STATE OF NEW YORK

5707--A

2019-2020 Regular Sessions

IN SENATE

May 13, 2019

Introduced by Sen. MAYER -- read twice and ordered printed, and when printed to be committed to the Committee on Education -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the education law, in relation to contracts regarding bus drivers and bus drivers’ assistants

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Subdivision 23 of section 1604 of the education law, as amended by chapter 269 of the laws of 1974, is amended to read as follows:

23. To contract with any person, corporation or other school district for the conveyance of pupils residing within the district, when authorized to do so under subdivision nineteen of section two thousand twenty-one of this chapter, by vote of the inhabitants of the district entitled to vote, or to contract for the operation, maintenance and garaging of motor vehicles owned by the district, in accordance with such rules and regulations as such trustees may establish, consistent with the regulations of the commissioner of education. Upon authorization by a school district meeting, every such contract of transportation may be made for a period not exceeding five years, notwithstanding any provision of any other law inconsistent herewith. Regarding any district wholly within the counties of Westchester, Putnam, Nassau and Suffolk and with respect to any contract entered into under this subdivision, such district shall abide by the terms contained in any collectively bargained agreement applicable to bus drivers and drivers’ assistants entered into by the contracting entity governing disciplinary actions against bus drivers and drivers’ assistants employed by such contracting entity prior to the district imposing or implementing an adverse disciplinary action against such driver or drivers’ assistant, unless the superintendent of the district certifies that the act or

EXPLANATION--Matter in italics (underscored) is new; matter in brackets [-] is old law to be omitted.

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omission of such driver or driver's assistant, if true, constituted egregious misconduct that created a clear and present danger to the safety and welfare of any child in his or her care. When such a certification is made by a superintendent, and notwithstanding procedures set forth in any contract regarding grievances against a bus driver or driver's assistant, an expedited fact-finding process shall be completed within five business days from the day of the alleged wrongdoing by such bus driver or driver's assistant. Any driver or driver's assistant who shall incur a diminution in wages after the commencement of an expedited process authorized by this subdivision, shall, if the superintendent determination is improper or if he or she is exonerated of commission of the underlying wrongdoing, be entitled to punitive damages in an amount to be determined by such finder of fact.

§ 2. Subdivision 27 of section 1709 of the education law, as amended by chapter 737 of the laws of 1992, is amended to read as follows:

27. To contract with any person, corporation or other school district for the conveyance of pupils residing within the district, when authorized to do so under subdivision nineteen of section two thousand twenty-one of this chapter, by vote of the inhabitants of the district entitled to vote, or to contract for the operation, maintenance and garaging of motor vehicles owned by the district, in accordance with such rules and regulations as such board of education may establish, consistent with the regulations of the commissioner. Upon authorization by a school district meeting, every such contract of transportation may be made for a period not exceeding five years, notwithstanding any provision of any other law inconsistent herewith. Regarding any district wholly within the counties of Westchester, Putnam, Nassau and Suffolk and with respect to any contract entered into under this subdivision, such district shall abide by the terms contained in any collectively bargained agreement applicable to bus drivers and drivers' assistants entered into by the contracting entity governing disciplinary actions against bus drivers and drivers' assistants employed by such contracting entity prior to the district imposing or implementing an adverse disciplinary action against such driver or drivers' assistant, unless the superintendent of the district certifies that the act or omission of such driver or driver's assistant, if true, constituted egregious misconduct that created a clear and present danger to the safety and welfare of any child in his or her care. When such a certification is made by a superintendent, and notwithstanding procedures set forth in any contract regarding grievances against a bus driver or driver's assistant, an expedited fact-finding process shall be completed within five business days from the day of the alleged wrongdoing by such bus driver or driver's assistant. Any driver or driver's assistant who shall incur a diminution in wages after the commencement of an expedited process authorized by this subdivision, shall, if the superintendent determination is improper or if he or she is exonerated of commission of the underlying wrongdoing, be entitled to punitive damages in an amount to be determined by such finder of fact.

§ 3. Subdivision 12 of section 2503 of the education law, as amended by chapter 171 of the laws of 1996, is amended to read as follows:

12. Shall provide by contract or otherwise for the transportation of children to and from any school or institution of learning whenever in its judgment such transportation is required because of the remoteness of the school to the pupil or for the promotion of the best interests of such children; and, in the case of an enlarged city school district, shall provide such transportation to children residing outside the city.
limits and may, in its discretion, provide transportation for children residing within the city limits. Any such contract may be made for a period of not exceeding five years, notwithstanding any provision of any charter or other provision of law inconsistent herewith, provided, that any city school district wholly within the counties of Westchester, Putnam, Nassau and Suffolk, if transportation is provided by such district, pursuant to other provisions of this chapter such district shall abide by the terms contained in any collectively bargained agreement applicable to bus drivers and drivers' assistants entered into by the contracting entity, governing disciplinary actions against bus drivers and drivers' assistants employed by such contracting entity prior to the district imposing or implementing an adverse disciplinary action against such driver or drivers' assistant, unless the superintendent of the district certifies that the act or omission of such driver or driver's assistant, if true, constituted egregious misconduct that created a clear and present danger to the safety and welfare of any child in his or her care. When such a certification is made by a superintendent, and notwithstanding procedures set forth in any contract regarding grievances against a bus driver or driver's assistant, an expedited fact-finding process shall be completed within five business days from the day of the alleged wrongdoing by such bus driver or driver's assistant. Any driver or driver's assistant who shall incur a diminution in wages after the commencement of an expedited process authorized by this subdivision, shall, if the superintendent determination is improper or if he or she is exonerated of commission of the underlying wrongdoing, be entitled to punitive damages in an amount to be determined by such finder of fact. Provided further, that the cost of such transportation:

a. to and from schools within the school district for distances greater than two or three miles, as applicable, and to and from schools outside the district within the mileage limitations prescribed in paragraph a of subdivision one of section thirty-six hundred thirty-five of this chapter shall always be an ordinary contingent expense, and
b. for distances less than two or three miles, as applicable, or for greater than fifteen miles to and from schools outside the district shall be an ordinary contingent expense if: (i) such transportation was provided during the preceding school year and the qualified voters have not passed a special proposition constricting the mileage limitations for the current school year from those in effect in the prior year, or (ii) the qualified voters have passed a special proposition expanding the mileage limitations in effect in the prior year.

§ 4. Subdivision 19 of section 2554 of the education law, as renumbered by chapter 762 of the laws of 1950, is amended to read as follows:

19. To provide by contract for the transportation of children to and from any school or institution of learning whenever in its judgment such transportation is required because of the remoteness of the school to the pupil or for the promotion of the best interests of such children. Any such contract may be made for a period not exceeding five years, notwithstanding any provision of any charter or other provision of law inconsistent herewith, provided, that any city school district wholly within the counties of Westchester, Putnam, Nassau and Suffolk, if transportation is provided by such district, pursuant to other provisions of this chapter such district shall abide by the terms contained in any collectively bargained agreement applicable to bus drivers and drivers' assistants entered into by the contracting entity governing disciplinary actions against bus drivers and drivers' assistants employed by such contracting entity prior to the district imposing
or implementing an adverse disciplinary action against such driver or
drivers' assistant, unless the superintendent of the district certifies
that the act or omission of such driver or drivers' assistant, if true,
constituted egregious misconduct that created a clear and present danger
to the safety and welfare of any child in his or her care. When such a
certification is made by a superintendent, and notwithstanding proce-
dures set forth in any contract regarding grievances against a bus driv-
er or drivers' assistant, an expedited fact-finding process shall be
completed within five business days from the day of the alleged wrongdo-
ing by such bus driver or drivers' assistant. Any driver or drivers'
assistant who shall incur a diminution in wages after the commencement
of an expedited process authorized by this subdivision, shall, if the
superintendent determination is improper or if he or she is exonerated
of commission of the underlying wrongdoing, be entitled to punitive
damages in an amount to be determined by such finder of fact.

§ 5. This act shall take effect immediately.
NEW YORK STATE SENATE
INTRODUCER'S MEMORANDUM IN SUPPORT
submitted in accordance with Senate Rule VI. Sec 1

BILL NUMBER: S5707A
SPONSOR: MAYER

TITLE OF BILL: An act to amend the education law, in relation to contracts regarding bus drivers and bus drivers' assistants

PURPOSE:
This bill would require school districts to abide by the existing collective bargaining agreement between its transportation contractor and its employees with regard to disciplinary actions against bus drivers and bus driver assistants, unless the Superintendent declares that the acts or omissions of such individuals is a clear and present danger to the welfare of the school children they are entrusted to transport. In such instances a statutory expedited hearing is authorized in the bill.

SUMMARY OF PROVISIONS:
Sections 1, 2, 3, and 4 of the bill require that school districts located within Westchester, Putnam, Nassau and Suffolk counties honor grievance proceedings due process protections in contracts between the employees of their student transportation vendors and such vendors. The bill provides for a limited exception when the Superintendent in any affected school district certifies that the acts or omissions of a bus driver or bus driver assistant constitutes egregious misconduct that presents a clear and present danger to the welfare and safety of school children entrusted to their care. In such instance, an expedited statutory proceeding is mandated.

Section 5 of the bill imposes an immediate effective date.

JUSTIFICATION:
School bus drivers and driver assistants are required by law to secure certification and licenses to convey school children to and from schools. Those who are directly employed by school districts enjoy statutory procedural protections against arbitrary and unfair disciplinary actions that can jeopardize and terminate their employment and income. In many school districts in suburban counties within the metropolitan area of New York City, school districts contract out for student transportation services; thereby rendering the bus driver and driver assistants employees of the vendors to the school district - not the district itself. That status difference renders the statutory protections against arbitrary and unfair disciplinary actions inapplicable. Further, it also renders any contractual protections such employees have bargained for inoperable, since the school districts are not a party bound by the contracts with their employer. This bill would require that such districts honor the contractual due process protections of such employees, with a limited exception where the alleged misconduct or omission is grave in nature and a threat to the welfare and safety of students.
LEGISLATIVE HISTORY:

Similar bills A2781 of 2016, Passed Assembly; A5782 of 2018, A9338 of 2014 and A7269 of 2012 remained in Education committee.

FISCAL IMPLICATIONS:

None.

EFFECTIVE DATE:
Immediate.