

**BUS DRIVER SALARY GUIDE
AND
OTHER CONDITIONS OF EMPLOYMENT**

EFFECTIVE JULY 1, 2005 - JUNE 30, 2008

STEP	2005/06	2006/07	2007/08
A	\$12.50	\$12.50	\$12.75
B	\$13.00	\$12.75	\$13.00
C	\$13.25	\$13.25	\$13.25
D	\$13.75	\$13.50	\$13.75
E	\$14.00	\$14.00	\$14.00
F	\$14.50	\$14.25	\$14.50
G	\$15.25	\$14.75	\$14.75
H	\$16.25	\$15.50	\$15.25
I	\$17.25	\$16.50	\$16.00
J	\$18.25	\$17.50	\$17.00
K		\$18.50	\$18.00
L			\$19.00

All drivers will advance from their 2004/05 salary and step on that guide to the next step on the above guide in each year of the contract.

Drivers are guaranteed a minimum of two (2) hours for the regular morning and/or afternoon session. Saturday differential of \$2.00/hour minimum (Saturday rate effective from completion of late run on Friday until 6:00 AM Monday).

Drivers will be paid a differential of \$2.00/hour minimum for Varsity Football Games played in the evening Monday through Thursday during the school year.

CONDITIONS OF EMPLOYMENT

Pension Plan - participating as required in P.E.R.S.

Health Benefits - Bus Drivers hired after July 01, 1995 will receive Board paid coverage for PPO Medical, Prescription and Dental Insurance coverage. They will be eligible to receive single up to family coverage for PPO Blue Cross/Blue Shield major medical, Prescription and Dental Insurance or insurance coverage equal to MREA Unit. Participation in the "Refusal of Health Benefits" as offered to the MREA will be available to the drivers under the same terms and conditions as offered to the MREA.

Sick Days - ten (10) days per year cumulative

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Accumulated Sick Leave - On retirement a member shall be compensated for all unused sick leave days accumulated at the rate of thirty dollars (30.00) per day, up to the following maximum amounts:

All Three years

Four thousand five hundred dollars (\$4,500.00) ---2005/06 through 2007/08 school years.

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

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

Trips of six to eight hours will have meals reimbursed up to \$10.00 with a receipt required. Trips over eight hours will have meal reimbursements up to \$15.00 with a receipt required.

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.

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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.

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.

JWC

JAMES W. CLEARY, BD. SECTY

ANTHONY SCHAIBLE, BD. PRES.

Bus Drivers

Signatures

AMARILIS	BAJAIA
FRANCINE	FIGUEORA
MARY	FINK
HOWARD	FREEMAN
ERIK	HOVE
LORRETTA	HUNT
ROCHELLE	JACKSON
RONAKIN	JONES
SAMUEL	JULIANO
MADELINE	MAGNER
JOHN	MC CUE
ALFRED	ORLANDO
CHARLOTTE	SCOTT
SHAFTO	GEORGE
JOANN	WELSH