

4-3258

35-79

LOWER CAPE MAY REGIONAL SCHOOL DISTRICT

BUS DRIVERS' AGREEMENT - 1986-1989

- I. Duration of this agreement shall be July 1, 1986 through June 30, 1989.
- II. This agreement covers working conditions for all full-time drivers, part-time drivers and driver substitutes.
- III. Full-time drivers' salary schedule:

<u>Step</u>	<u>1986-87</u>
1	9,065.00
2	10,334.00
3	11,586.00
4	12,657.00
5	13,441.00

Duties under base salary:

- 1. To and from route for high school
- 2. Vocational routes and/or Teitelman routes
- 3. Late activity routes for both schools
- 4. Late athletic run for both schools
- 5. Field trips during school hours in the county
- 6. Maintenance trips to garage, inspection stations, etc.
- 7. Cleaning and maintaining bus

IV. Part-time drivers' salary and substitute drivers:

<u>Trip Description</u>	<u>1986-87</u>	
	<u>Annual Base</u>	<u>Daily Rate</u>
Wildwood Catholic	\$5508.00	30.60
Star of the Sea	5508.00	30.60
One A.M. and One P.M. route	3175.00	17.64
Two A.M. and Two P.M. routes	5508.00	30.60
Alternative School	2317.00	12.87
Special Ed. to Middle Twp.	4764.00	26.47
R.M.T. to Vo-Tech., one way	881.00	4.89
Round trip to Vo-Tech., and misc. duties	4253.00	23.63
Vineland	7542.00	41.90

If driver combines two or more of the above routes and works more than 20 hours per week, he/she is entitled to fringe benefits.

The annual base divided by 180 school days determines the daily rate of pay when pro-rating for new drivers, calculating deductions for contracted drivers or to pay substitute drivers.

Route assignments may change at the discretion of the transportation supervisor.

X July 1, 1986 - June 30, 1989

V. HOURS: Full-time drivers drive approximately 8 hours per day.

Part-time drivers drive approximately 3 hours per day and are not entitled to fringe benefits.

VI. FRINGE BENEFITS: (full-time drivers - and those drivers who work 20 hours per week only.)

1. Sick leave: Ten days accumulative sick leave days per school year.
2. Health benefits: The board of education pays full coverage for employee and eligible dependents, if enrolled, for Blue Cross, Blue Shield, Rider J., and Major Medical. Approved HMO's are available with the Board of Education paying a set portion of the fee and the employee paying balance.
3. Prescription plan: Board pays 50% of the cost for employee and eligible dependents, if enrolled.
4. The board shall create an account of \$300.00 in each school year for each bus driver member which shall be for the purpose of reimbursing each bus driver member for any medical expense for himself/herself or his/her family which is not covered by any other insurance provided herein. Beginning July 1, 1986, during the life of this agreement, any medical reimbursement to which a bus driver member would be entitled but does not use in one year will be available for the bus driver member's use in the following year. Accumulation will be limited to one year, or to a maximum of \$600. in any one year.

There shall be two (2) reimbursement dates each school year. Receipts shall be submitted to the secretary of the board of education or his designee by November 30 and/or May 30.
5. Drivers who retire from the district and qualify for pension in accordance with the provisions of the Public Employees' Retirement System shall be reimbursed for unused sick leave at the rate of 25% of his/her per diem (calculated at 1/200th of annual salary at the time of retirement) rate provided at least ten (10) years of service have been completed in the Lower Cape May Regional School District. Payment shall be made within one year from the date on which the driver informs the district of his/her intention to retire. For the purpose of this agreement drivers will be credited with one year of service time for every two years of part time employment as a driver in this district.

VII. COMPENSATION FOR EXTRA RUNS AND FIELD TRIPS - AFTER SCHOOL HOURS:

Within 30 miles	\$15.00	NOTE: The club or group using
31 to 40 miles	20.00	the bus shall pay for the
41-75 miles	25.00	driver's meal and tickets
over 75 miles	35.00	to the event.

A trip that runs from eight to ten hours in duration (regardless of mileage) shall earn an extra \$10.00. Above ten hours will be an additional \$10.00.

Compensation for third after school trip, if necessary - \$7.00.
Compensation for a substitute bus driver - \$7.00 per run.

If board pays for trip, then board pays for driver's meals at the rate of \$3.00 for breakfast, \$4.00 for lunch and \$6.00 for dinner.

VIII. SALARY PROVISIONS FOR 1987-1989

Full time drivers' salaries, section III, and part-time drivers' and substitute drivers salaries, section IV, will increase during the life of this contract by the increase of the C.P.I.-W for the previous twelve month period ending November 30. The maximum increase that will be applied will be limited to 10% in any given year.

IX. Drivers who work more than 180 days in a school year will be compensated at the prevailing daily rate for the run(s) made on the extra work day when public school was not in session. Compensation will only be made after 180 public school work days have been completed.

X. DRIVERS AGREE TO THE FOLLOWING:

1. To submit inspection reports as required daily, weekly, monthly, and yearly.
2. To keep an accurate report of mileage; daily, monthly and yearly.
3. To clean bus daily; windshield to be kept clean at all times.
4. To simonize bus twice a year.
5. To present a neat and clean appearance at all times.
6. To give prompt and efficient service at all times.

10/27/86
Date

Delton Brooks
Board President

10/28/86
Date

William F. Ackley
Board Secretary

10/28/86
Date

William M. Howell
Bus Driver Representative