

BRIDGETON BOARD OF EDUCATION/

BUS DRIVERS AGREEMENT

1. Salary for the term of this contract will be as per the attached salary guide..
2. Upon retirement, all bus drivers that have ten years continuous service in the Bridgeton School District will be given \$30.00 per day for all accumulated unused sick days. Effective with all employees hired as of July 1, 2007, the maximum benefits may not exceed \$2,000.00. Said employees must have at least ten (10) years in the Bridgeton School System.
3. The revised job description and bus drivers' procedures manual will be a Board approved document.
4. Seniority will be taken into consideration when a vacancy arises or a new run is created.
5. Bus routes will be assigned by the administration.
6. The Transportation Coordinator's hours will remain 7:30 a.m. to 3:30 p.m., with problems before 7:30 a.m. being referred to the Board Mechanic or the extra duty bus driver.
7. The Board will look into housing buses, but the present procedure will remain as it is presently used.
8. Field trips shall be offered to drivers on a rotating basis in the order of seniority. If a trip is offered to a driver and it is rejected, the offer will be made to each succeeding driver, in order of seniority, until the offer is accepted. If rejected by each driver, or circumstances dictate an immediate decision, a driver shall be assigned.
9. A full time driver is defined as one who is:
 - assigned a workload averaging a minimum of six hours per day on a five-day basis
 - Performs an a.m. and p.m. run as assigned
 - Performs other runs, trips, and duties as assigned to achieve a minimum workload averaging a minimum of six hours per day weekly
10. An employee may elect to forgo medical health benefits (not including prescription and dental) and receive a cash payment of \$3,000 at the end of June each school year pursuant to the provisions outlined below. Said payment is not part of the employee's salary nor is it pensionable. The Board shall establish a Section 125 plan. The individual united member is responsible for al tax liability.

- The employee must opt out of the medical insurance for the entire school year.
- The employee must demonstrate, in writing that he/she has alternative health coverage prior to opting out.
- An employee who opts out may only restore coverage during the course of the year in which insurance coverage was declined based upon the provisions outlined below.

An employee who has waived his/her medical benefit coverage will be allowed to restore such coverage on an immediate basis, without the necessity of a health questionnaire for the employee or his/her family members, in the event of a hardship and without exemption for pre-existing conditions.

Reentry to medical health benefit coverage for reason of hardship applies in the following situations that result in the loss of medical health benefits coverage through the employee's spouse:

- Termination of employment (proof of termination of benefits required)
- Legal Separation (a copy of decree is required)
- Group contract/policy terminated (proof of termination of benefits required)
- Disability of spouse which eliminated benefits (proof of termination of benefits required)
- Divorce (a copy of the decree is required)
- Death of Spouse (a copy of death certificate is required)
- Military Discharge (a copy of DD214 is required)

In addition, any employee who has waived his/her medical health benefit coverage may automatically restore his/her coverage by applying during the open enrollment period during any school year. The reinstatement date under such conditions will be July 1. It will not be necessary for any employee or his/her family members to complete a Statement of Health (proof of insurability) to restore coverage during the open enrollment period.

11. The term of this contract is from July 1, 2009 through June 30, 2012.

Bus Driver Salary Guide

2009-2010	2010-2011	2011-2012
\$21.42	\$22.27	\$23.16

For the Bridgeton Board of Education

Date

Ms. Angelia Edwards, President

Date

Mr. J. Curtis Edwards, Vice President

For the Bus Drivers

Date

Mrs. Marie McAllister

Date

Mrs. Metta Fogg