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THIS BOOK DOES
NOT CALCULATE

AGREEMENT

BETWEEN THE MANALAPAN-ENGLISHTOWN
REGIONAL BOARD OF EDUCATION AND THE
MANALAPAN-ENGLISHTOWN REGIONAL BUS
DRIVERS ORGANIZATION

72-73

PREAMBLE

This Agreement is entered into this _____ day of _____, 1972, by and between the Board of Education of Manalapan-Englishtown Regional School District, Township of Manalapan, Borough of Englishtown, New Jersey, hereinafter called the "Board", and the Manalapan-Englishtown Regional Bus Drivers Organization, hereinafter called the "Organization". References to male members shall also equally apply to female members.

ARTICLE I

The Board hereby recognizes the Organization as the majority representative for collective negotiations concerning terms and conditions of employment for all bus driver personnel, in accordance with, and to the extent of, Public Law 303, 1968, of this State.

ARTICLE II

PERSONAL LEAVE

Each bus driver in the Manalapan-Englishtown school system will be granted two (2) days leave each year for personal, legal, business, household or family matters which require absence during working hours and which cannot be attended to by said employee outside of the normal working day. Application for personal leave shall be made to the Superintendent of Schools or his designee on the form provided for such purpose, at least one week before such leave (except in the case of emergencies; whereby application shall be made as soon as possible after return to duty). Such leave shall not be cumulative. The days shall not be consecutive and shall not be taken at the beginning or end of a vacation period. Granting of the leave shall be in accordance with the operational needs of the school as defined by the Superintendent.

ARTICLE III

SICK LEAVE

The Board shall grant to each bus driver one (1) day of sick leave for each one (1) month of satisfactory service in the school system. Such sick leave shall accumulate without limit.

ARTICLE IV

HOLIDAYS

Holidays for bus drivers shall be those holidays set forth in the school calendar, in accordance with State Monday Holiday legislation, in the event that the schools are closed on the second Monday in October in observance of Columbus Day, the Board shall grant said holiday with pay to all bus drivers. As has been the practice in the past, when the schools are closed in observance of Jewish holidays, the Board shall grant to each driver such holiday(s) with pay.

ARTICLE V

SALARIES

The salary guide for all bus drivers covered by this Agreement is shown in Appendix A, which is attached hereto and made part of this Agreement.

The salary guide for the calendar year 1973 shall be subject to negotiation during the month of October, 1972 and the salary proposals of the Organization shall be presented to the Board no later than October 1, 1972.

ARTICLE VI

SENIORITY

- (a) Seniority rights of all drivers will be strictly followed in the awarding of additional routes, if and when such additional routes may become available. On other work assignments and bus assignments, the present practice will be followed.
- (b) When and if additional work other than driving becomes available and necessary for transportation personnel, notice of such work shall be posted by the

ARTICLE VI (CONT'D.)

Administration and each driver may apply for such work. Determination for such work assignments shall be made by the Transportation Coordinator on the basis of seniority and ability. In the event such work requires a particular expertise, then the Board may hire new personnel from outside the district.

ARTICLE VII

INSURANCE

- (a) The Board will continue to pay the full cost of coverage under the State Health Benefits Plan, or will provide similar coverage by a carrier of the Board's choice for bus drivers working four (4) or more hours per day.
- (b) Coverage under this Article for each bus driver eligible and entitled to such coverage will also include the driver's dependents. It is further understood that such coverage shall be effective for each bus driver when the carrier(s) can so provide.

ARTICLE VIII

TEMPORARY LEAVES OF ABSENCES

In case of death or critical illness in the immediate family, an employee may be granted up to a maximum of five (5) days absence without loss of pay. The immediate family shall be defined as husband or wife, mother, father, son, daughter, brother, sister, mother-in-law, father-in-law, son-in-law, brother-in-law, sister-in-law, daughter-in-law and grandparents and foster parent of the employee.

ARTICLE IX

ORGANIZATION MEETINGS

- (a) The Organization shall be granted the use of a meeting room in a school building for meetings at reasonable hours provided that such meetings be applied for in writing to the Superintendent of Schools or his designee and be within the guidelines of the Board policies.
- (b) The Organization shall have the privilege of using ditto master equipment for

ARTICLE IX (CONT'D.)

the drawing up of negotiation proposals providing that supplies and materials incidental to such use, and any repairs necessary to the equipment as a result of such use, shall be paid for by the Organization. This privilege will be extended to the Organization when such equipment is not otherwise in use, and application for such use shall be requested in writing of the Superintendent or his designee.

ARTICLE X

SCHOOL MEETINGS

It is understood by both parties that bus drivers are required to attend safety meetings and administrative meetings sponsored by the Board.

ARTICLE XI

MEDICAL EXAMS

The Board will provide a physician or physicians at its cost for the State-required medical examinations for bus drivers. Drivers who use another physician for such exams will bear the cost themselves.

ARTICLE XII

SALARY OPTION

The Board will allow drivers the option of receiving their salary equally divided over a period of twelve (12) months. To receive this option, a driver must apply for same in writing to the Board Secretary before the new school year begins.

ARTICLE XIII

CHANGES IN WORKING CONDITIONS

(a) A change in working conditions shall first be negotiated by the Board with the Organization prior to implementation in accordance with and to the extent Chapter 303.

ARTICLE XIII (CONT'D.)

- (b) If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- (c) The Board of Education continues to retain the right to refuse increments and/or salary adjustment for unsatisfactory service.
- (d) This Agreement may be reopened for renegotiations only if mutually agreed by both parties to this Agreement, except for the salary schedule negotiations provided under Article V.

ARTICLE XIV

DISTRIBUTION OF AGREEMENT

The Board agrees to distribute copies of the Agreement to each bus driver through the Organization President.

APPENDIX A

SALARY GUIDE

REGULAR SCHOOL BUS DRIVERS

1 Year - 1 Session - \$ 784.40
1 Year - 2 Sessions - 1568.80
1 Year - 3 Sessions - 2058.52

** No change or steps for these 3 Sessions.

4 Sessions:

1 Year \$ 2470.86
2 Years 2549.30
3 Years 2627.74
4 Years 2706.18
5 Years 2784.62
6 Years 2863.06
7 Years 2941.50

5 Sessions:

1 Year \$ 3088.58
2 Years 3186.63
3 Years 3284.68
4 Years 3382.73
5 Years 3480.78
6 Years 3578.83
7 Years 3676.88

6 Sessions:

1 Year \$ 3706.29
2 Years 3823.95
3 Years 3941.61
4 Years 4059.27
5 Years 4176.93
6 Years 4294.59
7 Years 4412.25

7 Sessions:

1 Year \$ 4461.28
2 Years 4598.55
3 Years 4735.82
4 Years 4873.09
5 Years 5010.36
6 Years 5147.63
7 Years 5284.90

8 Sessions:

1 Year \$ 4941.72
2 Years 5098.60
3 Years 5255.48
4 Years 5412.36
5 Years 5569.24
6 Years 5726.12
7 Years 5883.00

SUBURBAN DRIVERS GUIDE:

Based upon 180 days, with a base of 4hrs. per da

1 Year \$ 1831.68
2 Years 1908.00
3 Years 1984.32
4 Years 2060.64
5 Years 2136.96
6 Years 2213.28
7 Years 2289.60

Suburban Substitute Rate: \$ 3.25 per hour.

Extra work of the suburban drivers, over the 4 hours base, will be paid at the hourly rate of the step they are on.

REGULAR SCHOOL BUS DRIVERS:

Substitute Driver Rate: \$ 4.25 per hour.

Field Trip Rate: 4.25 per hour.

M.V. Inspection of buses. 2 per year. Rate: @ \$ 5.00 per inspection

Washing of Buses. 2 per year: Rate: @ 5.00 per washing

ARTICLE XV

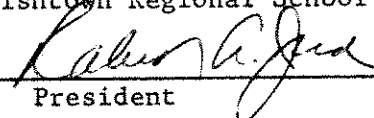
TERM OF CONTRACT

This Agreement shall be effective as of July 1, 1972 and continue into effect until June 30, 1973.

ATTEST:

Board of Education of the Manalapan-
Englishtown Regional School District.


Secretary

By 
President

ATTEST:

Manalapan-Englishtown Regional Bus Drivers
Organization.


Secretary

By 
President