

**MORRIS HILLS REGIONAL DISTRICT**

**BOARD OF EDUCATION**

**AND**

**MORRIS HILLS REGIONAL DISTRICT**

**SCHOOL BUS DRIVER'S AND**

**TRANSPORTATION AIDE'S**

**ASSOCIATION**

**July 1, 2021 through June 30, 2023**

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## **PREAMBLE**

This agreement entered into this 21st day of June, 2021, by the Morris Hills Regional District, in the County of Morris, New Jersey, hereinafter called the Board and Morris Hills Regional District School Bus Driver's and Transportation Aide's Association.

## **SECTION I**

### **ARTICLE 1 RECOGNITION**

- A. The Board hereby recognizes the Association as the exclusive and sole representative for the collective negotiations concerning the terms and conditions of employment of the following bus driver/aide personnel:

Bus Driver (Class B) - Contract employees who drive to/from routes, field and athletic trips and any other assigned driving.

Trip Driver - Employees used for trips when bus drivers are not available.

Van Driver (Class C) - Contract employees who drive to/from routes, field and athletic trips and any other assigned driving using a van only.

Transportation Aides

- B. The Board agrees not to negotiate concerning said employees in the negotiation unit defined in A, above, with any organization other than the Association for the duration of this contract.

### **ARTICLE 2 GRIEVANCE PROCEDURE**

All contractual employees shall be eligible for the provisions as outlined in grievance procedures as outlined below:

#### **A. Definitions**

1. A "grievance" is a claim by a bus driver/aide and/or the Association based upon the interpretation, application, or alleged violation of this agreement and the Association shall grieve only in cases where the interpretation of the contract has adversely violated the original intent of the agreement.
2. The "grievant" is the person, or persons, making the claim.
3. The grievant shall have the right to be represented by a member of the grievance committee, the whole committee, designated person of his/her own choosing, or present his/her own appeal in any or every step of the procedure.

## B. Purpose

The purpose of this procedure is to secure at the lowest possible level, equitable solutions to the problems which may arise from time to time affecting the drivers/aides. Both parties agree that these procedures will be kept informal at any level in the procedure.

## C. Procedure

1. Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum and every effort shall be made to expedite the process. The time limits specified at any level may be extended by mutual consent.
2. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be exhausted prior to the end of the school year or a mutually determined time thereafter.
3. Step one - Step one shall be an informal discussion between the grievant and the Transportation Coordinator on an attempt to resolve the issue.
4. Step two - In the event the result of the informal discussion is unsatisfactory to the grievant, a formal written grievance, using the prescribed form for such purposes, shall be submitted within seven (7) school days of the alleged occurrence to the School Business Administrator.
5. Step three - If the aggrieved driver/aide is not satisfied with the disposition of his/her grievance at step two, or if no decision has been rendered within seven (7) school days after presentation of the grievance, he/she may, within seven (7) school days, refer it to the Chief School Administrator.
6. Step four - If the aggrieved driver/aide is not satisfied with the disposition of his/her grievance at step three, or if no decision has been rendered within seven (7) school days after the grievance was received by the Chief School Administrator, the aggrieved may, within seven (7) school days, submit the grievance to the Board of Education.
7. Step five - If the aggrieved is not satisfied with the disposition of his/her grievance at step four, or if no decision has been rendered within twenty (20) school days, the grievance may be submitted to arbitration. It must be submitted to the P.E.R.C. within twenty (20) school days of the Board of Education decision. The parties shall be bound by the rules and procedures of the P.E.R.C. in the selection of an arbitrator.

The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.

The cost for the arbitrator's services shall be borne equally by both parties. Any other expenses shall be paid by the party incurring the same.

**D. Miscellaneous**

1. No meetings or hearings under this procedure shall be conducted in public and shall include only such parties of interest.
2. Neither the grievant, the Association, nor the Board shall issue public statements during the grievance procedure.
3. Variations from these procedures may be made only by mutual consent of the parties involved.
4. After a grievance has been resolved or finalized, the Association will, upon written request, be notified of the findings in that particular grievance in which they did not represent the grievant and only when the solution affects the contract.

**ARTICLE 3  
FRINGE BENEFITS**

**A. Personal, sick leave and pension benefits shall be provided to all contracted employees, as follows:**

1. Pension, as required by state statute - all drivers/aides covered by this agreement must enroll in the Public Employees Retirement System or the Defined Contribution Retirement Plan (DCRP).
2. Sick leave and personal leave, as outlined in Article 14 and Article 15, to all employees.
3. Additional days, without pay for illness of driver's/aide's family as outlined by the Family Leave Act, may be granted by using the Request For Temporary Leave form. This request must be submitted to the Human Resources Supervisor.

**B. The Board shall provide medical examinations free of charge by a Board approved physician for the medical exam required every other year in order for a driver to maintain his/her license. Any driver shall be afforded the privilege to utilize his/her own physician at his/her own expense. However, in cases of fitness for duty exams, the Board may require the employee to be examined by a Board approved physician. In the event the employee disagrees with the findings of the Board approved physician, they may be examined by their own physician at their own expense. Should the employee's physician provide different findings, the employee will then**

be examined by a third physician (selected mutually by the first two physicians) and the third physician's recommendation will be binding. The expense of the third physician will be shared equally by the Board and the employee.

If the employee is examined by their own physician the transportation office must be supplied with a report of the physical.

1. The Board shall provide eligible employees who work 30 hours or more per week with single or family health insurance as detailed in the District's current medical plan program.
2. Employees will only be eligible for Board paid single employee dental insurance until the completion of three (3) complete school years of service. During the three (3) year waiting period the employee may purchase family benefits. Dental will be a Passive PPO Plan.

It is the responsibility of the employee to notify the human resources department through the employee portal of any changes in marital or dependent status in accordance with the master plan(s).

3. The employee contribution for health benefits shall be 6% of premium or the percentage mandated by P.L. 2011, Chapter 78 of the New Jersey Statutes Annotated whichever is greater. The employee contribution for NJEHP health benefits shall be 6% of premium or the percentage mandated by P.L. 2020, Chapter 44 of the New Jersey Statutes Annotated whichever is greater.

4. Waiver of Health Insurance

Employees who are eligible for health benefits, who can show proof of other health insurance, excluding insurance provided by a spouse who is employed by the district, may elect to waive insurance in return for a payment of \$3,000.00.

Payment will be made each year coverage is waived. Waiver is based on a school year, July to June.

The amount of waiver shall be pro-rated based on the date of implementation. Payment of waiver shall be made on June 30<sup>th</sup>. Only full months will be credited.

During the year, employees may request in writing to resume coverage in the event of a life event such as the termination of spouse's employment, death of a spouse, birth of a child, etc. The district will then only pay on a pro-rated basis for the portion of unused coverage.

5. After ten (10) years of service and upon retirement under the Pension Plan (P.E.R.S.), a sick leave retirement allowance shall be paid in a lump sum payment within thirty (30) days after the retirement or later if requested by the retiree. The sick leave shall be compiled as follows:

One (1) day pay for every three (3) days of accumulated unused sick leave at the time of retirement. Such allowance shall not exceed five thousand dollars (\$5,000) per retiree.

- C. The Board of Education shall accept requests for unpaid, extended leaves of absence and shall comply with statutes, court decisions, agency rulings and district practice regarding such leaves of absence. Such leave must first be recommended by the Transportation Coordinator and Supervisor of Human Resources.
  - 1. Drivers/Aides who return from an unpaid, extended leave of absence shall retain his/her seniority rights; however, the time of leave shall not be computed in determining seniority.
- D. Drivers/Aides may not be employed in a second position in the district which would result in their total number of hours exceeding forty hours per week.

#### **ARTICLE 4 BOARD RIGHTS**

- A. The Board of Education, subject only to the express provisions of this agreement, reserves to itself all rights and authority over matters of policy, rules, regulations and practices in furtherance thereof and reserves, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the constitution and laws, statute and code of the State of New Jersey and of the United States.
- B. By way of illustration and not by way of limitation of the rights, reserved to the Board, are the rights:
  - 1. To direct employees of the School District.
  - 2. To hire, assign, promote, and retain employees covered by this agreement within the School District, or to suspend, until a hearing is held, and discharge.
  - 3. To relieve employees from duties because of lack of work or other legitimate reasons.
  - 4. To maintain the thoroughness and efficiency of the School District operations entrusted to it.
  - 5. To determine the methods, means and personnel by which such operations are to be conducted and to sub-contract for goods and services.
  - 6. To take whatever other actions may be necessary to accomplish the mission of the School District in any situation.

7. The district reserves the right to reject any new employee during the 90 day probationary period, if at the sole discretion of the district, the employee fails to meet district standards.

## **ARTICLE 5 NEGOTIATION PROCEDURE**

- A. The parties agree to enter into collective negotiations over a successor agreement in accordance with law.
- B. The Board and the Association shall exchange proposals in writing no later than the second meeting. The time and place of meeting shall be set by mutual consent.

## **ARTICLE 6 MEETINGS**

The bus driver's and aide's association will be afforded use of the school buildings for association meetings at a time when a custodian is on duty, provided time has been cleared with the School Principal.

## **ARTICLE 7 CONTRACT**

- A. No driver/aide shall obtain tenure.
- B. Each driver/aide should provide the Transportation Coordinator with their home address, and telephone numbers for home, emergency and cell and should such information change the driver/aide must immediately notify the Transportation Coordinator. Changes to demographic information must also be sent to the Human Resources Department via the Employee Service Portal. If the employee cannot be contacted due to the fault of the driver/aide, the provisions of this article become null and void.
- C. All routes must be driven as directed by the transportation administration. Drivers are not permitted to change route times or directions on their own. Safety hazards or time problems must be brought to the attention of the Transportation Office immediately, unless directed by emergency or law enforcement personnel.
- D. Bus drivers must be familiar with the district's roads, policy and district standard operating procedures as outlined in the Transportation Staff Handbook.

## **ARTICLE 8 INCREMENTS AND ROUTE ASSIGNMENTS**

- A. All contracted drivers/aides shall be eligible for yearly increments provided they come under contract and started on or before January 31 of the preceding school year and receive a satisfactory evaluation.



- B. Contract renewal and run assignments shall be issued each year by the Transportation Coordinator and Administration with the driver performance and safety records as guidelines, except for good reason, contracted drivers will have preference in retaining their current run for the next school year. All full contracted bus driver's runs that become available because of termination, retirement or resignation, between July 1 and June 30 will be posted for assignment and given on a seniority basis for the next school year.
- C. All contracted bus routes (to and from school) will be sent by email and automated messenger to the bus driver at least 1 week prior to the bus drivers' Annual Meeting held in August.
- D. At the annual meeting drivers will be presented with a written copy of their contracted work (chosen or assigned), thereafter they will participate in their selection of extra work runs.
- E. Field & Athletic Trip Assignments – interest lists shall be developed each year and trips will be assigned sequentially on an equitable basis. The Transportation Coordinator will audit assigned trips and issue findings to the Association officers at the conclusion of each athletic season. Any driver who is assigned a trip and refuses to take his/her proper turn will be charged as having taken it, and the roster will continue.

The Transportation Coordinator shall maintain interest lists for: 1) Weekend Trips; 2) New York/Philadelphia Trips; and 3) all other trips. Interest lists may be modified on September 1 and February 1 of each contract year.

- F. A daily calendar will be made available that reflects the assignment of all trips for the day for all MHRD drivers and contractors.
- G. All uncovered extra routes due to absence will be assigned in an equitable manner based on the interest list. The list will be created by September 1<sup>st</sup> and modified by February 1<sup>st</sup>.
- H. Thirty minutes of hourly pay will be paid to drivers for pre-trip inspections departing on non-school days.

## **ARTICLE 9 DURATION**

- A. This agreement shall not be extended or modified orally and can only be modified in a mutually agreed to MOA. It is expressly understood that it shall become effective on the date indicated.
- B. This agreement shall be from July 1, 2021 through June 30, 2023.

## **SECTION 2**

### **ARTICLE 10 WORK YEAR AND WORK DAYS**

- A. In addition to all school days, School Bus Drivers' and Transportation Aides' work year shall include 3 district professional development days as identified on the district calendar, Freshman Orientation and one day prior to school opening for the annual drivers'/aides' meeting.
- B. Drivers will work 30 hours per week on a schedule determined by the Chief School Administrator or his/her designee. During these hours, the Transportation Coordinator may assign any duties to include driving, bus cleaning, fueling, or any other transportation related tasks. Transportation Aides will work a minimum of 1.5 hours for each AM or PM run.
- C. Drivers must work 30 hours per week before any extra compensation is awarded.

### **ARTICLE 11 SALARIES**

- A. Salaries of all bus drivers/aides assigned to and from home and school routes shall be paid as set forth in Exhibit A.
- B. Drivers/Aides will be paid time and one-half when weekly hours exceed 40 hours.
- C. Time and one-half will be paid for federal holidays.
- D. On school days when the drop off or pick up time is outside of the regular work hours, Field Trips whose destination is within the 4 towns shall be paid 2 hours of the annual hourly rate. On non-school days, Field Trips whose destination is within the 4 towns shall be paid 3 hours of the annual hourly rate.
- E. Trip drivers will be paid the annual hourly rate.

### **ARTICLE 12 SAFETY AND HEALTH**

- A. The driver is expected to complete pre-trip inspection as detailed in the Transportation Staff Handbook.
- B. Bus drivers/aides shall take all reasonable and necessary precautions for the safety of our students. The driver/aide is expected to complete all requirements outlined in the Transportation Staff Handbook.

- C. Drivers/aides will be required to attend 3 training sessions per year without extra pay. Additional training sessions are optional and will be paid at the training rate in Exhibit B. Meetings will be scheduled at various times and dates throughout the year including but not limited to weekdays when school is not in session. Drivers/aides are required to complete on-line training that may be assigned as part of the 30 hour work week.
- D. The driver/aide shall obey all Motor Vehicle Laws. Non-compliance with rules shall subject drivers/aides to disciplinary action up to and including dismissal.
- E. Accident Reporting - all accidents, whether there has been damage or not, must be reported to the Transportation Office and local Police Department, as per New Jersey Administrative Code 6A:27-12.2 and Motor Vehicle Traffic Laws 39:4-130. Non compliance with rules shall subject drivers/aides to disciplinary action up to and including dismissal.

### **ARTICLE 13 SENIORITY**

- A. School bus driver/aide seniority will be determined based on hire date in the District. If a school bus driver/aide leaves the Transportation Department for another position in the District then returns to the department, they return to their seniority level based on original hire date. For school bus drivers/aides that leave Morris Hills Regional District and then return to employment, seniority is determined based on the most recent hire date in the district.
- B. The seniority of each contracted bus driver/aide will be considered and used by the Transportation Coordinator and Administration for the following assignments or decisions:
  - 1. Cut back in size of driver/aide force;
  - 2. Athletic runs, activity runs and all extra and contracted van and bus runs shall be forwarded to full contract drivers annually. Said work shall be selected on a seniority basis, one driver at a time and assigned by the Transportation Coordinator. If the roster is exhausted and work remains it will again return to the top of the list and continue until all work has been assigned. A driver may hold only one (1) run unless all other drivers have refused said run.

Any extra work that becomes available during the school year shall be posted as a new run and will be made available to full contract drivers. If a driver holding a run wishes to sign for a more lucrative run, they must relinquish their presently held run as long as it is not an extra contracted run.

3. Errors made by the Board of Education whereby requiring a greater number of drivers than are necessary for a trip, the senior driver/drivers who are not needed shall be paid as though they actually drove the trip.
4. Any driver who cannot fulfill an assignment after acceptance must notify the Transportation Coordinator at least 24 hours before the trip is scheduled to depart. Any driver who has been assigned to a field trip on the roster and who does not keep his/her assignment without prior notification, will miss a turn. The first offense will constitute one (1) turn missed on the roster, the second offense will constitute a driver being skipped for the week on the roster. The third offense will constitute a driver being skipped for the remainder of the school year. In the event of an emergency, the driver must notify the Transportation Office as soon as possible. The Business Administrator and/or Transportation Coordinator will review the nature of the emergency and determine whether adequate reason exists. Trips which are assigned within 24 hours of departure time are exempt from this provision.
5. If the driver is assigned to a trip outside of normal work hours, and the trip is canceled within 1 hour before it is scheduled, the driver will receive 2 hours of pay on a school day and 3 hours of pay on a non-school day.
6. Drivers assigned to field trips or athletic trips, other than those which immediately follow regularly contracted runs, must clock in at the designated loading area at least five (5) minutes prior to the posted departure time at Morris Hills High School and fifteen (15) minutes prior to the posted departure time at Morris Knolls High School. Drivers who arrive late will be docked in 10-minute intervals. Drivers will be docked at the hourly rate of pay.

#### **ARTICLE 14 SICK LEAVE**

- A. Ten (10) days per school year for personal illness shall be granted, however these days will be prorated in the event an employee starts after September. Unused days may be carried forward to the succeeding year(s). The Administration has the prerogative to require a doctor's certification of illness.
- B. All drivers/aides must notify the Transportation Office by 5:30 a.m. to report absence due to illness by entering it into the AESOP attendance program. All drivers/aides that become ill during the day and cannot perform their afternoon assignment must notify the Transportation Office one & one half-hour (1 ½) before departure time by calling the Transportation Department.

**ARTICLE 15  
PERSONAL DAYS WITH PAY**

- A. Upon approval of the Chief School Administrator or his designee, up to a maximum of three (3) days per bereavement (noncumulative) for the death of a spouse or near relative (parents, children, brothers, sisters, uncles, aunts and grandparents of employee or spouse), or one (1) day for death of relative. An additional two (2) days may be granted in the event of death to employee's spouse, or the employee's/spouse's parent for postmortem arrangements when the responsibility falls upon the employee. Any request must be entered into the AESOP attendance program.
- B. Three (3) personal days shall be allowed, as approved by the Chief School Administrator or his designee. Personal days cannot be used to extend a vacation or a holiday weekend. Unused personal days as of June 30 shall be added to the number of accumulated sick leave days.
- C. Unpaid extensions of personal leave may be applied for through the Chief School Administrator if such requests have been recommended by the Transportation Coordinator. The decision of the Chief School Administrator shall be final and binding and not subject to grievance.
- D. Drivers/Aides out on a personal day will be permitted to cover his/her extra work on the day of said leave. However, the driver/aide should indicate at the time of submitting application for personal leave whether or not he/she will cover his/her extra work.

**ARTICLE 16  
LONGEVITY**

A stipend is granted on the following July 1 whenever an employee completes the following:

2021-2023

Years	Bus Drivers	Transportation Aides (both One Shift and Two Shift)
10	\$340.00	\$170.00
15	\$675.00	\$338.00
20	\$1,025.00	\$513.00

**ARTICLE 17  
MISCELLANEOUS**

- A. Summer route pay shall be at the rate effective July 1<sup>st</sup> of each school year.
- B. If the drivers/aides are requested to stand by, when emergencies occur, they will be paid at the layover pay rate. A layover is a situation when buses are held from

proceeding to their normal runs for more than fifteen minutes due to an emergency or unexpected situation and as directed by the transportation coordinator or district administrator.

- C. Contracted drivers, a.m. or p.m.; or a.m. and p.m.; (to include early dismissals or emergency closings), will not be allowed to book off in order to drive for another carrier. Book off means using any scheduled work or paid time to drive for another carrier.
- D. The Transportation Coordinator may, as the need arises, select a qualified individual for the purpose of driver training. The trainer will be paid at the approved rate.
- E. All contracted drivers must report prior to the assigned departure time of run to perform pre-trip inspection.
- F. The final decision for aborting a field trip or athletic trip due to weather conditions shall rest with the Chief School Administrator or his designee.
- G. When a student discipline problem arises on a bus, the driver/aide is to obtain the name of the student(s), the school name and complete in its entirety a Student Referral Form. The Student Referral Form is to be turned in promptly to the Transportation Coordinator. The Transportation Coordinator will forward the report to the building administrator.
- H. Each driver must conduct a walk-through inspection of his/her bus/van at the end of each run to check for vandalism and students/articles left behind. Any signs of vandalism, articles or students left behind must be reported verbally, immediately to the Transportation Coordinator. Vandalism must also be written up on a Vehicle Service Request and noted on the Vehicle Service Condition Report.
- I. If the schools have issued I.D. cards, the driver is to periodically ask each student boarding the bus to show his/her I.D. card. Students who do not have an I.D. card or refuse to show his/her card will be reported to the Principal as being insubordinate.
- J. The Board of Education reserves the right to use employees with a valid CDL driver's license to transport students to and from athletic events when the supply of other drivers is exhausted.
- K. Gas money and parking money shall be reimbursed to the drivers after the submission of appropriate receipts and completed paperwork.
- L. For trips between local schools or fields within the sending district, no driver will be paid to remain with the group, but will return the bus to the garage. The students will be picked up at the time of return for that trip. If the coach on said trips requests that the bus remain due to inclement weather, and if permission is granted by the Transportation Office, the driver will be paid at the hourly rate. The District will have the option to consider any trip a possible drop off and pick up in order to meet the needs of the students when school is in session. Drivers will receive a

minimum of three (3) hours pay if said trip departs beyond the bus driver's normal daily hours, on weekends or any other time when school is closed.

- M. If a driver returns after 12 midnight following an assigned trip, they will be excused from their assigned a.m. route without financial penalty, providing proper notification has been given to the Transportation Office, prior to the a.m. route.
- N. Drivers shall retain a rescheduled field trip if the trip takes place the day before or the day after the scheduled date and the driver does not have another conflicting assignment.
- O. All Bus Drivers/Aides shall dress in accordance with Board Policy. District identification badges must be visible at all times.
- P. Drivers must notify the Transportation Coordinator the first work day after receiving notice of a potential conviction for any traffic violation (except parking), suspended, revoked or cancelled license or disqualification of driving privileges in any state. Failure to notify the Transportation Coordinator will result in discipline up to and including dismissal.
- Q. Any driver who receives a summons for driving while intoxicated (DWI) or driving under the influence (DUI), on or off duty, shall notify the Transportation Coordinator prior to his/her next scheduled run. The driver will be immediately suspended without pay until the district has completed an internal investigation. The driver will be reimbursed for any suspended days if the driver is completely exonerated, with a voluntary dismissal by the State and no related plea agreement.
- R. All employees will be required to enroll in the direct deposit program.
- S. All bus drivers/aides shall report their arrest or indictment for any crime or offense that may result in termination due to loss of eligibility to be employed in a school district to the Chief School Administrator within 14 calendar days. The report shall include the date of arrest or indictment and charge(s) lodged against the employee. Such bus drivers/aides must also report to the Chief School Administrator the disposition of any charges within seven calendar days of disposition.
- T. Trip reports must be returned to the Transportation Office by 8 a.m. the following business day.
- U. Attendance incentive: The District proposes an attendance incentive to be paid twice per year in February for August through January attendance and June for February through June Attendance. Only days to be exempt are bereavement. Employees must be in active pay status the entire semester and new hires that did not begin on the first professional development day in August are not eligible in their first semester. If there is a mandated closure, if the District must begin virtual instruction, this clause does not apply. The payment would be \$375 per semester. Employees must be present at school all days during that semester including all professional development days, driver's meetings, and freshmen orientation.

**SALARY GUIDES  
EXHIBIT A**

All Class B Drivers shall be paid the following annual salaries:

2021-2022: \$34,964.00  
2022-2023: \$35,908.00

All Class C Drivers shall be paid the following annual salaries:

2021-2022: \$23,310.00  
2022-2023: \$23,939.00

Full time Bus Drivers shall work thirty (30) hours per week at the above salary. Half time Bus Drivers shall work fifteen (15) hours per week at half the above salary.

Transportation Aides Salaries:

AM or PM (One Shift)

2021-2022: \$7,800.00  
2022-2023: \$8,011.00

Both AM and PM (Two Shift)

2021-2022: \$15,602.00  
2022-2023: \$16,023.00



**TRIP RATE**  
**EXHIBIT B**  
*(Hourly Rates)*

Trips 21-22 through 22-23: hourly rate  
Training/Layover: ½ of hourly rate.

All assigned work over 30 hours, except training activities, would be paid at the annual hourly rate determined using that year's annual salary divided by that year's annual number of workdays divided by the required number of hours per day.

For example, Class B 22-23 hourly rate would be  $\$34,964/185/6 = 31.50$

## **HEALTH INSURANCE EXHIBIT A1**

Effective July 1, 2018

- Emergency Room Co-Pay is \$100.00
- Office Visit Co-Pay \$20.00; Specialist \$20.00
- RX Drug Co-Pay: \$10 generic, \$20 preferred brand, \$35 nonpreferred brand
- Deductibles \$250 / \$500
- Maximum Out of Pocket \$5,000 / \$10,000

Effective July 1, 2020 the following will be in effect for the NJEHP:

- Emergency Room Co-Pay is \$125
- Office Visit Co-Pays \$10; Specialist \$15
- RX Drug Co-Pays \$5 Generic/\$10 Brand Name/\$10 Non-Preferred; \$20 Specialty
- Deductible: In-Network \$0/Out-of-Network for \$350/\$700
- Out-of-Network Payment Limits will be \$2,000/\$5,000 (Not inclusive of the deductible amount)

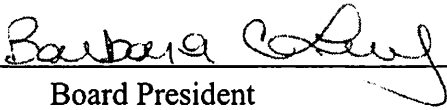
### **Enrollment:**

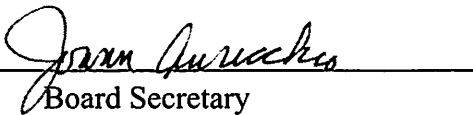
Insurance coverage will commence on the first day of hire, if employees have submitted their insurance application, and will terminate the last day of the month that an employee is in pay status, except in the case of a non-renewal or reduction in force in which case the employee shall be covered for one additional month after the month of termination (typically, but not limited to, the month of July).

## RATIFICATION

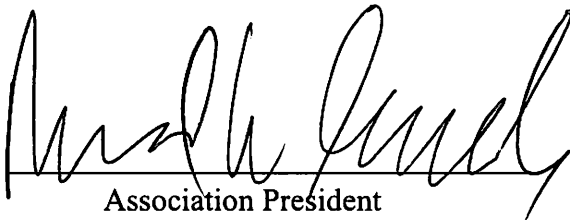
This Agreement has been ratified by the Morris Hills Regional District Board of Education and the Morris Hills Regional District Bus Driver's and Transportation Aide's Association.


For the Morris Hills Regional District Board of Education:


  
Board President

  
Board Secretary

For the Morris Hills Regional District Bus Driver's and Transportation Aide's Association:

  
Association President

  
Association Secretary

  
Rae A. Wallace  
NOTARY PUBLIC  
State of New Jersey  
ID #2029597  
My Commission Expires 7/31/2022