12. Extra Work Duties: Any extra work assignments related to maintenance and or utility work such as cleaning or minor repair, such extra work will be offered to the senior qualified employee.

## **ARTICLE 12 EXTRA WORK**

Extra Work and charters will be given out by rotating seniority as defined in Article 7. Employees who desire extra work will place their name on the daily extra work list if they desire to work. Employees may not select Home-to-School work over forty (40) hours for the week unless approved in advance by management. Employees will be allowed to select outside charter work which exceeds forty (40) hours or more per week. Posted work that is not bid by 2:00 p.m. the



day prior to the posted work will be offered to regular drivers according to rotation and then to casuals. Emergency work will be offered to the senior qualified available employee.

There will be three (3) separate rotating lists: A daily list including nights/weekends, a charter list, and an emergency list.

Employees who are bypassed or their selected work is cancelled for any reason will be given the next opportunity to pick comparable work.

If a Saturday, Sunday or Holiday charter or extra work assignment is cancelled and the employee is not notified of the cancellation and reports to work, the employee will be paid for any work performed, not less than one (1) hour at his/her normal rate of pay.

Charter Work Records:

Upon request, the Company will make available to the Union representative charter work records.

**ARTICLE 13 SUMMER WORK**

The Company shall post summer work assignments in the following manner:

Employees may select summer work for the entire summer schedule.

Employees are requested to volunteer for summer work and these employees are placed in a pool for the weeks they have selected to be available for work.

Non-volunteering employees shall bid by seniority for up to three (3) weeks during the summer in which the employee shall be ready and available to work.

Work from the pool will be offered by seniority and unselected work will be forced on the junior employee in the pool for that period. This would also include additional and uncovered work. In the event that not enough volunteering employees are available to work, non-volunteering employees shall be called to work in inverse seniority.

**ARTICLE 14 DISCIPLINE**

The Company shall administer discipline within fifteen (15) business days after having knowledge of the infraction that led to the discipline. The Company shall, upon written notice to the Union containing the reason for an extension, extend this period for an additional fifteen (15) calendar days. All discipline letters shall be forwarded to the Union by email or fax within forty-eight (48) hours of being administrated and a copy provided to a union steward.

No, non-probationary Employee may be disciplined or discharged without just cause. The type of discipline will depend upon the seriousness of the offence, the Employee's past record and related circumstances. Discipline shall be administrated on three separate tracks: (1) attendance; (2) preventable accidents; and (3) other violations and misconduct. Disciplinary

records shall be maintained for a period of twelve (12) months for attendance; thirty-six (36) months for preventable accidents, and twenty-four (24) months for other violations and misconduct. Three preventable accidents in a thirty-six (36) month period may result in discharge.

All discipline is subject to grievance and arbitration procedure, except for employees on probation.

**Customer Removal:**

If the employer is required to remove a Driver from a route at the School Districts request, the employer agrees to discuss the matter with the school district to attempt to resolve the problem. If the school district maintains its position on removal of the driver, the employer will meet with the Union to decide the status of the employee. The Union will be given a copy of the directive requiring the removal of the driver. Should the employer decide to discipline the employee, such disciplinary action would be subject to the Grievance Procedure including the employees' removal from his/her route.

## **ARTICLE 15 GRIEVANCE PROCEDURE**

If any disagreement arises over the application or interpretation of this Agreement, the employees, the Union, and the Company agree that the procedure outlined below shall be the exclusive remedy for such disputes.

**Step 1:**

The Grievance will be reduced to writing within ten (10) working days after the employee or the Union has knowledge of the incident giving rise to the Grievance. The Grievance will be presented to the General Manager by the Union, and the General Manager will respond in writing within ten (10) working days to the Union.

**Step 2:**

If the Grievance is not resolved at Step 1, the Union may within ten (10) working days submit the Grievance in writing to the Area General Manager at which time a meeting between the Area General Manager or his designee and the Union will be held within ten (10) business days. The Area General Manager or his designee will respond in writing to the Union within ten (10) working days after the meeting. In the event that the Company does not respond in writing as described within Step 2, the Union may elect to send via certified letter a request for written Grievance response to the Area General Manager and a copy to the Location Manager. Failure of the Company to respond to this request for written grievance response within ten (10) working days shall result in the grievance being awarded to the Union/Grievant.

Step 3:

- (a) If the Union is dissatisfied with the response of the Area General Manager or his designee, the Union may within thirty (30) working days, notify the Area General Manager of its intent to submit the Grievance to Arbitration.

Prior to arbitration, The Company and The Union may by mutual agreement request the FMCS to appoint a mediator to hear the grievance. The Company and Union shall use their best efforts to promptly schedule a mutually convenient mediation date for the grievance.

- (b) Upon notice to Arbitrate, the Company and the Union will submit the dispute to an Arbitrator, either mutually agreed to or from a list of five (5) provided by FMCS. The Company and the Union will each strike two (2) names from the list provided by FMCS and the remaining name will be the Arbitrator.

(c) The decision of the Arbitrator shall be final and binding on both parties and any Award made shall be put into effect immediately. Should backpay be awarded, the back pay will be paid within thirty (30) days.

The fees and expenses of the Impartial will be paid one-half by the Company and one-half by the Union, but all other expenses in connection with the presentation of a Matter to the Arbitrator will be borne by the party incurring them.

The power of the Arbitrator shall be limited to the interpretation of the Agreement. He shall have no power to add or subtract from or modify any of this Agreement, nor shall he have power to establish or change any wage scale or classification.

These time limits may be waived by Mutual Agreement between the Union President and or Business Agent and the General Manager, and/or Area General Manager and such waiver shall not be unreasonably withheld.

Failure of the employee and or the Union to file a Grievance within the time limits prescribed shall result in the Grievance being void.

No Grievance will be presented hereunder which occurred prior to the effective date of this Agreement. Time Limits set in this Article will not include Saturday, Sunday, or Holidays. Nothing herein will preclude the earlier settlement of any Grievance directly by Agreement between the Representatives of the Company and the Union which does not conflict with this Agreement.

**ARTICLE 16 WAGES and additional benefits:**

Drivers:	7/1/23	7/1/24	7/1/25
0-2 years	\$23.50	\$24.00	\$24.50
2-4 years	\$25.25	\$25.75	\$26.50
4 years +	\$27.00	\$28.00	\$29.00

**Drivers with 2 years and 4 years** will also get an additional increase on their anniversary date of hire.

Regular HTS Monitors:	7/1/23	7/1/24	7/1/25
	\$17.50	\$18.00	\$18.50

Special Needs Bus Aides: \$17.50 \$18.00 \$18.50

Drivers and Aides shall be paid a five (5) hour guarantee for working an AM & PM schedule, or two and one half (2 ½) hours for working an AM or PM only schedule.

Monitors shall be paid a four (4) hour guarantee for working and AM & PM schedule, or two (2) hours for working and AM or PM only.

New employees in training will be paid the State of Rhode Island Minimum wage.

Retention Bonus: \$400.00 shall be paid to all employees in the first payroll week in December and April of each school year.

The Company will pay employees for all time worked. In order to receive payment for time that exceeds their standard hours, the employee will use tablets/time clock at the work location describing the reason(s) for the additional time and submit it to the Location Manager or their designee.

Driver Trainer

Driver Trainer(s) who instruct other employees will receive an additional \$.50 per hour above their regular rate of pay, while instructing other employees.

Terminal to Terminal Pay:

Employees assigned to work at another terminal shall be paid their regular rate of pay for time spent going to and returning from the terminal location.

## **ARTICLE 17 PAY DAY**

Employees shall be paid on a weekly basis each Friday.

Employees whose pay is not calculated correctly or whose pay is shorted, after investigation by Durham School Services and found to have been shorted or not calculated correctly, if the amount owed is greater than Seventy-five (\$75.00) dollars. The employee shall receive payment the following Monday. When a holiday falls on a Monday they shall receive payment on Tuesday. Employees shall receive payment by an A Line pay card. Employees who arrive after their scheduled end time are required to clock out upon their return to the work location.

The Employer agrees to offer all bargaining unit employees the option of direct deposit, paper check by A-line pay card for week.

## **ARTICLE 18 PAID HOLIDAYS**

Employees will be paid their Regular Route Pay for the following Holidays:

Columbus Day, Veterans Day, Thanksgiving Day

Martin Luther King Jr. Day and Memorial Day.

Effective November 2024, add the Day after Thanksgiving Day

In order to receive Holiday pay, an employee must work all of his/her scheduled hours the workday before and the workday following the holiday.

## **ARTICLE 19 PHYSICAL EXAMINATION**

The Company will provide, at no cost to the employee, the physical examination as required by the Federal or State Authorities or by the Company to be performed by a Physician selected by the Company. The employee will be paid a minimum of one (1) hours, pay or actual time spent at an outside location plus travel time to and from the facility and thirty (30) minutes at the facility whichever is greater at their regular rate of pay, for time spent in a physical examination performed by a Physician that is selected by the Company.

Employees who select to use their own personal Physician will be reimbursed the Co-Pay paid to the Physician up to Seventy-five (\$75.00) upon presentation of a receipt. The Company requires that the employee's Physician be D.O.T. Certified. The long form must be provided and approval by the company, in order to be reimbursed.



## **ARTICLE 20 DRUG TESTING/ ALCOHOL TESTING**

All drivers shall be subject to Drug and Alcohol testing in accordance with the Company's Drug and Alcohol Testing Policy.

Monitors/Aides shall not be subject to random testing.

The Company shall pay an employee required to have a Drug and/or Alcohol test, who are on their own time, one (1) hours pay or actual time spent, including travel time to and from the testing facility if applicable. whichever is greater, at the employee's regular rate of pay, and thirty (30) minutes at the work facility. The Company's Drug and Alcohol testing program shall be conducted in accordance with D.O.T. testing regulations. Employees shall only be required to submit to a drug and/or alcohol test on a day during which they are scheduled to work, and/or according to federal, state, or local law.

Employees who test positive may request within Seventy- Two (72) hours of being informed of a positive test result that they may have the split specimen tested at their own expense.

The Durham/National Express Drug and Alcohol policy shall be in conformance with all applicable laws and regulations.

## **ARTICLE 21 JURY DUTY**

All employees who serve as a Juror will be paid the difference between their regular rate of pay and any jury duty pay.

## **ARTICLE 22 COURT APPEARANCE**

When an employee is required in any court for purposes of testifying, because of any accident the employee may have been involved in or for purposes of testifying in support of the Company for any incident which arose out of the course of employment, such employee shall be reimbursed in full for all time spent at Court. Employees must present a Subpoena upon receipt.

## **ARTICLE 23 MILITARY SERVICE**

Employees enlisting or entering the Military or Naval services of the United States or serving in the Military or National Guard shall be granted the rights provided by applicable Federal and State Law.

## **Article 24 BEREAVEMENT LEAVE**

Employees shall be granted four (4) days paid leave to attend the funeral in the event of the death of the following relatives: Spouse, Son, Daughter, and Domestic Partner.

Employees shall be granted two (2) days paid leave to attend the funeral in the event of the death of the following relatives, Brother, Sister, Mother, Father, Stepparents, Stepchildren, Grandparent or Grandchild, and Parent-in Law.

An employee will receive their regular Route Pay at their regular rate of pay for the purpose of Bereavement Leave.

## **ARTICLE 25 LEAVES OF ABSENCE**

Any employee desiring a Leave of Absence from his Employment shall secure written permission from the Company. The maximum Leave of Absence shall be thirty (30) days and may be extended for like periods. Failure to comply with this provision shall result in the complete loss of seniority rights for the employee involved. This section is not intended to supersede any Applicable rights available under the rules and regulations of the Federal Family Medical Leave Act.

Military leaves of absence will be granted as the need arises and the employee will retain seniority while on Military leave.

## **ARTICLE 26 401K PLAN**

The Company will match 100% of the first 3% the employee contributes, and 50% of the next 2% the employee contributes.

The Employee may contribute to their account the maximum contribution allowed by law.

Employees will always be 100% vested in both their contributions and the Company match.

## **ARTICLE 27 GROUP INSURANCE**

The Company will continue to offer the current plans to employees.

## **ARTICLE 28 LIFE INSURANCE**

Effective within sixty (60) days of ratification of the Contract, the Company shall maintain a Life Insurance Policy for each employee in the amount of \$20,000 at no cost to the employee.

The Company will continue to offer voluntary life insurance and/or accidental death and disability plans, at no cost to the employer, in accordance with plan provisions.

## **ARTICLE 29 NO STRIKE - NO LOCKOUT**

It is agreed that during the term of this Agreement neither the Union nor its Officers or members shall instigate or support a Strike. And provided further, that there shall be No Lockout of the employees by the Employer.

Because of the nature of the business, the driver must notify the dispatch office of any picket line which is disrupting or may disrupt the driver's job duties. Any trips or routes refused by a driver because of the instance of a primary labor dispute shall be treated as an emergency situation that may be covered and staffed by non-bargaining unit members.

## **ARTICLE 30 FAIR EMPLOYMENT PRACTICE AND EQUAL OPPORTUNITY**

The Company and the Union will comply with all Federal and State Laws prohibiting discrimination in Employment because of Race, Color, Religion, National Origin, Age, Sex or non-job-related handicap or disability.

The Company and the Union Agree that there will be no discrimination by the Company or the Union against any employee because of his/her membership in the Union or because of any employee's lawful activity and /or support of the Union.

## **ARTICLE 31 ACCIDENT REPORTS**

Each employee will be paid actual time, at their regular rate, when required by the Company to obtain the official accident reports from the appropriate authorities.

Employees will be paid actual time not to exceed one (1) hour, at their regular rate, while completing Accident/Incident reports.

## **ARTICLE 32 PERSONNEL FILES**

The employer shall, within three (3) working days after receipt of a written request from an employee, permit the employee to inspect their personnel file, at their work location.

Unauthorized employees shall not have access to other employees' personnel files.

The employer shall, within three (3) working days after a written request from an employee, provide the employee with a copy, at a reasonable cost, all, or part of their personnel file, provided the request identifies the material to be copied.



## **ARTICLE 33 UNIFORMS**

All drivers and monitors/aides shall report to duty neat in a presentable manner, should the employer require the employees to wear a uniform, the employer shall pay the full cost of the uniform.

Safety vests will be provided to each employee as needed or when premature wear occurs, and the vest is presented for inspection to the yard manager to be replaced at his or her discretion.

## **ARTICLE 34 SEPARABILITY**

If any provision of this agreement shall be held invalid or in conflict with any Federal or State Law, the remainder of the agreement shall not be affected thereby.

## **ARTICLE 35 COMPLETE AGREEMENT**

This agreement contains the complete understanding between the parties and no additions, waivers, deletions, changes, or amendments shall be made during the life of this agreement except by mutual written consent of the parties.

## **ARTICLE 36 PAID SICK LEAVE**

Section 1. The Company and the Union shall abide by Rhode Island's Healthy and Safe Families Workplace Act, RI General Law § 28-57 et seq. as may be amended in the future ("Act") and the Company reserves the right to require employees to comply with the Act's notification and documentation requirements. Employees shall be eligible to accrue sick time at the rate of one (1) hour for every thirty-five (35) hours worked and /or paid per calendar year up to a maximum of forty (40) hours and annually thereafter. Employees may not use more than forty (40) hours of accrued sick time per calendar year. The smallest amount of time an employee may take is two (2) hours.

Section 2. At the end of each calendar year, employees have the option to: (1) carry over their unused sick time accrued during the calendar year only into the following calendar year.

Section 3: Sick time shall be paid out at the same hourly rate as the employee normally earns at the time the paid sick is used and does not include overtime pay, Sunday/holiday premium pay or any bonuses.

Sick time is not payable on separation of employment and does not constitute hours worked for overtime purposes.

## **ARTICLE 37 SUCCESSOR CLAUSE**

This agreement shall be binding upon the parties hereto and shall be binding upon any successor or assigns by merger, sales, leases, transfer, or consolidation and shall be subject to any terms and conditions of this agreement for the life thereof.

## **ARTICLE 38 TECHNOLOGY**

The parties recognize the importance of enhancing safety, increasing efficiency, and improving the quality of services provided to the customer. The parties further recognize that technological advances, tools, and equipment are often used to further these objectives in the school bus and transportation industries.

The Company shall not engage in random review or monitor technology with the intent to discipline or discharge members of the bargaining unit.

Technology will be used to reinforce the Company's commitment to safety for employees, passengers, and pedestrians. And the community. Information derived from technology may be used to initiate discipline, but the Union reserves to grieve all discipline and all use of technology must satisfy the "Just Cause" Test.

The parties agree that in any case in which the Company takes disciplinary action against an employee relying in whole or in part upon evidence derived from such technology, concerning electronic devices, the Union reserves the right to grieve any such discipline under the "just cause" standard of this Agreement.

The parties agree that the Company shall have the right to introduce the use of technological advances, tools and equipment including, but not limited to GPS, Zonar, DriveCam, on-board cameras (including CCTV), and time recording features. No new technology will be introduced for the purpose of reducing the size of the bargaining unit, or to alter the method of wage calculations except when used to improve the accuracy of time recording and corresponding payment of wages , and the Company shall provide the Union with at least thirty (30) days' advance notice prior to implementing any new technological advances, tools or equipment so that the Union has an opportunity to request bargaining over the effects of any changes.

If the parties are unable to reach agreement over the effects of the changes within thirty (30) days of advance notice from the Company,

The parties recognize and agree that the implementation and use of GPS, Zonar, Drive Cam, on-board cameras (including CCTV), time recording features, and other technological advances, tools and equipment may form the basis for progressive discipline or discharge of employees when the evidence from such technology supports or establishes just cause for disciplinary action.

The parties agree that in any case in which the Company takes disciplinary action against an employee relying in whole or in part upon evidence derived from such technology, the Union

reserves the right to grieve any such discipline under the "just cause" standard of this agreement. The parties further agree that tampering with or disabling any technological tools may be grounds for discipline up to and including immediate discharge.

### **ARTICLE 39 COMPLIANCE WITH LAWS**

The Company shall comply with all Local, State and Federal laws as it pertains to the School Bus Industry.

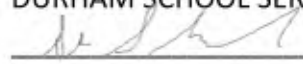
**ARTICLE 40 TERM OF AGREEMENT**

This Agreement shall become effective July 1, 2023, and extend thru June 30, 2026, and from year to year thereafter, unless changed by the parties.

Either of the parties to this Agreement desiring a change in any Article or Articles of this Agreement shall notify the other party in writing of the desired changes at least sixty (60) days prior to the expiration.

If neither party gives such notice, the Agreement shall continue on from year to year. If such notice is given by either party, the Agreement shall be opened for consideration of the change or changes desired.

DURHAM SCHOOL SERVICES, INC

  
\_\_\_\_\_

Steve Schmuck  
Senior Vice President Operations  
9/6/2023  
\_\_\_\_\_

Date

A.T.U., DIVISION 618

\_\_\_\_\_  
\_\_\_\_\_

Walter Melillo  
President/Business Agent  
\_\_\_\_\_

Date

## National Express 401(k) Safe Harbor Plan #950468

Who is eligible to participate in the Plan?	All employees are eligible to participate in the National Express Corporation 401(k) Plan, unless eligible for another plan (union or SERS).
When can you enroll?	You can start making contributions to the Plan beginning January 1 <sup>st</sup> , April 1 <sup>st</sup> , July 1 <sup>st</sup> or October 1 <sup>st</sup> after your hire date. Once you've passed one of these entry dates, you can start participating at any time by contacting OneAmerica at 1-800-858-3829 or <a href="http://www.oaretirement.com">www.oaretirement.com</a> to set up or change your contribution percentage. You will receive mailing from OneAmerica at your home address which will include your PIN number.
How much can you contribute?	You can contribute 1 - 50% of your salary, up to the annual IRS limitation (\$22,500 in 2023).
What will the Company match?	The company will match 100% of the first 3% you contribute, and 50% of the next 2% you contribute.
When are you vested?	You are always 100% vested in both your contributions and the company match, which means the Company contribution is yours immediately.



**How does this all add up? The example below assumes \$20,000 annual earnings and shows what your contributions plus the Company match will add up to after 10 years.**

If you contribute...	1%	3%	5%
Your Weekly Contribution	\$3.85	\$11.54	\$19.23
Company Weekly Match	\$3.85	\$11.54	\$15.39
Total Contributions over 10 years	\$4,000	\$12,000	\$18,000
Account Value in 10 years (assuming a 6% return)	\$5,589	\$16,765	\$25,148



## **AGREEMENT FOR THE TRANSPORTATION OF PUPILS**

This **AGREEMENT FOR THE TRANSPORTATION OF PUPILS**, hereinafter referred to as the "AGREEMENT", is made and entered into this 27th day of May, 2020, by and between **NORTH PROVIDENCE SCHOOL DEPARTMENT** with a principal office located at 2240 Mineral Spring Avenue, North Providence, RI, hereinafter referred to as "DISTRICT", and **DURHAM SCHOOL SERVICES, L.P.**, a Delaware limited partnership, with its principal office located at 2601 Navistar Drive, Lisle, Illinois 60532, hereinafter referred to as "CONTRACTOR."

1. Scope of Services. CONTRACTOR shall provide pupil transportation services to DISTRICT which includes, but is not limited to, transporting students; providing equipment, storage and maintenance thereof; providing employees to perform such services; and administrative, supervisory and operational services required thereby ("Work") based on the assumptions and at the rates set forth on Schedule A.
2. Change in Scope of Services. The following provisions shall apply in the event of the applicable reduction in service during a school year:

*a. Reduction of Number of School Days*

This AGREEMENT and CONTRACTOR's rates set forth hereunder contemplate a base term of three years and a minimum of 180 operating days per school year in accordance with the state mandated number of school days in any regularly scheduled school year. If DISTRICT cancels any work due to inclement weather (such as but not limited to, snow, ice, flood, extreme cold/extreme heat) or for health, safety or other emergency situations (including, but not limited to pandemics, plagues, political unrest, executive/governmental orders, etc.) such that the minimum operating days fall below 180, DISTRICT agrees to pay CONTRACTOR fifty percent (50%) of CONTRACTOR's average daily rate for each cancelled day including distance learning days.

The parties acknowledge that because of the COVID-19 Pandemic response, the 2020 -2021 school year may be adjusted by increasing or decreasing the number of in person school days and requiring distance learning. DISTRICT agrees to pay a sum equal to fifty percent (50%) of CONTRACTOR's average daily rate for each distance learning day. Furthermore, if CONTRACTOR provides any additional services for the benefit of the DISTRICT, DISTRICT shall pay CONTRACTOR for those services at a fair/negotiated rate.

*b. Reduction in number of Bus Routes*

If the average daily number of routes is reduced by five percent (5%) or more during the school year, then both parties agree to renegotiate in good faith the rates provided in Schedule A if such renegotiation is requested by CONTRACTOR. If the parties cannot reach an agreement, CONTRACTOR may, at its option, continue to operate the Agreement at the original rates or submit the issue of an appropriate adjustment to binding arbitration as provided below.

3. Payment for Services.

a. The per diem charge shown on Schedule A shall be an all-inclusive rate for transportation services. The CONTRACTOR shall base all charges invoiced under this AGREEMENT, including adjustments for canceled days as set forth in Section 2, only the per diem rate for each bus set forth on Schedule A and any amendments thereto during the term of this contract. No

extra charges for transportation shall be invoiced by the CONTRACTOR or paid by the DISTRICT, unless otherwise set forth in writing and made a part of this AGREEMENT.

b. On or about the fifteenth day of each month CONTRACTOR shall submit invoices in the form and number required by DISTRICT for all services performed under this AGREEMENT, in ample time to be properly processed by the School Committee for payment. Payment for such services will be made in check, money order, or ACH or wire transfers within a reasonable time thereafter, not to exceed thirty (30) calendar days. Payment by credit card is accepted but requires an increase in the invoiced amount of two and one-half percent (2.5%) to cover processing fees. In the event sums due and payable are not received within thirty (30) calendar days, a late charge of 1.5% per month of the outstanding balance will be assessed upon the account. In the event such sums are not received within sixty (60) days, service may be discontinued until such time as CONTRACTOR has received all sums due.

c. If a bus does not complete a morning or evening route, the CONTRACTOR shall not invoice for the run so that there will be no compensation for one half the day's route price for each portion of the route that was not completed.

d. DISTRICT shall make all requests for field trips and athletic trips in writing at least one week prior to the requested trip date (email is an acceptable form of writing). CONTRACTOR shall not invoice for any field or athletic trip requested by DISTRICT in accordance with this Section 3(d) that CONTRACTOR fails to perform. Any field trip or athletic trip that is delayed by 15 minutes for either drop-off or pickup, shall be considered not performed by the CONTRACTOR and shall not be invoiced by the CONTRACTOR, unless CONTRACTOR is (i) unable to complete the trip due to delays outside of CONTRACTOR's control, including by not limited to traffic delays; or (ii) the DISTRICT has changed the timing and location for pick-up and drop-off from the original written request with less than twenty-four (24) hours' notice to CONTRACTOR.

e. CONTRACTOR agrees to reduce the 2020-2021 payment by \$50,000, to be shown on the September to June invoices as a credit of \$5,000 per month for ten (10) months. CONTRACTOR agrees to reduce the 2021-2022 payment by \$25,000, to be shown on the September to June Invoices as a credit of \$2,500 per month for ten (10) months. CONTRACTOR agrees to reduce the 2022-2023 payment by \$25,000, to be shown on the September to June invoices as a credit of \$2,500 per month for then (10) months.

#### 4. Adjustment of Rates.

a. The rates set forth in Schedule A shall be adjusted annually by applying a Cost of Living Adjustment (COLA) for each year of the contract after the initial year. The COLA shall be calculated using the Consumer Price Index for the Northeast Urban-Size Class B/C as defined by the US Department of Labor Bureau of Labor Statistics at <https://www.bls.gov/news.release/cpi.t01.htm>. The COLA increase shall be determined by comparing the Annual CPI increase between the last two calendar years – in the January through December (12 month) period in accordance with the calculation example detailed in the specification and shown in the CONTRACTOR's proposal. The resulting percentage increase/decrease shall be applied to the current year's contract as the COLA adjustment. Fuel costs are contained in the per diem rate so there shall be no fuel adjustment for the life of the contract.

b. Notwithstanding any contrary statements in this Agreement or in any documents incorporated herein by reference, in the event any federal, state, local or other government body's statutes,

laws, rules, guidelines, regulations, or orders impact CONTRACTOR's methods and/or costs in connection with the provision of services hereunder (e.g., changes in healthcare or other benefits requirements, changes in equipment requirements, changes in services requirements, changes in unemployment insurance benefit requirements, etc.) during the term of the Agreement, CONTRACTOR, upon written notice to DISTRICT, may request a renegotiation of this Agreement which shall be conducted in good faith. Such renegotiations may include, without limitation, changes in rates, term, payment schedules, levels of service, and the types or number of vehicles to be used. Any modification to this Agreement resulting from such renegotiations shall be in writing, signed by both parties and become effective on a mutually agreed upon date. If the parties cannot come to an agreement, either party may terminate the AGREEMENT upon thirty (30) days' notice.

5. Term. The term of this AGREEMENT shall be for a period of three (3) years beginning July 1, 2020 through June 30, 2023. This AGREEMENT shall be renewable for two (2) additional terms of one (1) years, at the option and mutual written agreement of both parties, taking into consideration CONTRACTOR'S performance under this AGREEMENT and cost negotiations, and subject to applicable statutes and regulations.
6. Entire Agreement. This AGREEMENT contains all the terms and conditions agreed upon by the Parties and no other agreement, oral or otherwise, including DISTRICT's Request for Proposal, regarding the subject matter of this Contract, or any part thereof, shall have any validity or bind the Parties.
7. Permits and Licenses. CONTRACTOR, its employees, and its agents shall secure and maintain valid permits, licenses, and certifications as required by law for the execution of this AGREEMENT.
8. Insurance. CONTRACTOR shall submit a Certificate of Insurance by July 1<sup>st</sup> for each year of this contract and shall maintain coverage with companies licensed in Rhode Island with an AM Best minimum A rating or better and approved by the State Insurance Commissioner. Self-insurance is not acceptable. CONTRACTOR shall maintain insurance as set forth below during this AGREEMENT period and shall furnish a certificate of insurance for General and Auto Liability coverage and for Workers' Compensation coverage. CONTRACTOR shall furnish new Certificates of Insurance for liability coverage and for Workers' Compensation coverage within thirty (30) days following the placement of new or renewed coverage. Certificates shall provide that a thirty (30) day prior notice of cancellation will be given to DISTRICT.

General and Auto Liability insurance shall be maintained to protect CONTRACTOR from any claims from damages for personal injury or death, and from damage to property, which may arise from operations of CONTRACTOR under this AGREEMENT. General and Auto Liability insurance shall each have a combined single limit of Five Million Dollars (\$5,000,000). Workers' Compensation insurance shall be maintained as required by law and to protect CONTRACTOR from claims, which may arise from its operation under this AGREEMENT. The CONTRACTOR will name the North Providence School District and the Town of North Providence as Additional Insureds to the policy and provide the district with a copy of said policy on request.

9. Hold Harmless Agreement. CONTRACTOR shall hold harmless and indemnify DISTRICT, its Governing Board, Officers, Agents, and Employees from every claim or demand which may be made by reason of any injury to person or damage to property sustained by any person, firm or corporation, to the extent that such injury or damage was caused by any negligent act or omission or willful misconduct of CONTRACTOR or of any person, firm, or corporation, directly or



indirectly employed by CONTRACTOR upon or in connection with its performance under this AGREEMENT.

To the extent permissible by law, and subject to statutory caps on municipal liability for tort and other liabilities, DISTRICT shall hold harmless and indemnify CONTRACTOR, its Officers, Agents, and Employees from every claim or demand which may be made by reason of injury to person or damage to property sustained by any person, firm or corporation, to the extent that such injury or damage was proximately caused by any negligent act or omission or willful misconduct of DISTRICT or of any person, firm, or corporation, directly or indirectly employed by DISTRICT upon or in connection with its performance under this AGREEMENT and insured by the DISTRICT's general liability insurance company. Upon request, the DISTRICT shall provide a copy of such policy to the CONTRACTOR.

10. Safety Program. CONTRACTOR shall provide formal safety instruction on a regular basis for all operating personnel assigned to this AGREEMENT, in accordance with the CONTRACTOR's Proposal.
11. Independent Contractor. While engaged in carrying out and complying with the terms and conditions of this AGREEMENT, CONTRACTOR is an independent contractor, and neither CONTRACTOR, its employees or its Agents shall be considered to be an Officer, Agent, or Employee of DISTRICT.
12. Assignments. CONTRACTOR may assign or transfer any of its rights, burdens, duties, or obligations under this AGREEMENT to its parent company, affiliates, subsidiaries, or related legal entities. CONTRACTOR will advise DISTRICT of such assignment or transfer in writing and within thirty (30) days of authorizing the transfer, and as requested by the DISTRICT, provide reasonable assurances of delivery of contracted services.
13. Subcontracting. CONTRACTOR will not subcontract any of its rights, burdens, duties, or obligations under this AGREEMENT without the written consent of DISTRICT, except on a short term, interim basis in the event of an emergency. Consent shall not be unreasonably withheld.
14. Routing and Scheduling. Prior to the start of any service under this AGREEMENT, DISTRICT and CONTRACTOR shall cooperatively establish routes and schedules that comply with state and local laws and conform to the needs of DISTRICT. If, at any time during the term of this AGREEMENT, it is determined by mutual consent that service may be improved by revisions to routing, scheduling, or bus assignment, DISTRICT and CONTRACTOR shall plan and institute such changes jointly. CONTRACTOR shall have sufficient notice to review such changes and evaluate the safety considerations. All routes, schedules, and bus stops shall be established by CONTRACTOR on such basis as may be determined by it to be most efficient, but shall be pre-approved by DISTRICT with sufficient notice to DISTRICT to review such changes and evaluate safety/cost considerations and shall not be revised without mutual consent and authorization.
15. Contractor's Personnel. CONTRACTOR shall employ and assign for services under this AGREEMENT a sufficient number of regular and substitute drivers based on projected basic and supplementary transportation, taking into account the current driver absence rates. CONTRACTOR shall be solely responsible for hiring and discharging its employees. DISTRICT shall have the right to request removal of any of CONTRACTOR's employees from providing services under this AGREEMENT provided that such request is made in writing with the reasons set forth and provided that such request does not violate any laws against discrimination. CONTRACTOR, upon request, shall certify that no employee has a criminal record.

16. Record Keeping and Accident Reports. CONTRACTOR will be required to provide access to any and all operational records related to the provision of services under this AGREEMENT and kept in the ordinary course of business to DISTRICT within ten (10) days of DISTRICT's written request for such records. DISTRICT shall maintain the confidentiality of CONTRACTOR's records, except as required by RIGL §38, Access to Public Records. All operational records, except "educational records" as defined by applicable federal or state law and any audio, digital and video recordings are, and shall be, the exclusive property of CONTRACTOR.

All equipment involved in an accident shall be reported as defined by law. Accidents involving CONTRACTOR'S equipment or personnel while operating for DISTRICT shall also be reported to DISTRICT. All pupil and rider and driver injuries shall be timely reported to the DISTRICT, but in no event later than one day.

17. Equipment Requirements. All buses supplied under this AGREEMENT shall be approved school buses, as defined by applicable statutory or administrative codes within the state in which DISTRICT operates and during the term of this contract, including option years, no vehicle shall be more than ten (10) years old or have in excess of 150,000 miles. CONTRACTOR will ensure fleet specifications are met by either cascading in newer assets or purchasing assets. CONTRACTOR will provide a list of the proposed fleet before July 1<sup>st</sup> of each contract year. The list will include a description of the bus to be used, year of manufacture, model number, present mileage and make of the body, make of the bus, seating capacity and present condition.

- a. CONTRACTOR shall perform regular preventive maintenance on all buses.
- b. Spares, either DISTRICT or CONTRACTOR supplied, of appropriate sizes, and meeting all the above requirements, shall be located by CONTRACTOR at points close enough to DISTRICT so they may be substituted for regularly assigned buses, if needed, without delay.
- c. It is specifically understood between the Parties that prices under this AGREEMENT do not include modifications to vehicles that might at some point in the future be required by government agencies or DISTRICT. If, during the term of this AGREEMENT, equipment modifications, including seat belts for non-special education buses, are mandated, CONTRACTOR and DISTRICT shall negotiate in good faith price increases related to such modifications. Such renegotiations shall include, but shall not be limited to, the payment schedule, duration of this AGREEMENT, levels of service, etc. Any modification to this AGREEMENT resulting from such renegotiations shall be in writing and signed by the parties and become effective on a mutually agreed-upon date.

18. Fuel. Fuel shall be paid for and provided by CONTRACTOR. Cost for fuel is included in the per diem rate paid to the CONTRACTOR.

19. Termination of Agreement. If either Party refuses or fails to perform services as required as specified in this AGREEMENT, or any separable part thereof, the other Party may, without prejudice to any other right or remedy, serve written notification upon it of intention to terminate and, unless within thirty (30) days after service of such written notice of the condition or violation the party in breach shall cease and make satisfactory arrangements for the correction thereof, this AGREEMENT shall, upon the expiration of the thirty (30) days, cease and terminate.

20. Notices: Notices to either party to this AGREEMENT shall be in writing and shall be considered duly served and delivered if such notice is delivered by hand; mailed via the United States mail, certified, return receipt requested; or sent via overnight service. All such notices shall be addressed to:

DISTRICT: Mr. Joseph Goho  
Superintendent of Schools  
North Providence School Department  
2240 Mineral Spring Avenue  
North Providence, RI 02911

COPY TO: Benjamin M. Scungio, Esq.  
Brennan, Recupero, Cascione, Scungio & McAllister,  
LLP  
362 Broadway  
Providence, Rhode Island 02909

CONTRACTOR: Durham School Services, L.P.  
Attn: Contract Management Specialist  
2601 Navistar Drive  
Lisle, Illinois 60532  
Telephone: (630) 821-5400

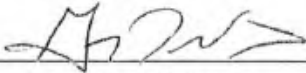
21. Discipline. CONTRACTOR will report serious or persistent misconduct on the part of students to the designated DISTRICT employee. DISTRICT shall then impose reasonable disciplinary measures upon the students in accordance with its discipline management program.
22. Force Majeure. Notwithstanding the foregoing, CONTRACTOR and the DISTRICT shall be excused from performance hereunder, and neither is entitled to any damages or penalties, liquidated or otherwise during the time and to the extent either party is prevented from performing in the customary manner by an act of God, fire, flood, war, riot, civil disturbance, state of emergency, terrorism, epidemic, quarantine, strike, lockout, oil or fuel shortage, freight embargo, rationing or unavailability of materials or products, loss of transportation facilities, commandeering of equipment, materials, products, plants, or facilities by the Government, or any other occurrence which is beyond the control of CONTRACTOR.
23. Dispute Resolution. The parties agree to meet and confer in good faith on all matters and disputes under this AGREEMENT. If a dispute is not resolved under the foregoing, and one party informs the other in writing that it reasonably believes that the differences between the parties are not likely to be reconciled through further negotiation, then the parties agree to submit such dispute to binding arbitration under the Commercial Rules of the American Arbitration Association. Such arbitration will be held as promptly as possible in Rhode Island and will be conducted before a panel of three (3) members. DISTRICT and CONTRACTOR shall each select one arbitrator, and the third arbitrator shall be selected by agreement of the other two arbitrators so chosen. The decision of a majority of the arbitration panel will be binding on the parties and may be submitted for enforcement to any court of competent jurisdiction. The parties shall split costs and expenses associated with the arbitration. However, each party shall pay for its own legal fees.
24. Compliance with Law. Each party shall comply in all material respects with all laws, ordinances, or governmental or regulatory rule or regulation, whether federal, state, or local.
25. Choice of Law. This AGREEMENT shall be governed by the laws of the State of Rhode Island.
26. Severability. In the event any provision of this AGREEMENT is determined to be illegal or void, the remainder of this AGREEMENT shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this AGREEMENT as of the date written above.

**DURHAM SCHOOL SERVICES, L.P.**

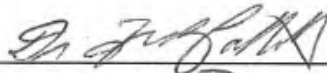
**NORTH PROVIDENCE SCHOOL DEPARTMENT**

By: Durham Holding II, L.L.C.,  
Its general partner

By: 

Name: Gary L. Waits Jr.,  
Title: CEO Student Transportation

Date: 6/24/2020

By: 

Name: Frank Palotta  
Title: School Committee Chair

Date: 6-29-2020

**Schedule A**

**Year 1: July 1, 2020 – June 30, 2021**

**A. Regular Transportation Routes**

**Type C – 71 Passenger Buses**

**Cost per Bus per Day      \$511.20 (includes cost of monitor/aide)**

Bus Per Diem	\$ 445.33
Monitor/Aide Per Diem	<u>65.87</u>
Total Per Diem Cost	\$ 511.20

**Type A – 19-20 Passenger Bus**

**Cost per Bus per Day      \$511.20**

Bus Per Diem	\$ 445.33
Monitor/Aide Per Diem	<u>65.87</u>
Total Per Diem Cost	\$ 511.20

**B. Special Education Buses In-District (Includes Bus Aides/Monitors)**  
**Type C – 35 Passenger Buses**

**Cost per Vehicle per Day \$                      \$557.48**

Bus Per Diem	\$ 455.88
Monitor/Aide Per Diem	<u>101.60</u>
Total Per Diem Cost	\$ 557.48

**Special Education Vehicles\* - With Wheelchair lift (Includes Bus Aides/Monitors)**

**Cost per Vehicle per Day \$                      \$573.31**

Bus Per Diem	\$ 471.71
Monitor/Aide Per Diem	<u>101.60</u>
Total Per Diem Cost	\$ 573.31

C. **Pre School & Kindergarten\* - Mid Day Runs (1 Hour)**

Cost per Bus per Day \$ 79.11

D. **Special Services AM/PM Inter-school Transfers**

Cost per Vehicle per Day \$ 36.92

E. **Summer Transportation**

Cost per Vehicle per Day \$ 378.41

F. **Bus Monitors/Aides**

Unit Cost Per Hour \$18.82

**\*Required Equipment** (Costs to be included in Cost per Day per Bus)

- All Buses with External P.A. System
- All Buses with Crossing Gates
- All Buses with Digital Recording Devices Inside Buses
- All Buses with Active GPS System

G. Athletic or Activity Bus – Type C (A trip includes both to and return if required by the District)

In-District:

Unit Cost per Mile	\$ 0
Unit Cost per Hour Driver Time	\$ 52.27
Unit Cost per Hour Driver Wait Time	\$ 52.27

Out of District:

Unit Cost per Mile	\$0
Unit Cost per Hour Driver Time	\$ 52.27
Unit Cost per Hour Driver Wait Time	\$ 52.27

**ADDITIONAL TERMS:**

Contractor will not invoice for any over-hours charges for the life of this contract. Per diem rates in A & B above include charges for monitors/aides.

Contractor will increase rates in years two (2) and three (3) per the COLA calculation detailed in the bid specification.

There will be no quarterly fuel adjustment for the duration of the contract.

All field and athletic trips will be charged on a per hour basis gate to gate (transportation facility to transportation facility). There will be no minimum guarantee of hours.



Route Number	Total Route Mileage
BW01AMSP	7.08
BW01PMSP	5.93
BW05AMSP	2.97
BW05PMSP	4.7
BWAM09	5.88
BWAM12	4.47
BWAM15	5.87
BWAM17	5.21
BWAM18	4.54
BWAM19	3.93
BWPM09	4
BWPM12	4.07
BWPM15	6.55
BWPM17	4.92
BWPM18	4.24
BWPM19	3.39
CD03AMSP	12.91
CD03PMSP	11.69
CDAM14	12.26
CDPM14	9.81
GS07AMSP	11.73
GS07PMSP	9.86
GS08AMSP	14.62
GS08PMSP	11.55
GSAM10	8.68
GSAM15	6.82
GSPM10	6.61
GSPM15	4.96
HS01AMSP	4.23
HS01PMSP	6.39
HS02AMSP	2.65
HS02PMSP	7.57
HS03AMSP	8.55
HS03PMSP	8.26
HS04AMSP	8.66
HS04PMSP	8.7
HS05AMSP	5.21
HS05PMSP	7.17
HS06AMSP	4.2
HS06PMSP	6.28
HS07AMSP	6.08
HS07PMSP	6.81
HS09AM	5.14



HS10AM	5.75
HS11AM	4.81
HS12AM	4.06
HS13AM	6.22
HS14AM	6.36
HS15AM	5.72
HS16AM	4.2
HS17AM	5.49
HS18AM	4.98
HS19AM	6.49
HS21AM	6.5
HS24AM	4.94
HSPM09	6.57
HSPM10	4.5
HSPM11	4.78
HSPM12	6.07
HSPM13	7.13
HSPM14	6.32
HSPM15	7.02
HSPM16	7.8
HSPM17	7.02
HSPM18	6.51
HSPM19	8.36
HSPM21	6.1
HSPM24	7.43
MG02AMSP	9.33
MG02PMSP	7.07
MG04AMSP	8.78
MG04PMSP	6.75
MG11AM	4.88
MG11PM	4.44
MG19AM	7.7
MG19PM	6.99
MG21AM	2.52
MG21PM	5.16
MG24AM	5.43
MG24PM	3.68
RM04AMSP	3.39
RM04PMSP	3.55
RM06AMSP	6.66
RM06PMSP	6.46
RM07AMSP	6.77
RM07PMSP	5.68
RMAM10	5.14

RMAM11	4.32
RMAM13	5.14
RMAM21	4.79
RMAM24	3.92
RMPM10	3.61
RMPM11	5.25
RMPM13	4.83
RMPM14	3.14
RMPM21	5.35
RMSLATE	9.57
SO05AMSP	6.32
SO05PMSP	5.54
SO06AMSP	10.23
SO06PMSP	6.56
SOAM12	6.31
SOAM13	9.98
SOAM17	6.95
SOAM18	6.46
SOPM12	5.93
SOPM13	5.36
SOPM17	5.43
SOPM18	5.1
STMAM	2.54
WH01AMSP	8.51
WH01PMSP	7.97
WHAM09	5.45
WHAM16	8.26
WHPM09	10.37
WHPM16	5.99

<b>ROUTE #</b>	<b>ASSET #</b>	<b>YEAR</b>	<b>BODY MAKE</b>	<b>EATING CAP. / Seat Cou</b>	<b>BRAKES</b>
1	33882	2016	International	21 / 10 seats	Hydraulic
2	34666	2018	International	22 + 2 w/c / 13 seats	Air Assist
3	35568	2017	Chevy	30 - 10 seats	Hydraulic
4	41183	2022	International	24 + 1 w/c / 7 seats	Air
5	21239	2012	Bluebird	29 + 2 w/c / 11 seats	Air
6	34664	2018	International	31 + 2w/c / 13 seats	Hydraulic
7	33884	2016	International	20 / 10 seats	Hydraulic
8	23742	2013	International	54 + 2w/c 20 seats	Air
9	23781	2013	International	77 / 25 1/2 seats	Air
10	39564	2020	International	71 / 23 1/2 seats	Air
11	41182	2022	International	71 / 23 1/2 seats	Air
12	37529	2019	International	71 / 23 1/2 seats	Hydraulic
13	41180	2022	International	71 / 23 1/2 seats	Air
14	23395	2013	Bluebird	71 / 23 1/2 seats	Air
15	33768	2017	International	71 / 23 1/2 seats	Hydraulic
16	39667	2020	International	66 / 23 1/2 seats	Hydraulic
17	41179	2022	International	71 / 23 1/2 seats	Air
18	39563	2020	International	71 / 23 1/2 seats	Air
19	39669	2020	International	71 / 23 1/2 seats	Hydraulic
21	33762	2017	International	71 / 23 1/2 seats	Hydraulic
24	23388	2013	Bluebird	72 / 23 1/2 seats	Air
<b>Spares</b>					
25	34365	2017	International	72 / 24 seats	Air
30	23322	2013	Thomas	72 / 25 1/2 seats	Air
SP2	21231	2012	Bluebird	20 + 2 W/C(s) / 10 seats	Air
SP3	34668	2018	International	48 - No W/C /	Hydraulic
				16 seats	
SP4	21234	2012	Bluebird	18 - 2 W/C(s) /	Air
				9 seats	
SP5	35456	2013	International	66 / 21 1/2 seats	Air



# Durham School Services

<b>Invoice</b> 92024617	<b>Invoice Date</b> 01-Apr-2024
<b>Terms</b> 30 Net	<b>Due Date</b> 01-May-2024
<b>Purchase Order Number</b>	<b>Sales Order</b>
<b>Customer Number</b> 164148	<b>Customer Location</b> 4115

**Bill To:**  
 Attn: Accounts Payable  
 NORTH PROVIDENCE SCHOOL  
 DEPARTMENT  
 2240 MINERAL SPRING AVENUE  
 NORTH PROVIDENCE, RI 02911

**Remit To:**  
 Durham School Services  
 P. O. Box 415347  
 BOSTON, MA 02241-5347

01-MAR-24 - 31-MAR-24 Home to School -  
 March 2024

Line Description Num	Hours	Miles	Quantity	Unit Price	Amount
1 Reg Ed Buses - 15 Buses for 20 Days			300	592.91	177,873.00
2 SpEd Buses - 2 Buses for 20 Days			40	592.91	23,716.40
3 SpEd W/C Buses - 5 Buses for 20 Days			100	664.95	66,495.00
4 Pre-K Buses - 2 Buses for 20 Days			40	91.76	3,670.40
5 Ocean State Academy - 1 Buses for 19 Days			19	42.82	813.58
				<b>Total</b>	<b>272,568.38</b>
<b>Special Instructions</b>				Amount Applied	0.00
For questions regarding this invoice, please contact your local representative or email ARHelpdesk@nellc.com				Amount Credited	
				Amount Adjusted	0.00
				Payments and Credits	0.00
<b>***PLEASE INCLUDE OUR INVOICE NUMBER AND REMIT DETAILS WITH YOUR PAYMENT***</b>				Outstanding balance as of 02-Apr-2024 in USD	<b>272,568.38</b>



# Durham School Services

<b>Invoice</b> 92024632	<b>Invoice Date</b> 01-Apr-2024
<b>Terms</b> 30 Net	<b>Due Date</b> 01-May-2024
<b>Purchase Order Number</b>	<b>Sales Order</b>
<b>Customer Number</b> 164148	<b>Customer Location</b> 4115

**Bill To:**  
 Attn: Accounts Payable  
 NORTH PROVIDENCE SCHOOL  
 DEPARTMENT  
 2240 MINERAL SPRING AVENUE  
 NORTH PROVIDENCE, RI 02911

**Remit To:**  
 Durham School Services  
 P. O. Box 415347  
 BOSTON, MA 02241-5347

01-MAR-24 - 31-MAR-24 Transitions - March  
 2024

Line Description Num	Hours	Miles	Quantity	Unit Price	Amount
1 Transitions - 1 Bus for 20 Days			20	106.90	2,138.00

**Special Instructions**  
 For questions regarding this invoice, please contact your local representative  
 or email ARHelpdesk@hellc.com

Total	2,138.00
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of 02-Apr-2024 in USD	2,138.00

\*\*\*PLEASE INCLUDE OUR INVOICE NUMBER AND REMIT  
 DETAILS WITH YOUR PAYMENT\*\*\*



# Durham School Services

**Invoice**  
92038876  
**Terms**  
30 Net  
**Purchase Order Number**

**Invoice Date**  
05-Jun-2024  
**Due Date**  
05-Jul-2024  
**Sales Order**

**Customer Number**  
164148

**Customer Location**  
4115

**Bill To:**  
Attn: Accounts Payable  
NORTH PROVIDENCE SCHOOL  
DEPARTMENT  
2240 MINERAL SPRING AVENUE  
NORTH PROVIDENCE, RI 02911

**Remit To:**  
Durham School Services  
P. O. Box 415347  
BOSTON, MA 02241-5347

01-MAY-24 - 31-MAY-24 MAY 2024 - HOME  
TO SCHOOL SERVICES

Line Description Num	Hours	Miles	Quantity	Unit Price	Amount
1 REG ED - 15 BUSES FOR 22 DAYS			330	592.91	195,660.30
2 SPED - 2 BUSES FOR 22 DAYS			44	592.91	26,088.04
3 SPED WC - 5 BUSES FOR 22 DAYS			110	664.95	73,144.50
4 PRE-K - 2 BUSES FOR 22 DAYS			44	91.76	4,037.44
5 OSA/ST MARYS			44	42.82	1,884.08

**Special Instructions**

For questions regarding this invoice, please contact your local representative or email ARHelpdesk@nellc.com

Total	300,814.36
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of 11-Jun-2024 in USD	300,814.36

\*\*\*PLEASE INCLUDE OUR INVOICE NUMBER AND REMIT DETAILS WITH YOUR PAYMENT\*\*\*





# Durham School Services

**Invoice**  
92038882  
**Terms**  
30 Net  
**Purchase Order Number**

**Invoice Date**  
05-Jun-2024  
**Due Date**  
05-Jul-2024  
**Sales Order**

**Customer Number**  
164148

**Customer Location**  
4115

**Bill To:**

Attn: Accounts Payable  
NORTH PROVIDENCE SCHOOL  
DEPARTMENT  
2240 MINERAL SPRING AVENUE  
NORTH PROVIDENCE, RI 02911

**Remit To:**

Durham School Services  
P. O. Box 415347  
BOSTON, MA 02241-5347

01-MAY-24 - 31-MAY-24 MAY 2024 -  
TRANSITIONS

Line Description Num	Hours	Miles	Quantity	Unit Price	Amount
1 22 DAYS			22	106.90	2,351.80

**Special Instructions**

For questions regarding this invoice, please contact your local representative  
or email ARHelpdesk@hellc.com

Total	2,351.80
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00

\*\*\*PLEASE INCLUDE OUR INVOICE NUMBER AND REMIT  
DETAILS WITH YOUR PAYMENT\*\*\*

Outstanding balance as of 11-Jun-2024 in USD	2,351.80
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# Durham School Services

**Invoice**  
92054713  
**Terms**  
30 Net  
**Purchase Order Number**

**Invoice Date**  
01-Oct-2024  
**Due Date**  
31-Oct-2024  
**Sales Order**

**Customer Number**  
164148

**Customer Location**  
4115

**Bill To:**

Attn: Accounts Payable  
NORTH PROVIDENCE SCHOOL  
DEPARTMENT  
2240 MINERAL SPRING AVENUE  
NORTH PROVIDENCE, RI 02911

**Remit To:**

Durham School Services  
P. O. Box 415347  
BOSTON, MA 02241-5347

01-SEP-24 - 30-SEP-24 September 2024

Home to School

Line Description	Hours	Miles	Quantity	Unit Price	Amount
1 Reg Ed Buses - 13 Buses for 19 Days			247	613.66	151,574.02
2 Sp Ed Buses - 3 Buses for 19 Days			57	613.66	34,978.62
3 W/C Buses - 5 Buses for 19 Days			95	688.22	65,380.90
4 Pre-K Buses - 2 Buses for 19 Days			38	94.97	3,608.86
5 OSA - 1 Bus for 18 Days			18	44.32	797.76

**Special Instructions**

For questions regarding this invoice, please contact your local representative or email ARHelpdesk@nellc.com

Total	256,340.16
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of 02-Oct-2024 in USD	256,340.16

\*\*\*PLEASE INCLUDE OUR INVOICE NUMBER AND REMIT DETAILS WITH YOUR PAYMENT\*\*\*



# Durham School Services

**Invoice**  
 92054723  
**Terms**  
 30 Net  
**Purchase Order Number**

**Invoice Date**  
 01-Oct-2024  
**Due Date**  
 31-Oct-2024  
**Sales Order**

**Customer Number**  
 164148

**Customer Location**  
 4115

**Bill To:**  
 Attn: Accounts Payable  
 NORTH PROVIDENCE SCHOOL  
 DEPARTMENT  
 2240 MINERAL SPRING AVENUE  
 NORTH PROVIDENCE, RI 02911

**Remit To:**  
 Durham School Services  
 P. O. Box 415347  
 BOSTON, MA 02241-5347

01-SEP-24 - 30-SEP-24 September 2024 -

Ricci Late Bus

Line Description	Hours	Miles	Quantity	Unit Price	Amount
1 Late Bus - 1 Bus for 7 Days			7	94.97	664.79

**Special Instructions**

For questions regarding this invoice, please contact your local representative or email ARHelpdesk@nellc.com

Total	664.79
Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00
Outstanding balance as of 02-Oct-2024 in USD	664.79

\*\*\*PLEASE INCLUDE OUR INVOICE NUMBER AND REMIT DETAILS WITH YOUR PAYMENT\*\*\*



# Durham School Services

<b>Invoice</b> 92054720	<b>Invoice Date</b> 01-Oct-2024
<b>Terms</b> 30 Net	<b>Due Date</b> 31-Oct-2024
<b>Purchase Order Number</b>	<b>Sales Order</b>
<b>Customer Number</b> 164148	<b>Customer Location</b> 4115

**Bill To:**  
 Attn: Accounts Payable  
 NORTH PROVIDENCE SCHOOL  
 DEPARTMENT  
 2240 MINERAL SPRING AVENUE  
 NORTH PROVIDENCE, RI 02911

**Remit To:**  
 Durham School Services  
 P. O. Box 415347  
 BOSTON, MA 02241-5347

01-SEP-24 - 30-SEP-24 September 2024 -  
 Transitions

Line Description Num	Hours	Miles	Quantity	Unit Price	Amount
1 Transitions - 1 Bus for 17 Days			17	110.64	1,880.88
				Total	1,880.88

**Special Instructions**  
 For questions regarding this invoice, please contact your local representative  
 or email ARHelpdesk@nellc.com

Amount Applied	0.00
Amount Credited	
Amount Adjusted	0.00
Payments and Credits	0.00

\*\*\*PLEASE INCLUDE OUR INVOICE NUMBER AND REMIT  
 DETAILS WITH YOUR PAYMENT\*\*\*

Outstanding balance as of 02-Oct-2024 in USD	1,880.88
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Route Number	Start Time	End Time	Number of Assigned Stops	Total Riders
BW01AMSP	7:39 AM	7:57 AM	4	3
BW01PMSP	2:35 PM	2:52 PM	4	3
BW05AMSP	7:47 AM	8:00 AM	4	3
BW05PMSP	2:32 PM	2:48 PM	5	4
CD03AMSP	8:01 AM	8:42 AM	12	13
CD03PMSP	3:16 PM	3:55 PM	12	13
GS07AMSP	8:17 AM	8:52 AM	9	9
GS07PMSP	3:13 PM	3:52 PM	11	11
GS08AMSP	7:58 AM	8:39 AM	10	9
GS08PMSP	3:12 PM	3:46 PM	9	8
HS01AMSP	6:56 AM	7:05 AM	4	4
HS01PMSP	1:48 PM	1:57 PM	5	5
HS02AMSP	7:01 AM	7:07 AM	4	3
HS02PMSP	1:48 PM	2:00 PM	5	4
HS03AMSP	6:49 AM	7:01 AM	3	2
HS03PMSP	1:52 PM	2:01 PM	3	2
HS04AMSP	6:38 AM	7:06 AM	8	6
HS04PMSP	1:48 PM	2:12 PM	8	6
HS05AMSP	6:58 AM	7:09 AM	5	4
HS05PMSP	1:47 PM	1:58 PM	6	5
HS06AMSP	7:01 AM	7:08 AM	4	4
HS06PMSP	1:46 PM	1:53 PM	4	3
HS07AMSP	6:51 AM	7:08 AM	5	4
HS07PMSP	1:47 PM	2:01 PM	5	4
MG02AMSP	8:12 AM	8:43 AM	9	9
MG02PMSP	3:12 PM	3:48 PM	9	9
MG04AMSP	8:21 AM	8:38 AM	5	4
MG04PMSP	3:15 PM	3:33 PM	5	4
RM04AMSP	7:53 AM	8:00 AM	3	2
RM04PMSP	2:29 PM	2:37 PM	3	2
RM06AMSP	7:43 AM	7:49 AM	3	2
RM06PMSP	2:39 PM	2:45 PM	3	2
RM07AMSP	7:38 AM	8:02 AM	6	5
RM07PMSP	2:27 PM	2:48 PM	6	5
SO05AMSP	8:25 AM	8:42 AM	7	6
SO05PMSP	3:10 PM	3:32 PM	8	7
SO06AMSP	8:20 AM	8:50 AM	8	9
SO06PMSP	3:10 PM	3:45 PM	8	9
WH01AMSP	8:18 AM	8:43 AM	8	9
WH01PMSP	3:18 PM	3:46 PM	8	9