

2269

AGREEMENT BETWEEN
RINGWOOD BOARD OF EDUCATION
AND
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION
LOCAL #153
(BUS DRIVERS)
July 1, 1993 - June 30, 1996

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PREAMBLE

This agreement made and entered into effective July 1, 1993 on the 30th day of June, 1993, by and between the Board of Education of Ringwood in the County of Passaic, hereinafter referred to as the "Board", and Office and Professional Employees International Union, Local #153 (Bus Drivers) hereinafter referred to as the "Union".

ARTICLE I - RECOGNITION

Section 1

The Board hereby recognizes the Office and Professional Employees International Union Local #153 as the exclusive and sole representative for collective negotiations concerning salaries, hours, and other terms and conditions of employment for all employees of the Board employed under the classification of School Bus Drivers.

Section 2

Unless otherwise indicated, the term "employee" when used in this Agreement refers to all persons represented by the Local #153 in the above defined negotiating unit, but excluding clerical and professional employees, custodial workers, confidential employees, craft employees, Police and Supervisors within the meaning of the Act, and substitute bus drivers.

Section 3

The Union shall furnish the Board with a list of its President, Vice President and stewards, and shall, as soon as possible, notify the Board in writing of any changes therein. Such notifications shall be sent to the CSA. No officer or steward shall be recognized by the Board until such written notification of such appointment shall be received by the Board from a duly authorized Officer of the Union.

Section 4

The Board will furnish the Union with a list of the names, addresses, and hire dates of members of the unit once a year. Both parties agree to recognize and deal only with properly authorized Board or Union representatives with reference to matters pertaining to this contract.

ARTICLE II - OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION

Section 1 - Continuance of Membership

All present employees who are members of the Local #153 Union on the date of execution of this Agreement may remain members of the Local #153 Union. All new employees who are hired during the term of this Agreement may immediately become and remain members of Local #153.

Section 2 - Dues Deductions

The Board shall deduct and transmit monthly membership dues and other proper assessments from the earned wages or salaries of each Local #153 member in the unit upon written authorization of that employee. The total monthly amount so deducted shall be forwarded regularly to the officer of Local #153 duly authorized to receive such payment.

Section 3 - Agency Shop

Those employees who do not join the Union shall be required to pay 85% of dues for services rendered.

Section 4 - Hold Harmless

Board of Education shall be held safe-harmless from all aspects of this Article and Sections therein.

ARTICLE III - BULLETIN BOARDS

Subject to prior approval of the CSA or any designee, which approval shall not be unreasonably withheld, the Board shall permit the Union appropriate use of a bulletin board, customarily used to post notices to members of the unit, for the purpose of posting notices dealing with proper and legitimate Union business and activities and concerning other appropriate notices with respect to the welfare of employees in this unit. The Union agrees that at no time will such space be used for posting any materials which are unethical, unprofessional, or violative of law or Board policies.

ARTICLE IV - GRIEVANCE PROCEDURES

Section 1 - General Procedures

Definition: A grievance is defined as a complaint or dispute by an employee in the unit with the Board or any agent of the Board, with Administration or Supervisory authority over members of the unit, which dispute or complaint is that the employee has been treated unfairly, inequitably or improperly in terms of the application and interpretation of this agreement.

Step 1 - In the event that any grievance should arise, the individual involved shall present the grievance within five (5) working days of occurrence of same informally to the Transportation Supervisor and every effort shall be made to resolve the grievance informally.

Step 2 - If no satisfactory resolution of the informal presentation of the grievance is reached within ten (10) working days, the employee may reduce the grievance to writing and shall submit the grievance in formal written form to the Transportation Supervisor within ten (10) days, who shall respond in writing to the written grievance and who shall forward copies of her response to both the Union and the CSA or designee. Failure of employee to submit written grievance within ten (10) working days, shall constitute abandonment of the grievance.

Step 3 - If no satisfactory resolution of a Step 2 grievance is reached within ten (10) working days, the grievant or the Union may appeal the decision at Step 2 to the CSA or designee, who within ten (10) days shall notify in writing a specific date for a conference with the grievant to review the grievance. The CSA or designee shall then submit a written decision on the grievance to the grievant and a copy of this decision shall be forwarded to the Union.

Step 4 - If the aggrieved person is not satisfied with the disposition of the grievance at Step 3, the employee shall have ten (10) days to file written appeal to the Board or a committee of Board members designated by it. Said request shall be made in writing and copies simultaneously sent to both the CSA, Board of Education and the Union. The Board or Committee shall set a date for a hearing on the grievance.

Step 5 - If the grieved person is not satisfied with the disposition of the grievance at Step 4, the grievance may be submitted to advisory arbitration.

The cost for the services of the arbitrator, including per diem expenses, if any and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the party submitting the grievance. Any other expenses incurred shall be paid by the party incurring same.

Section 2

The steps provided for may be waived by mutual agreement of the parties and the time limits changed by similar mutual agreement in writing. Both parties agree that the specified times are maximum time limits and the grievance should be expedited as soon as possible. No grievance procedure will be held during regular driving hours. The grieved party has to the right to be accompanied by the shop steward and any other representative at any of the above steps.

ARTICLE V - CLASSIFICATIONS

The following classifications and definitions shall apply:

- a. Full-Time Regular Driver who drives both an A.M. and P.M. run on all days when school is in session, including the unassigned driver.
- b. Part-Time Regular Driver who drives less than Full-Time but on a regular basis when school is in session, including the unassigned driver.
- c. Substitutes - Drivers not on a regular daily basis, but on an "On-Call" basis.
- d. Trainee - New drivers hired on a probationary basis for in-service driver training. A driver will be considered a trainee until that driver obtains a New Jersey Bus Drivers license.

All newly hired drivers will be considered as being on a probationary basis for the first 60 working days of employment after obtaining a CDL (Commercial Drivers License) or in the case of drivers coming into the district with a valid license, for the first 60 working days of employment. All probationary employees may be discharged by the Board for any reason and without cause.

The provisions of the contract shall not apply to substitutes or trainees except where otherwise specifically stated.

It is further understood that employees working less than 20 hours a week will also be exempted from the benefits of this contract pursuant to State Law.

ARTICLE VI - SENIORITY

Section 1

Seniority shall be based on the date a driver is hired and is considered qualified to start work. If more than one driver qualifies the same day, the driver application date will be used to determine seniority.

Section 2

Seniority shall apply to all regular full-time drivers only.

Section 3

All runs will be chosen according to seniority. It is understood by both parties that busses are not picked by drivers, but assigned to particular runs by the Transportation Supervisor. All final assignments plus changes in assignments during a school year, will be at the discretion of the Transportation Supervisor. However, these assignments will be made on a fair and equitable basis, and seniority will apply when applicable.

In the event that additional full-time work becomes available, part-time drivers and then current substitutes will be given first consideration for the available positions. If accepted, part-time drivers will be credited with seniority as follows:

2½ days work	1 Day Seniority
180 days (360-½ days)	1 Full Year

ARTICLE VII - WORK WEEK

Bus drivers will regularly work only between Monday and Friday. All regular full-time employees will work on the 180 days that the school is in session, as per the school calendar adopted by the Board of Education. In the event it becomes necessary for the Board to change the work week, it is agreed the Union will be notified in advance and given the opportunity to discuss such changes.

Transportation on Saturday or Sunday will be paid at the rate of time-and-one-half for hours worked.

ARTICLE VIII - WORK HOURS

Section 1

Drivers will be guaranteed the following minimum driver hours per day:

A.M. Driver	2-3/4 hours
P.M. Driver	2 hours
A.M. & P.M. Driver	4-3/4 hours
A.M. & P.M. & K Driver	6-1/4 hours

For the 1993-94, 1994-95, 1995-96 school year minimum hours for van runs shall be established each year and agreed to by consultation with the Transportation Supervisor, the Union Shop Steward and the CSA.

Section 2

Any new runs will have minimum driving hours set by a committee of the Transportation Supervisor and the Union Representative, based on actual hours driven after the first two weeks of the operation.

Section 3

Any driver working or driving in excess of 40 hours shall be paid time and one-half for the excess, but time spent on late runs shall not be included in the above.

Section 4

Any driver who does additional run or series of runs at the request of the Transportation Supervisor shall be paid the difference between the scheduled run and the additional time required for the additional runs at their hourly rate.

ARTICLE IX - HOLIDAY SCHEDULE

The schedule for paid holidays is as follows, and these are holidays designated in the school calendar for Ringwood Public Schools:

- 1 - Thanksgiving Day
- 2 - Day After Thanksgiving
- 3 - Presidents' Birthday - as newly designated
- 4 - Good Friday
- 5 - Memorial Day
- 6 - Christmas Eve Day
- 7 - Christmas Day
- 8 - New Year's Day
- 9 - Martin Luther King Day
- 10 - One additional holiday to be established by the CSA in conjunction with the appropriate year school calendar.

Holiday pay is to be based on average hours worked per day, during a regular week.

In the event it becomes necessary to open the schools on any of the above mentioned holidays, the Board agrees that work performed on these holidays will be paid for at the rate of double time.

ARTICLE X - SICK AND PERSONAL LEAVE

Section 1 - Sick Leave

- a. Each employee shall receive ten (10) sick days per year, and those who work more than ten months shall receive an additional day for each extra month worked. Such sick days shall be credited on the first day of July for the term of this contract.
- b. After completion of two (2) full years as a driver, and upon retirement, termination, voluntary resignation or death any sick days accrued to that driver, up to a maximum of 100 days shall be paid for by the Board of Education at the rate of \$25.00 per day with a maximum of \$2500. Death payment will be made to appropriately named beneficiary.
- c. If any person requires in any school year less than this specified amount of days of sick leave with pay allowed, all days of such sick leave not utilized that year shall be cumulative to be used for additional sick leave as needed in subsequent years. However, no one may accumulate more than ten (10) days in one year.

Section 2 - Personal Leave

This section shall cover brief absences not chargeable to sick leave. The provisions for leave at full pay stated below shall be during one school year. Personal leave not used will be carried forward for the following year as sick leave. All leave granted hereunder must be with prior approval of the CSA.

- a. Death in the immediate family - any allowance of up to five (5) days leave shall be granted for the following family members: Father, Father-in-Law, Mother, Mother-in-Law, Spouse, Child, Brother, Sister or any member of the immediate household. Three days will be allowed for the following: Aunt, Uncle, Grandparent, Sister or Brother-in-Law.

No more than a cumulative total of three days are allowable for items (a) through (c). Full pay will be deducted for all days in excess of three.

- a. Serious illness in the immediate family - an allowance of up to three days leave shall be granted. (Immediate Family same as (a) above.)
- b. Death of other relative or close friend - an allowance of one day's leave shall be granted.
- c. Other Emergencies of a Personal Nature:
 - 1. Recognition of a Religious Holiday.
 - 2. Court Appearance (Up to two days.)
- d. All employees permanently employed, shall be entitled to one (1) day with pay of personal leave per calendar year, but such unused personal leave may not be accumulated. This day is separate and above all other absences and leaves.

ARTICLE X - SICK AND PERSONAL LEAVE (continued)

It may be taken at the employee's option and because it is personal, no explanation to the employer is necessary. However, notification in advance must be given to the Supervisor, Board Secretary. In the case several employees choose the same day, the Supervisor or Board Secretary may deny same employee the right to take this day. No personal days shall be granted on the first or last day of school.

- e. Any employee serving jury duty shall be paid the difference between the amount received for jury duty and his/her normal salary.

Section 3 - Maternity Leave

Upon certification by a competent physician and application by an employee, a leave for maternity shall be granted, without pay, by the Board for a period of no more than one (1) school year. The leave may be extended for a period of one (1) year by the Board, if requested by the employees. An employee returning from a maternity leave will be reinstated and will retain the seniority held at the time the leave became effective, and all benefits and salary will remain the same.

All drivers must notify the Transportation Supervisor immediately upon having knowledge of a pregnancy. The driver must bring a letter from her doctor stating the length she may continue to drive.

ARTICLE XI - LEAVE OF ABSENCE

Section 1 - Leave of Absence

Upon making written application, an employee of this unit may apply for a leave of absence without pay. Such a request shall include the reason therefore and the Board shall give due consideration to each application. Such leave of absence may be renewed for an additional period, upon formal written application to and subject to the right to approve or disapprove all applications. An employee returning from any authorized leave of absence will be reinstated and will retain the seniority held at the time the leave became effective. If the leave of absence was due to a medical leave, the employee will be reinstated only when the doctor issues a certificate stating that the person is fit to drive a school vehicle.

Section 2 - Family Leave

All employees shall be entitled to the Family Leave Policy as stated by the provision of N.J. Statute.

ARTICLE XII - FRINGE BENEFITS

Section 1

The Board agrees to make available to all full-time (over 20 hours) employees in the unit without cost a program of hospitalization, medical-surgical benefits, dental plan, major medical insurance and prescription plan. It is understood that a cap will be imposed on the dental and prescription plans and the employee will be obligated to pay the amount above the cap monies allocated. Such a program shall, during the duration of the Agreement, not be reduced in terms of such benefits as are available through Blue Cross and Rider J., Blue Shield and Major Medical Insurance including Dental and Prescription benefits. The available coverage in the district shall apply to this contract. If the district coverage shall be increased, the increase in benefits will also cover this unit.

Section 2

Upon employment, the benefits described in Section 1, shall be made available to each newly employed member of the unit at the earliest possible registration date immediately following employment.

XIII - PROMOTIONS AND NEW POSITIONS

Section 1

In the event that any new positions in the field covered by the employees of this unit are opened up, whether promotional or otherwise, the following steps shall be taken in affording all presently employed the opportunity for competing for such positions:

1. Notice of all openings shall be posted in the Transportation Trailer.
2. In posting such notices, complete and full details with respect to all qualifications, job specifications, and salary to be included, when possible.
3. All employees in the unit shall have full and equal opportunities to compete for any such positions based on their being able to meet the required qualifications.

Section 2

All vacancies, promotional or otherwise, shall be awarded on the basis of qualifications. Seniority shall apply where appropriate.

XIV - VISITATION RIGHTS

A representative of the Union shall have access to all employees in this unit during their non-working hours, but while still on District property for the purpose of adjusting grievances, negotiating the settlement of disputes, investigating working conditions and generally for the purpose of carrying into effect the provisions and aims of this agreement. However, if there are apparent breaches of safety, the Board reserves the right to rescind this limited access immediately. The Union also agrees they will do nothing to impede the work of any member of the Bus Maintenance crew.

XV - WARNINGS AND DISCIPLINARY ACTION

- a. Any driver who has signed up for A.M., P.M. and Kindergarten run who then misses the Kindergarten run three (3) times without permission of the Transportation Supervisor and after having received three (3) written warnings about same from the Supervisor, may at the discretion of the Supervisor be removed from that run.
- b. Any driver who had his/her license revoked for cause, shall be suspended without pay until such time as the license is restored and the cause of such revocation is reviewed by the School Board. The Board shall then take action either to return the driver with full seniority and fringe benefits or to terminate their employment.
- c. Any driver who has a malfunction on the road due to not preparing their bus properly shall have warm-up time deducted from their pay. Such warm-up time shall be limited to one-quarter hour per offense.

ARTICLE XVI - EMPLOYEE PERFORMANCE EVALUATION

Employee performance shall be evaluated by the Transportation Supervisor or CSA once a year on agreed form with specific recommendations to be made by them if driver is rated unsatisfactory.

Evaluation will be given to employee for his/her signature before placing in employee's file. Such signatures shall merely signify that the evaluation has been read by the employee and is not to be construed that he/she agrees or disagrees with the contents of report.

If driver refuses to sign that fact should be noted, dated and witnessed. Employee has right to make written comments on the evaluation form.

The Board agrees to continue its policy of treating these personnel files confidentially.

ARTICLE XVII - DELAYED OPENING

- a. On delayed opening days, key bus drivers shall be called by 6:15 A.M. and told not to report to the garage until a later time in the morning. In the case of a failure to notify the drivers of the delayed opening, and they appear at the garage ready to work, they will be paid Federal minimum wage for waiting time, up to 2½ hours. It is understood that no driver will leave home earlier than 6:30 A.M. on snow days in order to purposely circumvent this section. Drivers reporting earlier than the scheduled re-opening time shall do so on their own time and will not be considered on the payroll until the set time to begin the bus "runs".
- b. If school is closed after a delayed opening, all drivers who have been called and put on standby shall be paid prevailing Federal minimum wage for a 2½ hour maximum time period.

ARTICLE XVIII - INTENT TO RETURN

- a. The Back-To-School meeting for the drivers will be held on the Tuesday prior to Labor Day.
- b. Return After Termination - Any person terminating employment and returning to work within one year shall return as follows:
 - 1. Same pay step as when left position.
 - 2. Previous seniority years for purposes of longevity only.

ARTICLE XIX - EXTRA WORK

Section 1

Extra work consists of all work that is not regularly scheduled - late runs, field trips, bus parts, bus inspection, bus repairs.

All other work not scheduled during the school year will be assigned on a permanent rotating basis using the Ringwood school calendar. In order to qualify for summer runs all drivers must have completed one (1) full year of service (anniversary date).

Section 2

Any driver interested in extra work will notify the Transportation Supervisor in writing within the first week of the school year.

- a. Late Runs - Drivers will be listed on the Late Run List by seniority on desired day(s). Any driver desiring to do late runs after the first week of school will be added at the bottom of the list for the day(s) desired.

Late runs will be assigned from this list on a rotating basis. All drivers must accept their turn in the rotation or lose their turn to do any Field Trips unless excused by the Transportation Supervisor.

The driver's name will be removed from the Field Trip list at the discretion of the Transportation Supervisor as follows:

On the list for 4 days - allowed 3 refusals

On the list for 3 days - allowed 2 refusals

On the list for 2 days - allowed 1 refusal

(All occurring in one (1) month)

Late runs will have a guarantee of 1½ hours.

- b. Field Trips

1. In order to qualify for field trips all drivers must fulfill their obligations for late runs.
2. The Transportation Supervisor shall maintain the right to all final assignments regarding field trips. All drivers will be obligated to complete their regularly scheduled runs, excluding kindergarten runs, before being assigned any field trips.
3. Drivers on seniority list, but not doing late runs, may do Field Trips if necessary to meet commitments to schools, and Field Trips list is exhausted.

ARTICLE XIX - Extra Work - continued

c. Bus Inspection, Bus Parts and Bus Repairs

1. Summer bus washings and repair will be by volunteer sign-up. Any busses not signed up for will be distributed to available persons. All bus washings must be completed by July 31. As of August 1 any incomplete busses will be assigned on a first come first serve basis.
2. Bus parts assignments shall be made by the Transportation Supervisor or the Mechanic. Consideration to seniority shall be given whenever possible.
3. The Transportation Supervisor shall maintain the right to final assignments on all extra work.
4. This article does not apply to any emergency situations or drivers having to absorb extra runs to cover for a shortage or illness of drivers.
5. Bus and van washing will be paid based on the following rates:

	<u>Bus</u>	<u>Van</u>
1993-94	\$80.00	\$40.00
1994-95	80.00	40.00
1995-96	80.00	40.00

ARTICLE XX - SAFETY INCENTIVE BONUS

All regular daily drivers are eligible for a safety bonus at the conclusion of the school year if they meet all the following criteria:

1. No chargeable (by Police) accidents.
2. No accident causing bodily injury.
3. No tickets for moving violations.
4. No minor accidents causing a cumulative total of damage over \$500.
5. Driver must be still employed by the Ringwood School District at the time the bonuses become payable.
6. Two quotes for repair will be obtained on all damages.
7. The criteria for the bonus will apply only while operating a school vehicle.
8. Amount of bonus incentive shall be \$250 annually during the term of this contract.
9. Eligible employees must have been employed in a full time capacity for at least 90 working days during the school year July 1 - June 30 of any year. Full time employees shall be defined as those employed a maximum of twenty (20) hours per week.

ARTICLE XXI - TRAINEES COMPENSATION

Trainees hired after the ratification date of this contract will be paid for time spent in training at the rate of the Federal minimum wage up to a maximum of sixteen (16) hours. However, this salary will not be considered earned or payable until such driver has been in the employ of the Ringwood School District for sixty (60) days. The days spent in training will not be considered part of this sixty (60) day period.

Any regular driver who shall be requested to instruct trainees shall be paid at the rate of \$2.00 per hour in addition to their regular hourly rate. Any additional training will be at the discretion of the Transportation Supervisor.

ARTICLE XXII - MISCELLANEOUS

Section 1

All regular drivers (full-time and part-time) shall be paid semi-monthly. Substitutes will continue to be paid on a monthly basis.

Section 2

All employees hired after ratification of this Agreement may be granted up to but not more than two (2) years previous experience by the Board.

Section 3

All drivers are required to fill out a daily form as provided by the Transportation Supervisor and follow any other procedures and forms currently in use or as may be developed in the future for the proper operation of the Transportation system of the Ringwood School District.

Section 4

The regular hourly salary will be paid to each employee for the meetings called by supervisory personnel. Attendance by drivers at all meetings is mandatory and only those drivers excused by the Transportation Supervisor shall have an excuse for not attending any meeting.

Section 5

Observer or trainees for kindergarten routes shall be paid at the minimum rate of the Federal minimum wage per hour, not to exceed 1 1/2 hours per run. The number of trips/routes and total hours for any observer or trainee shall be set by the Transportation Supervisor.

Section 6

School starting times shall be posted, as well as the time of loading and unloading.

Section 7

A list shall be kept current showing "runs" and the names of the drivers assigned.

Section 8

Each bus shall have a fluorescent colored poncho type foul weather gear at all times.

Section 9

All drivers required to attend court on behalf of the Board of Education shall receive a fee of \$30.00 per appearance.

ARTICLE XXII - MISCELLANEOUS (continued)

Section 10

A \$75.00 one time yearly clothing allowance will be provided each full time employee upon presentation of valid receipt/receipts' from the individual or a district approved store.

ARTICLE XXIII - CONFORMITY TO LAW AND SAVING CLAUSE

If any provision of this Agreement is or shall at any time be determined to be contrary to law by a court of competent jurisdiction, then such provision shall be invalidated and not performed or enforced. In the event any provision of this Agreement is or shall at any time be found to be contrary to law by a court of competent jurisdiction, only such provision shall be invalidated and all other provisions shall continue to remain in effect.

ARTICLE XXIV - SUCCESSOR CONTRACT

Negotiations for a Successor Contract shall begin on or before October 1, 1995 provided the Union serves appropriate notice as per PERC law. This contract shall remain in effect until the effective date of a ratified Successor Contract.

ARTICLE XXV - STRIKE CLAUSE

During the term of this Agreement the Union shall not call or authorize any strike against the Board, nor shall the Union engage in any work stoppage, slow down, or job action. The Board agrees that during the term of this Agreement it shall not effect any lock out.

ARTICLE XXVII - MANAGEMENT RIGHTS

Section 1

Except as otherwise provided herein, the direction of the working forces are rested exclusively with the Board.

Section 2

The rights herein described shall include, but not be limited to layoff, discharge for just cause, in case of emergency to require that duties and shifts other than those normally assigned be performed until the emergency terminates, and the right to hire and promote, and to make reasonable working rules and regulations of procedure and conduct, to determine work shifts, provided that the exercise of these rights is to be consistent with the terms and conditions of this Agreement and are not to be used so as to discriminate against any person by reason of Union membership.

ARTICLE XXVIII - LONGEVITY

Longevity shall be paid after the completion of the following consecutive years:

10 years	\$125.00
12 years	160.00
15 years	185.00

These payments will be paid to each driver on his/her anniversary date.

To be eligible for longevity, employees must be employed full time prior to July 1, 1990.

Present employees who terminate employment and return will be considered as future/new employees and will not be eligible for longevity.

ARTICLE XXIX - WAGES (HOURLY)

<u>STEP</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>
1	\$9.96	\$10.67	\$11.42
2	10.66	11.37	12.12
3	13.16	13.87	14.62

In addition, all drivers will be paid for an additional one-quarter hour per day.

NOTE: Step on guide is not fixed by seniority. This three (3) step guide has been established to enable any driver to reach top of guide in three (3) years.

A new employee hired between July and December, will move to the next step the following contract year, and a new employee hired between January and June will remain on the same step the following year.

ARTICLE XXX - DURATION

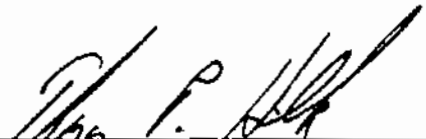
This agreement and each of its provisions, unless otherwise specifically dated, shall be binding upon the parties as of:

July 1, 1993 and shall continue to remain in full force and effect until June 30, 1996.

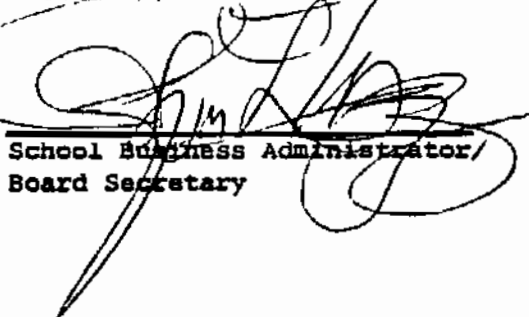
Attested to as of 8/5/93.




President, Board of Education



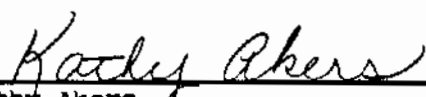
Union Representative, Local #153



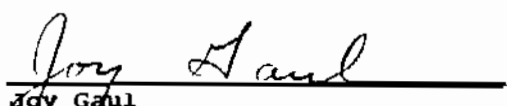
School Business Administrator/
Board Secretary



Representative, Bus Drivers
Employees: Barbara DeCicco



Kathy Akers



Joy Gaul

Secretary/Treasurer, Local #153