

THIS DOES NOT  
CIRCULATE

AGREEMENT ON TERMS AND CONDITIONS OF EMPLOYMENT

BETWEEN

HAZLET TOWNSHIP BOARD OF EDUCATION

AND

HAZLET PUPIL TRANSPORTATION PERSONNEL ASSOCIATION

In recognition of the existence of mutual interests the parties involved have come to the following mutual agreements.

RECOGNITION;

- A. The Hazlet Township Board of Education recognizes the Hazlet Pupil Transportation Personnel Association as the sole representative for collective negotiations concerning the terms and conditions of employment for the following personnel employed under contract by the Board.

Bus Drivers  
 Van Drivers

- B. Unless otherwise indicated the term "Board" shall refer to the Hazlet Township Board of Education; the term "Association" shall refer to the Hazlet Pupil Transportation Personnel Association and the term "Driver" shall refer to any employee defined in Section A above.

1. Primary driving runs shall be picked by seniority so that senior drivers shall have their choice of runs. The Board reserves the right to adjust runs to provide an equitable distribution of time.

2. Athletic runs shall be assigned to drivers hired specifically for this duty. The term "athletic runs" encompasses runs of this nature occurring both inside and outside of regularly scheduled primary runs. Should more than two buses be needed on any particular date, such assignment shall be made in accordance with the established rotation system as outlined in #3.

3. Extra runs shall be processed on a rotation basis with the rotation list developed by earliest date of hire and/or date of application. Should the driver on the #1 position refuse a run, that driver will be dropped to the bottom of the list in order to maintain the proper sequence of rotation. Extra runs are considered to be the following:

- A. - Field Trips
- B. - Class Trips
- C. - Club Trips
- D. - Any other trips approved by the Board but not constituting any of the above.

4. The exception of the extra trip rotation shall be the 4:30 P.M. and 6:00 P.M. late bus at Raritan High School, or any other extra curricular runs of a permanent or semi-permanent nature, and shall be offered on a weekly rotation basis. This rotation shall be administered in the same manner as in 3. above.

5. A handbook shall be published for each driver and shall be revised from time to time as State Law and local conditions require.

6. Drivers shall be paid for emergency school closing days at their normal daily pay, consisting of their basic route.

7. Drivers shall be responsible for safety equipment i.e.: first aid kit and fire extinguisher, and if such equipment is irresponsibly misplaced or left unattended, shall be liable for replacement costs.

8. Changes and/or alterations of this agreement shall not be made without the majority consent of each party.

9. Either party may request at any time that a meeting be held to discuss mutual problems and/or concerns. However, this does not prohibit individuals to present individual problems through proper channels, as defined in the above mentioned handbook.

10. Health benefits to be those offered by the N.J. State Health Benefits Plans. If any additional benefits are included in this package the Board and the Association shall re-negotiate these benefits.

11. SICK DAYS

Drivers shall be entitled to ten (10) sick days per year. Any driver employed after the start of the school year shall be pro-rated at the rate of one day per month for the balance of the school year. Unused sick days shall be accumulative without limit.

12. PERSONAL DAYS

Drivers shall be entitled to three (3) non-cumulative days of temporary leave of absence with pay per year. These days shall be paid at their normal daily pay consisting of their base route. Advance approval from the Transportation Supervisor and Superintendent shall be required (except for death and illness of a sudden and unexpected nature).

1. Absence because of death, illness or to attend the marriage or funeral of a member of the immediate family. (Immediate family is any member of the family unit no matter what degree of relationship).
2. Absence for attendance at court because of a subpoena.
3. Absence for transactions involving a legal instrument (deed, mortgage, property title, etc.) or a court order.
4. Absence for personal business.
5. Absence for observance of religious holidays.

13. DRIVERS who have not been contacted and show at the garage for an extra run that has been cancelled, shall be entitled to two (2) hours of pay.

14. SALARY GUIDE

A. Salary Guide for all drivers shall be as follows:

<u>Step</u>	<u>Hourly Rate 1977/78</u>	<u>Hourly Rate 1978/79</u>
1	3.90	3.90
2	4.20	4.20
3	4.45	4.45

B. During the 1978/79 school year drivers who have been employed by the Board for a period of five (5) years or more prior to February 1, 1979 shall have twenty (20¢) cents per hour longevity added to their base rate.

C. All hours worked in excess of forty (40) in any week shall be paid at the rate of one and a half times their base rate.

D. It is mutually agreed that the drivers listed shall be placed on the salary step listed for the 1977/78 and 1978/79 school years. New drivers employed in 1977/78 prior to February 1, 1978 shall be employed on Step 1 and shall advance to Step 2 in 1978/79. All drivers employed after February 1, 1978 shall be employed on Step 1 in 1977/78 and shall remain on Step 1 for 1978/79

<u>NAME</u>	<u>1977-78</u>	<u>1978-79</u>
	<u>STEP</u>	<u>STEP</u>
C. Siano	3	3*
A. Gallopo	3	3*
M. Coughlin	3	3*
J. Springsteen	3	3*
G. Littleton	3	3*
B. Gilmore	3	3*
C. Costa	3	3*
P. Arnold	3	3*
C. Pittius	2	3*
K. Pagano	2	3*
V. North	3	3*
C. Bentley	3	3*
E. Meyer	3	3*
B. Pekarovich	2	3*
J. Crane	3	3*
S. Howell	3	3*
M. Bachman	1	2
L. Parsells	1	2
G. Marshall	1	2
C. McDonald	1	2
P. Dorsey	1	2
D. Liegel	1	2

\* LONGEVITY

15. DURATION OF AGREEMENT

This agreement shall be effective from July 1, 1977 and shall continue in full force and effect for a period of two years to June 30, 1979 midnight.

In witness whereof, the parties hereto have caused these presents to be signed by their duly authorized representatives on 15th day of September 1977.

FOR HAZLET BOARD OF EDUCATION

FOR HAZLET PUPIL TRANSPORTATION PERSONNEL ASSOC.

Bonnie Mitchell  
Bonnie Mitchell, President

Margaret Coughlin  
Margaret Coughlin

Eugene A. Konopacki  
Eugene A. Konopacki, Secretary

Eileen M. Meyer  
Eileen Meyer

Katherine Pagano  
Katherine Pagano

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THIS BOOK DOES  
NOT CIRCULATE

Memorandum of Understanding and Settlement on Terms  
and Conditions of Employment by and Between the Hazlet Township  
Board of Education, Hazlet Township, County of Monmouth, New Jersey  
and the individual and several Small Vehicle Drivers employed by  
the Board of Education.

It is mutually agreed and understood that small vehicle  
drivers employed by the Board shall be paid on the following scale:

1st year of employment.....	\$2.50 per hour
2nd year of employment.....	2.62 per hour
3rd year of employment.....	2.74 per hour
4th year of employment.....	2.86 per hour
5th year of employment.....	2.98 per hour
or more	

Drivers presently employed shall be given credit for  
previous years of employment on the above scale as of July 1, 1972.

Drivers to be employed may, at the discretion of the  
Board, be given credit for previous employment experience if such  
experience so qualifies them for a position as small vehicle driver.

This Agreement shall take effect July 1, 1972 and be in  
full force and effect until June 30, 1974.

Joyce Springsteen  
William Weigand  
Frank Ajrozo  
Carmella Lewis  
Michelle Stales

Arnold Mull  
 President  
 Hazlet Township Board of Education

Robert J. Jones  
 Secretary  
 Hazlet Township Board of Education

Dated this 11 day of April

Nineteen Hundred and Seventy-two