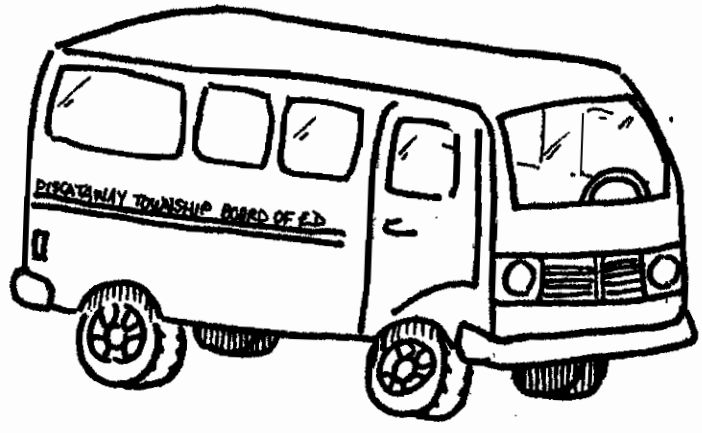


THIS DOES NOT
CIRCULATE



AGREEMENT

between the

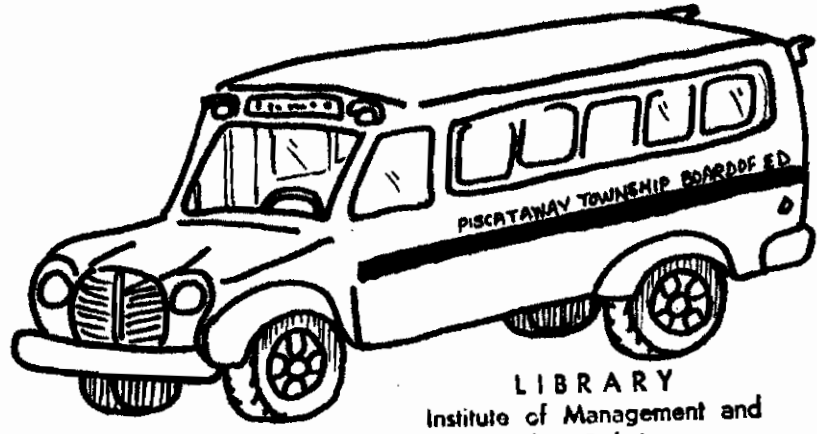
PISCATAWAY TOWNSHIP BUSDRIVERS ASSOCIATION

and the

PISCATAWAY TOWNSHIP BOARD OF EDUCATION

JULY 1, 1978 - JUNE 30, 1979

Middlesex County



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RUTGERS UNIVERSITY

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ARTICLE I
RECOGNITION

The Piscataway Township Board of Education hereby recognizes the Piscataway Township Busdrivers Association as the exclusive negotiating agent for all regularly assigned busdrivers except those currently appointed as full-time employees.

ARTICLE II
COMPLAINT/PROBLEM SOLVING PROCEDURE

Whenever a busdriver feels he/she has a complaint or problem which should be brought to the attention of the Administration for resolution, the following procedure shall be utilized:

1. The individual driver who feels he/she has a complaint or who has recognized a problem shall present the situation either orally or in writing to the Supervisor of Transportation within 20 working days. The individual who initiates such action may elect to be accompanied at any meeting by one or two other drivers acting as representatives. The individual and/or representatives will meet with the Supervisor of Transportation and attempt to resolve the problem in a manner consistent with Board of Education policy and practice.
2. If the individual and/or representatives are dissatisfied with the response of the Supervisor of Transportation, or if the problem cannot be resolved among the parties, the matter may be presented, in writing within 20 days, to the Assistant Superintendent for Business and Auxiliary Services for final determination.

ARTICLE III

EMPLOYEE LIAISON

An individual busdriver or a group representative may meet with the Supervisor of Transportation from time to time to discuss the operation of the student transportation department and in order to improve the efficiency of the department.

ARTICLE IV

SICK LEAVE

1. Drivers who have completed their probationary period shall be entitled to ten (10) sick leave days during the ten month school year September through June.
2. Unused sick leave days shall be accumulated to each succeeding year's allotment.
3. Payment for each day of sick leave shall be at the driver's scheduled daily rate.
4. A physician's written verification of a driver's illness may be required before payment for sick leave is made.

ARTICLE V

ANNUAL SALARY

Payment Dates

The annual salary shall be determined by multiplying the annual base salary for the appropriate experience level times the number of hours determined for each route package. This annual salary shall be paid in twenty equal amounts on the 15th and 30th of each month, September through June, or the last working day of that pay period if holidays or weekends interfere.

ARTICLE V - ANNUAL SALARY - (Continued)

Snow Days and Holidays

The annual salary shall be inclusive of officially called "snow days" and stipulated holidays. No deduction will be made for absence on these days.

Field Trips

Field trips and other non-route package trips shall be paid on an hourly basis in addition to the annual salary remuneration.

Field trips that require in excess of 2 consecutive hours of driving time shall, whenever possible, include planning for a 20 minute rest period.

Probationary Rate

Anyone starting work after the first day of the month shall be paid at an hourly rate for that month. The first full working month shall be paid at a proration of the calculated annual salary.

Layover Rate

Layover, up to a maximum of 2 hours per day, shall be paid at the rate of one half of the regular rate calculation.

Route Cancellation

When a driver is notified that a regular daily run is canceled, the driver shall be eligible for a full rate of pay upon reporting to the office and fulfilling a substitute assignment.

ARTICLE VI

DEATH IN IMMEDIATE FAMILY

Regularly assigned busdrivers shall be allowed up to two (2) working days absence without loss of pay in case of death in the immediate family.

"Immediate family" is interpreted to include father, mother, spouse, brother, sister, son, daughter, mother-in-law, father-in-law, grandparents, or other relative making his or her home with the family of the busdriver.

ARTICLE VII

ASSIGNMENTS

Seniority List

Prepare listing by chronological payroll dates as shown in Board minutes.

If duplication occurs, chance choice such as cutting cards. Separate list for van drivers and bus drivers. Any list prepared after June 30, 1978 shall use first date of actual driving after obtaining license. List to be redone annually.

When any driver changes from driving a full size bus to a van or from a van to a full sized bus, he or she shall assume a beginning seniority position for route selection. Any change back to the original position will cause that individual to assume the beginning seniority position of that respective group. All other areas of seniority will continue.

Regular Route Package Assignment

As early as possible, probably August, all prepared route packages will be made available to drivers. Incomplete packages (van routes) will be posted with final routes assignments to be included when available.

Drivers, in seniority order, will choose packages during a one week period.

If a driver cannot be available during this week, he shall present his choice in writing prior to start of this week.

Approximately 10 drivers will be scheduled in seniority order each day to complete their choices.

In the development of regular route package assignments, the Transportation Director will make every reasonable effort to guarantee route packages of a 4 hour minimum.

Vehicle Assignment

Whenever possible, drivers will be assigned the same vehicles as the year prior.

Change in Route Package

If a driver leaves the system, the Transportation Coordinator shall assign a

ARTICLE VII - Assignments - (Continued)

replacement. Any driver having difficulty on regular runs that has followed proper procedure to settle the problems and continues to have difficulty, has option to change when runs become available during the year. The Transportation Coordinator shall have the right to cancel or alter any route assignment as the situation demands.

Regular Run Extra Curricula Assignment

Any trip scheduled on a regular weekly basis will be called Extra Curricula Regular Run and be posted for seniority choice using the procedure indicated earlier.

Examples of these runs are:

Swimming
H.S. 3:30 and 5:30 Activity and Athletic Runs
Band Practice
Bowling
Orchestra (and Band)

Any change in individual schedules will be assigned by the Transportation Coordinator with seniority being considered. This choice shall be for a full year or season as applicable.

If all avenues of choice have been exhausted and a vacancy remains, the Transportation Coordinator shall retain the right to assign personnel as required.

Whenever possible, drivers shall not exceed 35 hours for daily runs, including fueling and cleaning for any 5-day week. Final determination shall be the right of the Transportation Coordinator.

Field Trips

Assignment of Field Trips will not follow seniority but rather an equality system based on low prior payroll period hours. The Director of Pupil Transportation and Safety will be responsible for maintaining and judging the equitable management of the assignment.

Whenever possible, drivers with "full" route packages will be given priority over "part time" or substitute drivers.

ARTICLE VIII
1978-79
YEARLY RATES OF PAY
187 Days

<u>Hours/Day</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
1	\$ 795	\$ 860	\$ 916	\$ 963
2	1590	1720	1832	1926
2.5	1987.50	2150	2290	2407.50
3	2385	2580	2748	2889
3.5	2782.50	3010	3206	3370.50
4	3180	3440	3664	3852
4.5	3577.50	3870	4122	4333.50
5	3975	4300	4580	4815
5.5	4372.50	4730	5038	5296.50
6	4770	5160	5496	5778
6.5	5167.50	5590	5954	6259.50
7	5565	6020	6412	6741
7.5	5962.50	6450	6870	7222.50

- A. \$4.25/hr. less than one (1) year of service*
- B. \$4.60/hr. at least one (1) but less than three (3) years of service*
- C. \$4.90/hr. at least three (3) but less than five (5) years of service*
- D. \$5.15/hr. five (5) or more years of service*

* A year of service shall mean employment as a busdriver in Piscataway Township Schools for one academic year or major fraction thereof.

DURATION OF AGREEMENT

1. The provisions of this Agreement shall be effective as of July 1, 1978 and shall remain in effect until June 30, 1979.
2. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents and attested by their respective secretaries on this 17th day of July, 1978.

Piscataway Township Board of Education

Piscataway Township Busdrivers

BY

[Signature]
President

By

[Signature]
President

ATTEST

[Signature]
Secretary

ATTEST

[Signature]
Secretary