

AGREEMENT
BOARD OF EDUCATION OF THE VOCATIONAL SCHOOL
IN THE COUNTY OF SUSSEX
AND
SUSSEX COUNTY
TECHNICAL SUPPORT ASSOCIATION
BUS DRIVERS' UNIT

JULY 1, 2005
THROUGH
JUNE 30, 2007

Approved: September 26, 2005

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Attachment "A"

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P R E A M B L E

THIS AGREEMENT is made and entered into by and between the Board of Education of the Vocational School in the County of Sussex and the Sussex County Technical Support Association, Bus Drivers Unit.

It represents the complete and final understanding of all negotiations between the Board and the Association for the duration of the agreement.

ARTICLE I

RECOGNITION

- A. The Board of Education of the Vocational School in the County of Sussex recognizes the Sussex County Technical Support Association, Bus Drivers Unit as the collective negotiating unit concerning grievances and terms and conditions on behalf of all bus drivers.

- B. All other positions, not specifically defined above, are excluded.

ARTICLE II

UNIT DEFINITION

- A. This contract shall cover all persons employed in the position of bus driver.
- B. A job description shall be given to unit members after approval by the Board.

ARTICLE III
SUCCESSOR AGREEMENT

A. Commencement Date

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment. Such negotiations shall begin not later than the date provided by law of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all employees, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

B. Information

During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counterproposals. The Board agrees to furnish in response to reasonable requests, which are reasonable as to quality and time, public information, including but not limited to, annual financial reports and audits, the proposed budget and a register of names and addresses of personnel covered by the terms of this Agreement. Anything herein stated to the contrary notwithstanding, the Board shall not be obligated to compile or to furnish any information which does not exist as a separate public record or document.

C. Procedure

1. Representation – Neither party in any negotiations shall have any control over the selection of negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with necessary power and authority to make proposals, consider proposals and make counterproposals in the course of negotiation.
2. Meeting Time – All meetings between the parties shall be scheduled, whenever possible, to take place when the employees involved are free from assigned responsibilities unless otherwise agreed.

D. Savings Clause – Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement as established by the written rules, regulations and/or written policies of the Board in force on said date, shall continue to be applicable during the term of this Agreement.

E. Modification Clause – This Agreement shall not be modified in whole or in part by the parties except by an instrument duly executed by both parties.

ARTICLE IV

WORK DAY AND WORK YEAR/TIME SCHEDULE

- A. Drivers' regular runs will be assigned based upon seniority. Drivers qualifying for health benefits will be assigned at least the minimum hours (30 hours) necessary to maintain benefits, subject to sufficient business to generate the hours of work. Full-time drivers qualifying for health benefits as of June 30, 2004 shall be grandfathered for benefits. Part-time shall be considered less than 20 hours.
- B. Bus Drivers shall receive overtime after working 40 hours per week.
- C. Bus Drivers shall be paid at an overtime rate for all work performed on Saturdays and at a double time rate for work performed on Sunday.
- D. A regular run shall be defined as a recurring daily run assigned to a driver. An extra run shall be defined as any bus trip, excursion, field trip, sport trip, transportation to or from Sussex County Technical School, or other contract work not recurring daily or weekly and assigned to a driver.
- E. The Transportation Coordinator shall assign extra runs to regular drivers whenever possible and on a rotating basis. A list of extra runs and the rotation status shall be posted weekly. All "extra runs" shall be paid for minimum of one hour.
- F. Drivers shall be compensated with 15 minutes of time for a pre-trip bus inspection, bus refueling, and/or bus cleaning for each daily run or extra run.
- G. Extra runs requiring an overnight stay shall receive a stipend of \$400.00 per night plus loggings arranged through transportation.
- H. In the event of a layoff, termination or resignation, drivers shall give/receive two (2) weeks notice.
- I. Weekend trips cancelled with less than 6 hours notice shall be compensated for 2 hours at the driver's regular rate.
- J. Drivers shall be paid to attend a minimum of one in-service day per year.

ARTICLE V

SICK LEAVE

- A. Employees absent due to illness will call the Transportation Coordinator. Time forms will be provided by the payroll office and when completed will be returned weekly to the payroll office.
- B. Absences for personal illness shall be allowed and shall include pay not exceeding ten days time in any one contract year. If fewer than ten days of allowed sick leave is taken in any contract year, then the number of days not utilized shall be cumulative, and if taken, shall be paid for.
- C. Absences for illness exceeding three consecutive days will require a physician's certificate, indicating nature of illness and readiness for return to work; said certificate to be filed with the Transportation Coordinator.
- D. Upon retirement, a member will be paid 1/2 of their accumulated sick days at their per diem rate (calculated as 8 hours times their current hourly rate at retirement) per unused sick day, up to the following:
 - \$1,500 for 10 years of employment
 - \$3,000 for 15 years of employment
 - \$5,000 for 20 or more years of employment

ARTICLE VI

PERSONAL DAYS AND OTHER ABSENCES

- A. Absences needed to care for a seriously ill family member(s) shall be governed by the New Jersey Family Leave Act or the federal Family Medical Leave Act, as appropriate.
- B. Absences due to a death of an employee's spouse, child, step-child, mother, father, step-mother/father, mother/father-in-law, brother/sister-in-law, grandmother, grandfather, grandchild or a resident of the employee's household shall be allowed with pay for the required period but not to exceed five days in each such case.
- C. Any employee who anticipates undergoing a long term disability arising out of, but not limited to, surgery, hospital confinement, medical treatment or pregnancy, shall be entitled to a leave of absence based upon such anticipated long term disability, in which instance such leave of absence shall be chargeable to the accumulated sick leave account, if any, of said employee. If the accumulated sick leave account is or had been exhausted, the leave of absence shall be without pay and conform to applicable family leave laws.
 - 1. All employees covered by this Agreement anticipating such long term disability shall notify the Superintendent of the condition expected to result in disability as soon as the condition which may result in a disability is known, and shall submit a certificate from his/her physician verifying the condition expected to result in the long term disability and the physician's prognosis as to the anticipated duration of such disability.
 - 2. If requesting an unpaid leave of absence under this Article, a written request must be submitted specifying the date on which he/she expects to commence said leave and the dates on which he/she expects to return employment following recovery from said disability.
- D. Personal leave not exceeding two (2) days per year with pay, but not cumulative, shall be allowed. Request for this personnel day shall be made through the Director of Transportation five (5) days in advance, except in emergency situations.

E. Child Rearing Leave

1. The Board of Education shall grant to any employee an unpaid leave of absence to provide necessary care for his/her natural infant child from the date of said child's birth or the expiration of parent's paid leave of absence for disability resulting from said birth. Only one parent per family shall be eligible for such leave of absence. Should a child rearing leave be requested, it must continue from the date of request until the commencement of the next school year following termination of said disability leave or the commencement of the next succeeding school year thereafter. The request for such leave shall set forth the requested date of return. An application for child rearing leave must be made no later than 65 days prior to the anticipated birth of child. Such application shall include the requested commencement and termination dates for such leave. The Board shall consider the request of the employee concerning the date of return, but the Board shall have final determination as to the date of return.
 2. A driver returning to the system may be assigned by the Transportation Coordinator to any similar position within the system.
 3. An employee adopting an infant child of three years of age or less, shall be entitled to the same privileges under this Article as offered to an employee who has a child naturally. The leave of the adopting employee shall commence upon receiving de facto custody of said infant, or earlier if necessary, to fulfill the legal requirements for the adoption, providing that such employee had previously advised the Board, in writing, of the fact that application of adoption has been made. Such notification shall be made within thirty (30) days of the filing of the application. The Board will use reasonable efforts to keep such notices to it confidential.
 4. Any requests for extensions or reductions shall be at the sole discretion of the Board.
- F. All benefits to which an employee was entitled at the time of the leave of absence, pursuant to this Article, accumulated sick leave shall be restored to the employee upon return from the leave of absence granted pursuant to this Article, with the exception that earned increments will not be included. If the driver uses accumulated time during the leave, such accumulation shall not be returned upon returning to work after the expiration of the leave. If no accumulated time is used during the leave, all accumulation shall be credited to the driver upon returning to work

G. All extensions or renewals of leaves shall be applied for in writing and, if granted, shall also be in writing.

ARTICLE VII
GRIEVANCE PROCEDURE

A. DEFINITIONS

1. GRIEVANCE

A “grievance” is a claim by a member of the Association based upon the interpretation, application, alleged violation of this Agreement, affecting an identified member or group of members.

2. AGGRIEVED PERSON

An “aggrieved person” is the member or the Association making the claim of a grievance. The aggrieved person, or persons, should be identified.

3. PARTY IN INTEREST

A “party in interest” is the person making the claim and any person including the Association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

B. PURPOSE

The purpose of this procedure is to secure, at the lowest level, equitable solutions to both parties of the problems which may from time to time arise affecting members. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. PROCEDURE

1. TIME LIMITS

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. All grievances shall be filed within ten working days of the date of awareness of the grievance.

2. YEAR END GRIEVANCES

In the event a grievance is filed at such time that it cannot be processed through all steps in the procedure by the end of the

school year, the grievance steps shall be accelerated, if possible, or the time shall be extended by mutual consent.

3. LEVEL ONE – TRANSPORTATION COORDINATOR

A member with a grievance shall discuss the same with the Transportation Coordinator within fourteen working days of the occurrence of the grievance or within fourteen working days of the date when the grievant reasonably should have become aware of the grievance. The member may discuss the matter either directly or if the individual chooses through the Association's designated representative, with the objective of resolving the matter informally.

4. LEVEL TWO – SUPERINTENDENT

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, he may file the grievance in writing with the Superintendent (with a copy to the Association) within fourteen working days of the conference specified in Level One.

5. LEVEL THREE – BOARD OF EDUCATION

If the employee is not satisfied with the action taken by the Superintendent, he shall notify, in writing and within ten days, the Secretary of the Board of Education. The Secretary of the Board of Education shall immediately notify the President of the Board of Education who shall arrange a hearing if the employee is not satisfied with the action. Said hearing to be held in executive session no later than the next regular Board meeting. If either party fails to act within the time limits prescribed, the grievance shall be waived or moved to the next step by the party not negligent.

6. LEVEL FOUR – ADVISORY ARBITRATION

If the aggrieved party is not satisfied with the disposition of his grievance at Level Three, or if no decision has been provided within fifteen (15) school days after the Board hearing, the aggrieved party may request that the Association submit the grievance to advisory arbitration. If submitted for arbitration, either party may request a list of arbitrators from the State Board of Mediation and the parties shall be bound by the rules and procedures of PERC in the selection of an arbitrator.

The arbitrator's decision shall be in writing and shall set forth his findings of fact and decision on the issues submitted. The arbitrator's decision shall be advisory only and he shall be without power or authority to make any decision contrary to, or inconsistent with, or modify or varying in any way, the terms of the Agreement or of applicable laws, rules, and regulations. All costs for the arbitrator, including per diem expenses, shall be borne equally by the Association and the Board.

D. RIGHTS OF MEMBERS TO REPRESENTATION

1. MEMBER AND ASSOCIATION

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option, by a representative he/she selects. When a member is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

2. REPRISALS

No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

E. MISCELLANEOUS

1. GROUP GRIEVANCE

If, in the judgement of the Association, a grievance affects a group or class of members, the Association may submit such grievance in writing and shall commence at Level One.

2. WRITTEN DECISIONS

Decisions rendered after Level One shall be in writing, and shall set forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Association.

3. SEPARATE GRIEVANCE FILE

All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

4. MEETING AND HEARING

All meetings and hearing under this procedure shall be conducted in private.

ARTICLE VIII

MISCELLANEOUS

- A. Any time personal expenses are incurred while driving for the District, they shall be reimbursed in full within two (2) weeks of submitting receipts for those expenses to the Transportation Coordinator.
- B. Drivers shall be reimbursed for expenses incurred renewing Commercial Drivers License only for the following: drug and alcohol testing and finger printing; no other expenses shall be reimbursed
- C. The Board shall pay for any required training. Bus drivers will be compensated for their time.
- D. Any inconsistency or errors in the payment of wages shall be corrected at the next regular pay period.
- E. No employee shall be reprimanded or terminated without just cause.
- F. A two-way communication system, as determined by the Board, shall be made available to all drivers. An emergency procedure shall be provided for each driver, which will include a local phone number for after hours.
- G. The Board shall provide the Association with a room to accommodate employees for lunch periods and coffee breaks.
- H. Social security numbers shall not be required on time sheets. Any document containing a driver's social security number shall be shredded.

ARTICLE IX

SALARIES AND BENEFITS

- A. All new employees shall be paid \$14.50 per hour for the life of this agreement.
- B. Bus drivers shall receive an annual safety stipend of \$200 for having no accidents or tickets while driving on behalf of the Board.
- C. Bus drivers shall receive an attendance stipend of \$200 for using less than six (6) sick days per fiscal year (July 1st through June 30th).
- D. Bus drivers shall receive a recruitment stipend of \$100 for each new bus driver referred that works at least three (3) months.
- E. All employees employed as of July 1, 2005 shall receive a sixty-six (.66) per hour raise on that date to be calculated retroactively.
- F. All employees as of July 1, 2006 shall receive a sixty-eight (.68) per hour raise.

ARTICLE X

ASSOCIATION PAYROLL DEDUCTIONS

A. Association Payroll Dues Deduction

1. The Board agrees to deduct from the salaries of its employees, dues for the Association as said employees individually and voluntarily authorized the Board to deduct. Such deductions shall be made in compliance with Chapter 233, NJ Public Laws of 1969 (NJSA 52:14 – 15.9e) and under rules established by the State. Said monies, together with current records of any corrections, shall be transmitted to such person as may from time to time be designated by the Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.
 2. The Association will certify to the Board in writing, the current rate of its membership dues and that any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date.
 3. The Association hereby agrees to indemnify, defend, and save harmless the Board from any claim, suit, or action of any nature whatsoever which may be brought at law of inequity, or before any administrative agency with regard to or arising from the deduction from salaries of any employee of any sum of money as a representation fee under the provisions of this Agreement.
- B. The filing of a notice of an employee's withdrawal shall be prior to June 1 and become effective to halt deduction as of September 1 next, succeeding the date on which of withdrawal is filed.

ARTICLE XI

EMPLOYEE RIGHTS AND PRIVILEGES

- A. Pursuant to Chapter 123, Public Laws 1975, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under the law of State of New Jersey, the Board undertakes and agrees that it shall not directly, or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by Chapter 123, public Laws 1975, or other laws of New Jersey and the United States; that shall not discriminate against any employees with respect to hours, wages, or any terms and conditions of employment by reason of his membership in the Association and its affiliates, his participation under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. Nothing contained herein shall be constructed to deny or restrict to an employee such rights as he may have under New Jersey School Laws or other applicable laws or regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.
- C. Whenever any employee is formally required to appear before any administrator or supervisor, Board, or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his position, employment, or salary or any increments pertaining thereto, then he shall be given prior written notice of the reason for such meeting or interview and shall be entitled to have a representative(s) of the Association present during such meeting or interview.
- D. No employee shall be prevented from wearing pins or other identification of membership in the Association.
- E. No employee shall be disciplined or reprimanded in the presence of students or fellow workers.

ARTICLE XII

PERSONNEL RECORDS

- A. An employee shall have the right, upon request, to review the contents of his/her personnel file and to receive copies at his expense of any documents contained therein. An employee shall be entitled to have a representative(s) of the Association accompany him during such review. Any warnings dated more than three years previous shall be removed.
- B. The employee shall have the right to submit a written answer to such material and his answer shall be reviewed by the Superintendent or his designee and attached to the file copy.
- C. The Board shall not establish any separate personnel file, which is not available for the employee's inspection. The Board shall preserve the right to keep the confidentiality from the employee of personal references, academic credentials and other similar documents.
- D. In the event a letter of complaint referring to a member of the bargaining unit is placed in said employee's personnel file, the Board shall furnish the employee with a copy of the letter prior to its placement and the employee shall have the right to attach a response.

ARTICLE XIII

PROTECTION OF EMPLOYEES

A. The employees hereunder shall be entitled to all the rights and privileges accruing them pursuant to the following New Jersey Statutes:

1. 18A:16-6 Indemnity of officers and employees against civil actions

“Whenever any civil action has been or shall be brought against any person holding office, position or employment under the jurisdiction of any Board of Education, including any student teacher, for any act or omission arising out of and in the course of the performance of the duties as such office, position, employment or student teaching, the Board shall defray all costs of appeal, if any, and shall save harmless and protect such person from any financial loss resulting therefrom; and said Board may arrange for maintain appropriate insurance to cover all such damages, losses, and expenses.”

2. 18A 16-61.1 Indemnity of offices and employees in certain actions

“Should any criminal action be instituted against any such person for such act or omission and should such proceeding be dismissed or result in a final disposition in favor of such person, The Board of Education shall reimburse him the cost of defending such proceeding, including reasonable counsel fees and expenses of the original hearing or trial and all appeals.”

3. 18A:30-2.1 Payment of sick leave for service connected disability

“Whenever any employee, entitled to sick leave under this chapter, is absent from his/her post of duty as a result of a personal injury caused by an accident arising out of and in the course of his employment shall pay to such employee the full salary or wages for the period of such absence up to one calendar year without having such absence charged to the annual sick leave or the accumulated sick leave provided in sections 18A:30-2 and 18A:30-3. Salary or wage payment provided in this section shall be made for absence during the waiting period and during the period the employee received or was eligible to receive a temporary benefit under Chapter 15 of Title 34, Labor and Worker Compensation, of the Revised Statutes. Any amount of salary or wages paid or payable to the employee, pursuant to this section shall be reduced by the amount of any workers compensation award made for temporary disability.”

ARTICLE XIV

NON-DISCRIMINATION

Neither the Board nor the Association will discriminate against any employee because of race, age, creed, color, sex, or national origin, nor because of membership or non-membership in any church, society or fraternity.

ARTICLE XV

MANAGEMENT RIGHTS

- A. Except as expressly modified, altered or amended by the within Agreement, the Board shall not be limited in the exercise of the statutory management functions. The Board hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws of the State of New Jersey, the Constitution of the State of New Jersey and the United States, including but without limitation the following rights, privileges and functions:
1. The executive management and administrative control of the school system and its properties and facilities, and the activities of its employees related to their employment.
 2. The right to hire all employees subject to the provisions of law to determine their qualifications, initial rate of pay and the conditions of their continued employment, or their dismissal or demotion; to promote and transfer all such employees without constituting a violation of this Agreement.
 3. The right to assign duties and responsibilities to Bus Drivers; the right to privatize services; the right to hire part-time employees and/or students to do and perform custodial/ maintenance work on a scheduled basis without it constituting a violation of this Agreement.
 4. To reserve the right to deny employee, covered by the terms of this Agreement, any of all salary increments or adjustments in rate range if such action is for performance and not for discipline.
 5. To place any new employee on an appropriate experience level to be determined by the Board dependent on the experience, background and ability of said employee.
- B. The exercise of foregoing powers, rights, authority, duties and responsibilities by Board, the adoption of polices, rules, regulations and practices in furtherance thereof and the use of judgement and discretion in connection therewith shall be limited only by the specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms hereof are in compliance with the laws of the State of New Jersey, the Constitution and laws of the United States.

- C. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities and authority under Title 18A of the Laws of the States of New Jersey of any other State laws or regulations as they pertain to education.

ARTICLE XVI

NO STRIKE OR LOCKOUT

The Board of Education agrees that it will not lock out its employees and the Association agrees that it will not call, conduct or sanction a strike, slow down or work stoppage during the life of this Agreement.

ARTICLE XVII

INSURANCE PROTECTION

- A. Only those employees receiving health benefits as of July 1, 2004 are entitled to receive continued employer-paid insurance coverage through the Board's PPO at the same coverage level they previous received (i.e., family coverage to family coverage, husband/wife to husband/wife, single to single).
- B. Effective July 1, 2004, employees entitled to health insurance of any type shall be provided with employer-paid health coverage only through the Board's PPO, as more fully explained in the booklet distributed to employees by the carrier. Employees receiving single PPO coverage shall remain fixed at such coverage type but may elect to receive other coverage (i.e., parent/child, husband/wife or family) at their sole and exclusive cost.
- C. Dental insurance as outlined in a memorandum between the Board and Association. Said insurance is described in a booklet distributed to employees by the carrier.
- D. Prescription drug insurance as outlined in a memorandum between the Board and Association. Said insurance is described in a booklet distributed to the employees by the carrier.
- E. The Board shall allow an employee who so requested it, who has exhausted his/her sick leave or taken an unpaid extended leave of absence to continue all fringe benefits as set forth in the Article provided that the employee remits full cost of premium to the Board, in advance, for forwarding to the appropriate company. This provision shall only be applicable given such an option is permissive under the master policy of provided benefit.
- F. No employee hired after July 1, 2004 shall be entitled to any employer-paid insurance coverage. However, such employees may elect to purchase insurance coverage at full cost of premiums through the Board's carrier(s) if such policy permits.

ARTICLE XVIII

TERMS OF AGREEMENT

- A. This Agreement shall be effective **July 1, 2005 to June 30, 2007** inclusive. The parties hereto agree that they will meet in January of 2005 to discuss the negotiations of a successor agreement.
- B. Agreement on Reproduction of Contract – This shall be presented to all employees now employed, hereafter employed or considered for employment by the Board. A minimum of twenty (20) copies shall be made for use by the parties.
- C. Separability – If any provisions of this Agreement or any application of this Agreement to any employees or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by the law, but all other provisions or applications shall continue in full force and effect.
- D. Whenever any notice is required to be given by either of the parties to this Contract to the other, pursuant to the provisions of this Contract, either party shall do so by ordinary mail. The Board shall be addressed in care of the Board's Secretary, Administration Building, 105 North Church Road, Sparta, New Jersey 07871. The Association shall be addressed to an address to be provided to the Board's Secretary and Superintendent at the beginning of each school year. Said address may be given by the giving of proper notice. If no change has been given, the previous address will be used.

December 6, 2004

Sussex County Technical Support Association
Ken Kasper, Grievance Chair
105 North Church Road
Sparta, NJ 07871

RE: Response Level II Grievance dated 11/22/04

Dear Mr. Kasper:

Please be advised that all members of the Bus Drivers Unit will be paid their regular rate for all time spent on trips in excess of five hours including a 30 minute lunch break effective December 1, 2004.

Thank you for your attention to this matter. Please be guided accordingly.

Yours truly,

Joseph Cammarata
Superintendent/Principal

JAC/lf.3

SIGNATURE PAGE

IN WITNESS WHEREOF, the Association has caused this agreement to be signed by its Chief Negotiator, after ratification by the members of the Association at a meeting duly called for that purpose, and the Board has caused this agreement to be duly signed by its President and attested by its Secretary pursuant to a resolution duly adopted by said Board on the **26th** day of **September 2005**. This Agreement has been executed in duplicate; one copy to be retained by the Board, and one copy to be retained by the Association; such duplicate original copy being permanently bound.

BOARD OF EDUCATION OF THE
VOCATIONAL SCHOOL IN THE
COUNTY OF SUSSEX

Gary Sargent, President

SUSSEX COUNTY TECHNICAL
SUPPORT ASSOCIATION, BUS
DRIVERS UNIT

Deborah A. Little, President

ATTEST:

Nancy Zweier, Interim Board Secretary

THIS AGREEMENT HAS BEEN CHANGED TO REFLECT ATTACHMENT 'A'
(SEE PAGES 29, 30, and 31)

Addendum to the Agreement

Between

Board of Education of the Vocational School in the County of Sussex

And

Sussex County Technical Support Association Bus Drivers' Unit

July 1, 2005

Through

June 30, 2007

This is an amendment to Article VIII, Item "B", as follows:

"At the time of the drug and alcohol testing and finger printing, each driver will be given a reimbursement equal to the finger printing cost." "Reimbursement will be retroactive."

Sussex County Technical Support
Association, Bus Drivers' Unit

Board of Education of the Vocational School
In the County of Sussex

Deborah A. Little, President

Gary T. Sargent, President

Attest:

Nancy Zweier, Interim Board Secretary