

**MONMOUTH REGIONAL HIGH SCHOOL
BUS DRIVER SALARY GUIDE
AND
OTHER CONDITIONS OF EMPLOYMENT
EFFECTIVE JULY 1, 2011 - JUNE 30, 2014**

C. Bargaining unit members hired after July 1, 1995 will not receive board paid coverage for prescription. Employees hired after July 1, 1995 will have the option to purchase prescription benefits not paid for by the board of education at the group rates in force at the time in accordance with the provisions and approval of the insurance carrier. Members of the bargaining group not eligible for prescription health benefits coverage will have a \$10,000 pool set aside which after June 30th of each year will be distributed based on a proration of the prescription claims verified thru EOB (explanation of benefits). No employee shall obtain benefits in excess of their unpaid prescriptions. Claims will be submitted to the Business Administrator with supporting documentation no later than July 30 for the preceding school year. Payments will be made to the aforesaid members no later than September 30. The co-pay amounts are as follows:

Mail Order	\$5 co-pay
Generic	\$10 co-pay
Brand Name	\$15co-pay

D. The BOARD shall provide a Dental Program with the following benefit levels:

- a. Class I - No deductible; 100% of U.C.R.
- b. Class II - \$25 deductible; 80% of U.C.R.
- c. Class III & IV - \$25 deductible; 50% of U.C.R.

E. The BOARD hereby reserves the right to change the carrier provided that substantially similar benefits are provided under the new plan.

Sick Days - ten (10) days per year cumulative

Accumulated Sick Leave - On retirement a member shall be compensated for all unused sick leave days accumulated at the rate of forth dollars (\$40.00) per day, up to a maximum amount of Six Thousand Dollars for the years 2011/12, 2012/13, 2013/14

Personal Days - three (3) days per year, if unused shall accumulate as sick leave in the next year

Uniform: Each bus driver will receive, at district cost, an all-season jacket and a lightweight jacket. Monmouth Regional High School Board of Education will purchase the jackets.

Perfect Attendance: Bus Drivers will receive perfect attendance dollar amounts in accordance with the MREA contract article XVIII (e) of the MREA contract 2007-2010. The bus drivers will receive equal to or better payments if a different agreement is reached with the MREA while the bus drivers' contract is still valid.

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Death in Immediate Family Benefit - An allowance of up to five (5) days paid leave shall be granted. Immediate family shall be considered father, mother, spouse, child, brother, sister or any member of the immediate household.

Paid Holidays - Thanksgiving Thursday, Thanksgiving Friday, Washington's Birthday, Good Friday, Memorial Day, Christmas, Christmas Eve, New Year's Day, Martin Luther King's Birthday, Veterans' Day, Columbus Day and Labor Day when students are transported prior to this calendar day.

Snow Days - three (3) paid snow days when MRHS is closed due to snow or students and staff are off due to unused snow days as per Superintendent. If drivers are working on one of these days they will receive regular daily rates.

Sick and Personal Days are computed as per the individual's working day.

Meal Allowance Adjustment: follows A5 ch 53 and OMC Circular 08-13 and 06-14.

All new bus drivers receive \$1.00/hr. less for a ninety (90) day probationary period.

Overtime - Payment for overtime shall be at the rate of time and one-half when such overtime exceeds forty (40) hours actually worked in one (1) week. The work week for purposes of the computation commences on Monday.


The Board of Education will cover the cost for the mandatory renewal of fingerprint identification with an understanding that if the employee should terminate employment with MRHS prior to the four (4) years following update the amount of the fingerprinting cost will be deducted from last paycheck.

Ten month employees working during the months of July and August may use sick days allotted as per this agreement. Any more than three (3) consecutive days may require a doctor's note.

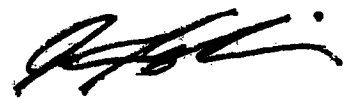
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Drivers not being rehired for September of the following year will be given a minimum of forty-five (45) days' notice prior to beginning of school. All drivers will be notified on/or before June 30th of an intent for rehiring by the Board of Education.

MAP



 MARIA ANNE PARRY, CPA, PSA
 SCHOOL BUSINESS ADMINISTRATOR



 ANTHONY SCHAIBLE, BD. PRES.

Name	Signature
Fran Figueroa	
Mary Fink	
Loretta Hunt	
Rochelle Jackson	
Ronakin Jones	
Sam Juliano	
Oh Kwon	
Madeline Magner	
John Mc Cue	
Barrie Mehler	
Mark Mennzopane	
Norman Nels Hallam Jr.	
Rochelle Sample	
Robert Orr	
Charlotte Scott	
Robert Sykes	

see attached

MEMO OF AGREEMENT

MONMOUTH REGIONAL HIGH SCHOOL BUS DRIVERS

Name	Signature
Fran Figueroa	<i>Fran Figueroa</i>
Mary Fink	<i>Mary B Fink</i>
Loretta Hunt	<i>Loretta Hunt</i>
Rochelle Jackson	<i>Rochelle Jackson</i>
Ronakin Jones	
Sam Juliano	<i>Sam Juliano</i>
Oh Kwon	<i>Oh Kwon</i>
Madeline Magner	<i>Madeline Magner</i>
John Mc Cue	<i>John L. Theberge</i>
Barrie Mehler	<i>Barrie Mehler</i>
Mark Mennzopane	<i>Mark Mennzopane</i>
Norman Nels Hallam Jr.	<i>Norman Nels Hallam Jr.</i>
Rochelle Sample	<i>Rochelle Sample</i>
Robert Orr	<i>Robert Orr</i>
Charlotte Scott	<i>Charlotte Scott</i>
Robert Sykes	<i>Robert Sykes</i>