

CONTRACT AGREEMENT
HAZLET TOWNSHIP BOARD OF EDUCATION
AND THE
HAZLET PUPIL TRANSPORTATION PERSONNEL ASSOCIATION



LIBRARY
 Institute of Management and
 Labor Relations

AUG 28 1981

RUTGERS UNIVERSITY

X 1979 - 1980

X 1980 - 1981

CONTENTS

	<u>Page</u>
Recognition	1 and 2
Sick Days and Personal Days Drivers - Extra Run	3
Salary Guide	4
Salary Guide (continued)	5
Duration of Agreement	6

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. The hourly base rate of pay for all drivers shall be as follows:

<u>STEP</u>	<u>1979/80</u>	<u>1980/81</u>
1	4.00	4.00
2	4.25	4.25
3	4.50	4.50
4	4.80	4.80

- B. During the 1979/80 school year drivers who have been employed by the Board for a period of five (5) years or more prior to February 1, 1980 shall have twenty (20¢) cents per hour longevity added to their base rate as listed in paragraph 14 A.
- C. During the 1980/81 school year drivers who have been employed by the Board for a period of five (5) years or more but less than eight years prior to February 1, 1981 shall have twenty (20¢) cents per hour longevity added to their base rate as listed in paragraph 14 A. Drivers who have been employed by the Board for a period of eight (8) years or more prior to February 1, 1981 shall have sixty (60¢) cents per hour longevity added to their base rate as listed in paragraph 14 A.
- D. 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 which shall include any longevity.
- E. It is mutually agreed that drivers listed shall be placed on the salary step listed for the 1979/80 and 1980/81 school years. New drivers employed in 1979/80 prior to February 1, 1980 shall be employed on Step 1 and shall advance to Step 2 in 1980/81. All drivers employed on or after February 1, 1980 shall be employed on Step 1 in 1979/80 and shall remain on Step 1 for the 1980/81 school year.

14. Continued.

E. List of drivers:

	<u>NAME</u>		<u>1979/80</u>	<u>1980/81</u>	<u>HIRE DATE</u>
1	Gallop, Agatha	B	4*	4**	5-10-66
2	Coughlin, Margaret	B	4*	4**	9-19-68
3	Springsteen, Joyce	V	4*	4**	8-27-69
4	Littleton, Gladys	B	4*	4**	9-09-69
5	Gilmore, Barbara	B	4*	4**	3-11-71
6	Pagano, Katherine	V	4*	4**	8-24-72
7	Pittius, Caroline	B	4*	4**	8-24-72
8	Bentley, Concetta	B	4*	4**	9-01-72
9	Meyer, Eileen	B	4*	4**	10-27-72
10	Pekarovich, Barbara	V	4*	4**	9-11-73
11	Howell, Sally	B	4*	4**	11-28-73
12	Bachmann, Mary	B	3	4*	3-03-75
13	Parsells, Lydia	B	3	4*	9-05-75
14	McDonald, Carol	B	3	4*	10-29-75
15	Dorsey, Patricia	B	3	4	1-06-77
16	Liegel, Donna	V	3	4	2-15-77
17	Paladino, Jean	B	3	4	9-01-77
18	Garry, Patricia	B	2	3	5-30-78
19	Knoble, Lorraine	B	2	3	9-01-78
20	Feehan, Ursula	V	2	3	10-05-78
21	Hornig, Debbie	B	2	3	12-04-78
22	Salvatore, Anthony	B	2	3	12-11-78
23	Dorsa, Joan	B	1	2	4-02-79

15. DURATION OF AGREEMENT

This agreement shall be effective from July 1, 1979 and shall continue in full force and effect for a period of two years to June 30, 1981 midnight.

In witness whereof, the parties hereto have caused these presents to be signed by their duly authorized representatives on 9th day of October 1979.

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

Caroline Pittius
Caroline Pittius

Donna Liegel
Donna Liegel