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AGREEMENT BETWEEN

WATERFORD TOWNSHIP BOARD OF EDUCATION

AND

TEAMSTERS LOCAL UNION NO. 676

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ARTICLE 1

RECOGNITION

- A. The Waterford Township Board of Education, Waterford Township, Camden County, hereafter known as the "Board", hereby recognizes the Teamsters Local Union No. 676, affiliated with the International Brotherhood of Teamsters, AFL/CIO, hereafter known as the "Union", as the exclusive representative for Collective Negotiation concerning the terms and conditions of employment for personnel under contract and employed by the Board and so assigned as School Bus Drivers, Transportation Aids and Mechanics/Mechanic's Helpers.
- B. Teamsters Local Union No. 676 hereby recognizes the Waterford Township Board of Education as elected representatives of the Waterford Township School District and further recognizes the responsibilities of the Board and the Superintendent for the conduct and operation of the School District in compliance with New Jersey Statutes Title 18A.

ARTICLE 2

OPERATION COVERED

- A. Nothing contained herein shall be construed to deny or restrict to the Board or to any Union member such rights as he/she/it are provided under New Jersey School Law.
- B. The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations:

1. to direct employees of the School District,
2. to hire, promote, transfer, assign, and retain employees in positions in the School District, and to suspend, to demote, discharge or take other disciplinary action against employees,
3. to relieve employees from duty because of lack of work or for other reasons, as permitted by law.
4. to maintain the efficiency of the School District operations entrusted to them,
5. to determine the methods, means and personnel by which such operations are to be conducted,
6. to take whatever actions may be necessary to carry out the mission of the School District in situations of emergency, and

C. This Agreement shall cover and govern the following classifications:

1. School Bus Drivers-54 Seat Capacity
2. School Bus Drivers-16 Seat Capacity
3. Transportation Aids/School Bus Aids
4. Mechanics/Mechanic Helpers

ARTICLE 3

DUES DEDUCTION

A. The Board agrees to deduct from the salaries of its employees, who are members of Teamsters Local 676, subject to this Agreement, uniform dues for the Union. Such deductions shall

be made in compliance with N.J.S.A. (R.S.) 52:14-15.9e, as amended.

- B. A check off shall commence for each employee who signs an individual authorization card, supplied by the Union and approved by the Treasurer during the month following the filing of such card with the Board.
- C. If during the life of this Agreement there shall be any change in the rate of membership dues, the Union shall furnish the Board written notice thirty (30) days prior to the effective date of such change, and shall furnish to the Board either new authorizations from its members showing the authorized deduction for each employee. No dues deductions shall be in a percentage amount.
- D. The Union will provide the necessary "check-off authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Treasurer.
- E. Any such written authorization may be withdrawn at any time by the filing of notice of such withdrawal with the Treasurer. The filing of notice of withdrawal shall be effective to halt deductions in accordance with N.J.S.A. 52:14-5.93 as amended.
- F. Any dues deduction provisions herein contained, will become

effective with the execution of the Agreement, and will terminate with the termination date of this Agreement. Any employee who is transferred to a job classification which is not within the bargaining unit, as herein defined, or any

employee whose employment is terminated by death, resignation, discharge, lay off, retirement, or leave of absence shall cease to be subject to dues deduction beginning with the month in which the termination or transfer occurs.

G. The employee after serving the ninety (90) days probationary period shall be liable for the Union Dues.

H. The Board will turn over to the Union the dues collected the month within ten (10) days after that month.

I. No deduction will be made for any month in which there is insufficient pay available to cover the same after all other deductions required by law have been made. Deduction for a prior month's dues will not be made in respect to such dues, except where the Board's error, oversight, failed to make the deduction in any monthly period.

ARTICLE 4 HIRING NEW EMPLOYEES

A. The Waterford Township Board of Education shall retain the right to hire as per the New Jersey Statutes Title 18A.

B. The Waterford Township Board of Education shall execute the standard form of school employees contract incorporating the thirty (30) day termination clause by either party, said

contract subject to annual issue in accordance with Title 18A of the New Jersey Statutes.

- C. In case of discharge or resignation of the employee, the Union shall be notified in writing immediately.

ARTICLE 5 SHOP STEWARDS

A. The Employer recognizes the right of the Union to designate Shop Stewards and Alternates. The authority of Shop Stewards and Alternates so designated by the Union shall be limited to and shall not exceed the following duties and activities:

1. The investigation and presentation of grievances to the Employer or Employer's designated representative shall be in accordance with the provisions of the Collective Bargaining Agreement.

2. The transmission of such messages and information which shall originate with and are authorized by the Local Union or its officers, provided such messages and information;

a. has been reduced to writing; or

b. if not reduced to writing, is of a routine nature and does not involve work stoppages, slowdowns, or any other interference with the Employer's business.

B. Shop Stewards and Alternates have no authority to take strike action or any other action interrupting the Employer's business. The Employer, in so recognizing such limi-

tations, shall have the authority to impose proper discipline, including discharge, in the event the Shop Steward has taken unauthorized action, slowdowns, or work stoppages in violation of this Agreement.

C. Shop Stewards and Alternates, shall not give orders to employees nor countermand order of management; Shop Stewards and Alternates shall not receive any compensation or privileges not enjoyed by other Union members.

D. Shop Stewards shall be permitted to investigate, with knowledge of the Transportation Supervisor, present, and process grievances on the property of the Employer.

ARTICLE 6

MILITARY/JURY DUTY

A. New Jersey Statutes must prevail.

B. In the event any employee covered by this Agreement is required to serve jury duty, the Employer agrees to supplement his/her jury duty compensation with an amount sufficient to equal his/her regular weekly earnings at the straight time rate for his/her job classification.

ARTICLE 7

ASSIGNMENTS

A. All employees within this Agreement shall have equal opportunity to qualify for any assignment within the scope of this Agreement. In assigning employees to jobs coming within this Agreement, the Employer shall have the right to select the most qualified persons.

- B. Bus driver routes shall be picked by drivers during the summer in accordance with Board policy as per past practice.

ARTICLE 8 EXTRA CONTRACT AGREEMENT

- A. The Employer and employee shall not enter into an Agreement or Contract with his/her employees or his/her Employer individually or collectively which in any way conflicts with the terms and provisions of this Agreement. Any such Agreement shall be null and void.
- B. Any amendments to this Agreement must be by mutual consent of the Board and the Union.

ARTICLE 9 GRIEVANCE PROCEDURE

- A. Grievance is defined in accordance with the PERC Law definition.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, solutions to the problems which may from time to time arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure. All meetings and hearings under this procedure, shall not be conducted in public except as may be required by law, and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article, unless requested otherwise by the parties concerned.

C. Procedure

Step 1. Any person who has a problem which could result in a grievance may discuss it first, either personally or through a representative, with his immediate supervisor in an attempt to resolve the matter informally at that level. If the matter is not resolved informally, the aggrieved may file a formal written grievance with the immediate supervisor within 5 work days from the time when grievant knew or should have known of the grievance. The immediate supervisor shall give his decision in writing, within 5 work days of receipt of the written grievance. The written grievance shall include:

- a. The contract article allegedly violated;
- b. Remedy sought;

Step 2. The grievant, no later than 5 work days after receipt of the decision of his/her immediate supervisor may appeal the decision to the Superintendent of Schools. The Superintendent or his designee shall attempt to resolve the matter as quickly as possible, but within a period not to exceed 5 work days from the receipt of the appeal. The Superintendent or his designee shall communicate his decision in writing to the grievant, to the Union, and the immediate supervisor.

Step 3. If the grievance is not resolved to the grievant's satisfaction, he/she, no later than five (5) work days after receipt of the Superintendent's or his designee's decision, may request a review by the Board. The request shall be submitted in writing through the Superintendent who shall attach all related

papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance and shall hold a hearing with the grievant, render a decision in writing and forward copies thereof to the grievant and to the Union within twenty-five (25) work days of the receipt of the appeal.

Step 4. If the decision of the Board does not resolve the grievance to the satisfaction of the grievant and he/she wishes review by a third party, and if the Union determines that the matter should be reviewed further, it shall advise the Board through the Chief Administrator, within fifteen (15) days of

receipt of the Board's decision, and the Union shall submit the grievance to arbitration within fifteen (15) days thereafter.

D. Securing Services of an Arbitrator

1. The following procedure shall be used to secure the services of an arbitrator:

a. Either party may request the New Jersey Public Employment Relations Commission to hear the dispute.

2. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from, the Agreement between the parties. The recommendations of the arbitrator shall be binding. In the event that arbitrability of a grievance is at issue between the parties, jurisdiction to resolve the issue shall rest solely with the arbitrator selected.

E. The costs for the services of the arbitrator shall be borne equally by the Board and the Union. Any other expenses incurred shall be paid by the party incurring same. Any necessary document not previously supplied will be supplied at 15 cents per copy. If previously supplied, it will be provided at cost per Board policy.

F. 1. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved person to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed waiver of further appeal of the decision.

2. It is understood that any aggrieved person shall, during and notwithstanding the pendency of any grievance, continue to

observe all assignments and applicable rules and regulations of the Board until such grievance and effect thereof shall have been duly determined.

3. Time Limits - Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.

a. In the event one of the parties is on an excused absence, the time limits may be extended by mutual consent.

ARTICLE 10

UNION RIGHTS

A. The Board shall permit the Union to use the school

buildings for meetings at all reasonable hours. The Union shall submit a schedule of meetings in advance for Board approval. Request for meetings of an emergent nature which cannot be approved by the Board due to time factors shall be submitted for approval to the Chief Administrator, which approval shall not be unreasonably withheld. All Union meetings in school buildings shall be concluded by 9:00 P.M. All costs incurred by the Board of Education as a result of a granted request which would not be otherwise incurred shall be the responsibility of the Union.

- B. An employee, or an authorized agent of the Union, may request, at a time that is mutually agreeable to the Supervisor and employee/Union agent, a review of personnel files and/or payroll records in order to resolve any questions/concerns regarding an employee's wages, benefits, or working conditions.

ARTICLE 11

REPORTS OF DEFECTIVE EQUIPMENT

- A. Employeess shall immediately, or at the end of their shifts, report all defects in equipment. Such reports shall be made on a suitable form furnished by the Employer and shall be made in multiple copies, one (1) copy to be retained by the employee. The Employer shall not ask or require any employee to operate any equipment that has been reported in an unsafe operating condition until same has been approved

as being safe by management or the mechanical department.

- B. When the occasion arises where an employee gives a written report on forms in use by the Employer regarding any equipment being in an unsafe operating condition, and receives no consideration from the Employer, he/she shall take the matter up with the Supervisor.

ARTICLE 12

REPORTING ACCIDENTS

- A. Any employee involved in an accident involving injury and/or property damage shall immediately report said accident to the transportation supervisor prior to sign off time.

- B. Consistent with the Omnibus Transportation Employee Testing Act of 1991, 49 C.F.R. Part 40 (Procedures), and commencing on January 1, 1996, the School District shall, as soon as practicable following an accident involving a School Bus, test each surviving driver;

1. Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; and/or
2. Who received a citation under State or Local Law for a moving traffic violation arising from the accident, or if any involved vehicle required towing from the accident scene, and/or if any involved persons required medical treatment away from the accident scene.

ARTICLE 13

EMPLOYEE DISCHARGE/SUSPENSION/DISCIPLINE

No employee shall be discharged or disciplined, reduced in rank or compensation, or deprived of any professional advantage except in accordance with standards established by law.

ARTICLE 14

DISCRIMINATION

A. There shall be no discrimination by the Employer against employees because of Union activities, nor shall there be any discrimination against any employee because of race, color, creed, sex, age or nationality in the placement and retention of employment or in hours, wages or working conditions of the employees.

ARTICLE 15

MANAGEMENT SECURITY

A. The Union recognizes that the Employer covered by this Agreement must complete and keep abreast of developments in methods of distribution; and must operate efficiently and economically if he/she is to be able to meet the rising costs of operation, including rates of pay and working conditions to members of the Union. Accordingly, the Union agrees that it will cooperate with the Employer to the end that his/her business may be operated efficiently, and further agrees that it will not interfere in any way with the Employer's right to operate and manage his/her business, provided that nothing herein will permit the Employer to violate any terms and/or conditions of this Agreement.

B. If the Union feels that the Employer in any way violates

this Agreement, the matter shall be handled in the manner outlined by the grievance procedure in this Agreement.

ARTICLE 16

SAVINGS AND SEPARABILITY CLAUSE

- A. The parties to this Agreement believe it complies with Chapter 123, New Jersey Public Laws of 1974. Accordingly, it is agreed that nothing contained in this Agreement shall require the Union or the Employer to do anything which violates the law.
- B. The parties agree that all of the clauses of this Agreement shall be severable. Any clause which may be prohibited by, invalid under, or in contravention of any operable federal or state law, or under which the Employer or the Union is required to do any act which is in contravention of any federal or state law, shall be null and void, but in such event, the remaining clauses shall continue in full force and effect for the term of this Agreement and any renewal thereof.
- C. The parties agree, in good faith, to attempt to replace any such null and void clause with a clause which conforms with the law.
- D. The parties further agree that if during the term of this Agreement, or any renewal thereof, any such null and void clause shall become legal or permissible to legislative enactment, a subsequent decision of the courts, or otherwise, such null and void clause shall again become part of this Agreement.

ARTICLE 17

NO STRIKE CLAUSE

A. All grievances shall be processed in an orderly fashion through the steps provided in this Agreement. There shall be no strikes, work stoppage, slowdown, lockouts or threats thereof, for any reason whatsoever during the term of this Agreement.

ARTICLE 18

MISCELLANEOUS

A. The Board will be informed only through the Superintendent, or his designee, in any matter requiring its decision. Any employee or employee group should communicate through the proper channels of authority. When the matter requires Board action, it shall be directed through proper channels to the Board of Education.

B. Whenever any notice is required to be given by either party of this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so in writing with signed receipt of delivery at the following addresses:

1. If by Teamsters Local Union No. 676 to the Waterford Board of Education:

Waterford Board of Education
1106 Old White Horse Pike
Waterford, New Jersey 08089

2. If by the Waterford Board of Education to Teamsters Local Union No. 676:

Teamsters Local Union 676
101 Crescent Boulevard

Collingswood, New Jersey 08108

- C. The parties agree to enter into collective negotiations over a successor Agreement and they agree that this Agreement shall remain in force until ~~times as a new Agreement is reached in accordance with Chapter 13 Public Laws of 1974.~~ Such negotiations ~~shall~~ begin not later than the third (3rd) Thursday of October of the calendar year preceding the calendar year in which this Agreement expires.
- D. This Agreement shall not be modified in whole or in part without mutual consent of the parties. Board Policy shall prevail on all matters not covered by this Agreement.
- E. The Board agrees to pay tuition and other expenses incurred in connection with course of work taken in a recognized program, but only with prior approval of the Superintendent of Schools. This refers to tuition, registration fees, and books. This request must be made in writing.
- F. Verification of expenses and tuition shall be submitted with voucher for payment in writing.

ARTICLE 19

INSURANCE PROTECTION

The Union recognizes the Board's right to change health insurance carriers ~~when the coverage and administrative procedures are equal to or greater than the present coverage.~~ As such, the parties have agreed that if a change in carriers occurs, the following will occur:

1. The coverage shall be equal to or greater than the New Jersey State Health Benefits traditional plan.

2. The Board shall provide HMO coverage at the levels presently provided through U.S. Healthcare and/or Aetna.

3. The Board shall pay the full cost of the traditional plan or the full cost of the HMO plan selected.

4. The Board shall insist that any new healthcare insurance carrier provide an introduction program to explain the coverage and to assist with the completion of all application forms.

5. Additionally during each year of the Agreement the Board will insist that the health insurance agent or carrier provide an individual to answer questions as to the forms and coverage. This program shall occur at least 3 times during the school year.

6. Individuals who withdraw from the Board provided coverage or lessen their eligibility coverage shall receive a monthly stipend equal to twenty-five percent of the savings accrued by the Board. On the last day of this contract the percentage shall increase to fifty percent. The Board agrees to meet all necessary IRS requirements to insure that no tax liability accrues to individuals not taking advantage of the cash option program.

7. It is agreed between the Board and the Union that insurance language and procedures will be identical to those effected with the Waterford Education Association.

8. During the term of this Agreement, the Board of Education shall maintain dental insurance at the same coverage level as is maintained in the teacher's contract. ~~Any insurance~~

premium increases incurred as is maintained in the teacher's contract coverage level shall be the sole responsibility of the Board.

9. The Board will provide, at its expense, the present prescription coverage level for both individual coverage and family coverage. The co-pay program shall include a \$1.00 fee for prescriptions of generic drugs and a \$6.00 fee for prescriptions of brand drugs.

10. The Board of Education will furnish, at Board expense, an optical insurance plan covering the individual employee only. This plan will cover the costs of an annual eye examination and the cost of one (1) pair of glasses every two (2) years.

ARTICLE 20 INCLEMENT WEATHER

A. All full time twelve (12) month employees are required to work when there is inclement weather. The Superintendent may, however, exercise his/her discretion to excuse an employee or to allow a late reporting to work. The Superintendent may also require, upon excusing an employee, that the time off be charged to personal leave or vacation.

ARTICLE 21 WORK CALENDAR, LENGTH OF DAY, WEEK, YEAR

A. The work year of (12) month employees is from July 1 through the following June 30.

1. The Union agrees that the Employer shall be entitled to a "day's work for a day's pay".
2. The work calendar shall be as set forth by the Board

of Education.

3. The working day shall be an eight (8) hour day exclusive of lunch, with two (2) fifteen (15) minute breaks, one (1) in the a.m. and one (1) in the p.m. Working hours shall be as designated by the Board of Education.
4. Excess of forty (40) hours per week exclusive of lunch time shall be compensatory.
5. The work week shall consist of five (5) full working days, Monday through Friday inclusive, except where legal holidays and vacation periods are included the work calendar.
6. The work year shall be:
Twelve (12) month contract July 1 to June 30
excepting holidays as per Article 25.
7. Any employee who is called in to work on any day beyond normal assignment, shall be paid for time worked.
8. All regular employees covered under this Agreement shall be paid in accordance with pay procedures of the District.
9. When the regular pay day occurs on a holiday, the employer shall pay the employees on the regular work Day immediately preceding the holiday.
10. Each employee shall be provided with a statement of

all deductions made for any purpose.

11. Any employee required to work in excess of forty (40) hours per week shall receive time and one half (1-1/2). No employee shall be entitled to receive overtime pay except for overtime actually worked.
12. Any employee who has completed his/her work day and has left the Board's premises and is then called back to work shall receive pay for a minimum of one hour at one and one half times his/her regular straight time hourly rate.
13. All employees who are required to work on a Holiday outside the master work calendar of the District upon which their work year is based shall receive one and one half times his/her applicable hourly rate of pay plus holiday pay.
14. All employees are required to work, if scheduled, Monday through Friday, the day before and after a holiday in order to receive compensation for the holiday, excluding sick leave.

B. The work year of ten (10) month employees is from September 1 to June 30.

1. The work day of transportation drivers and aides is (4) hours per day, 180 days per year. Drivers and aides may be required to attend in service meetings and to drive students to nonpublic schools or special education programs on days when the Waterford Township

Schools are not in session.

- C. The work day shall start when the bus driver begins driving to the first stop and ends when the bus is parked for the day.
- D. Work Week: the work week shall consist of five (5) working days, Monday through Friday inclusive, when so assigned.
- E. Work Year: the work year shall coincide with the student calendar year for the school to which the employee drives a majority of the time.
- F. An employee who is resigning from his or her position shall give a minimum of thirty (30) day's notice.
- G. Drivers must be employed under contract on or before September 1 of the school year in order to receive credit for a year of driving experience for the following year.
- H. In addition to actual driving time, the employees' four hour work day shall include the following work related activities:
1. Gas up time
 2. Meetings, once per month.
 3. Bus warm up time
 4. Bus condition reports
 5. Removing equipment
 6. Cleaning the bus
 7. Completing paperwork
 8. Bus washing, once per month
- I. Excepting the once monthly Transportation Department/

Safety meetings, employees who work at least 15 minutes in excess of the normal four hour day shall receive credit for additional time worked. Time worked calculations at the end of the pay period shall be computed to the completed quarter hour.

ARTICLE 22 ASSIGNMENTS, TRANSFERS AND REASSIGNMENTS

- A. Transfers of personnel shall be effected by the Chief Administrator.
- B. Employee Initiated Transfer: The employee shall submit his/her request for transfer to the Superintendent of Schools in writing by February 28th. This request shall include the placement desired and the reasons for the request.
- C. The Superintendent or his designee shall notify the employee whose transfer is pending. The employee or his representative shall be provided the opportunity of discussing the pending transfer and any objections shall be duly considered. After the completion of the consultation, the Superintendent shall notify the employee as to the decision of the transfer.

ARTICLE 23 SICK LEAVE

- A. Definition of Sick Leave: Sick leave is hereby defined to mean the absence from duty of any person because of their

physical disability, illness or injury, or quarantine or exclusion from work by medical authorities.

B. Sick Leave Allowable: All persons who are steadily employed by the Board of Education shall be allowed sick leave with full pay as follows:

10 Month Term	-	10 days
11 Month Term	-	11 days
12 Month Term	-	12 days

C. Accumulated Sick Leave: Allowable sick leave not utilized in any year shall be cumulative to be used for additional sick leave in subsequent years. Each year, during the month of September, the Board shall provide each employee with an accounting of all sick time accumulated.

D. In case of sick leave claim, the Board or the Board's designee may require a physician's certificate to be filed with his/her office in order to obtain sick leave.

E. Worker's Compensation: Worker's Compensation awards shall be deducted from the regular salary of the employee for the days' absence covered under the Worker's Compensation Act. The time lost from employment under the Worker's Compensation Act shall not be deducted from the days permitted for regular sick leave allowance.

F. Any employee who retires pursuant to PERS with at least fifteen (15) continuous years of District service shall be reimbursed, at the rate established below, per day of accumulated sick leave:

Salary x .0015 - payment per day.

Regardless of date of hire, accumulated sick leave days will be limited to 150 days. If the amount accumulated is over \$500.00, the total will be paid at time of termination only if the Board of Education has been provided with one (1) year's notice.

ARTICLE 24 PERSONAL LEAVE

- A. All 10, 11 and 12 month employees shall be eligible to receive three (3) days personal leave without loss of pay. Application should be made to the Superintendent three (3) days in advance, except in cases of emergency, and be approved by the immediate supervisor. Employees shall not be required to state reasons for such leaves.
- B. Personal leaves shall not be accumulative, but any unused personal leave days shall, at the end of the school year, be converted into sick days and shall accumulate as sick days.
- C. Employees will be excused from duty with pay for two (2) days in the event of death of a grandparent or grand child.
- D. Employees will be excused from duty with pay for a maximum of three (3) days in the event of a death of a brother or sister by blood relationship, a mother-in-law or father-in-law.

- E. Employees will be excused from duty; for a maximum of five (5) days in the event of death of husband, wife, child, parent or stepparent.
- F. Employees will be excused from duty with pay for a maximum of one (1) day in the event of the death of an aunt, uncle, brother-in-law, or sister-in-law.
- G. Any work related court appearance required by the Board of Education shall be paid by the Board. Written verification and documentation must be presented by the driver and approved by the Superintendent of Schools or his designee, in order to receive payment.

ARTICLE 25

EXTENDED LEAVES OF ABSENCE

Disabilities caused or contributed to by pregnancy, miscarriage, abortion, child birth, and recovery therefrom are, for all job related purposes, short term disabilities. All employment policies and practices involving commencement and duration of leave, availability of extension, accrual of seniority, and other benefits and privileges, and reinstatement and payment, shall be applied to disabilities due to the above cause as they are applied to other short term disabilities incurred by members of the bargaining unit. The employee shall notify the Board of Education of pregnancy at least sixty (60) days prior to the requested disability or child rearing leave, with anticipated date of return.

ARTICLE 26

HOLIDAYS

A. Twelve (12) month employees shall be entitled to the following paid holidays:

1. New Year's Eve Day
2. New Year's Day
3. Martin Luther King Day
4. Lincoln's Birthday
5. President's Day
6. Good Friday
7. Easter Monday (when schools are closed)
8. Memorial Day
9. Independence Day
10. Labor Day
11. Columbus Day
12. General Election Day
13. Veteran's Day
14. Thanksgiving Day
15. Friday after Thanksgiving
16. Christmas Eve Day
17. Christmas Day

B. Ten (10) month employees shall be entitled to the above holidays, but shall not receive a Holiday on Independence Day, as said Holiday is outside the ten month work year.

C. Holidays falling on Saturday shall be celebrated on Friday and those falling on Sunday shall be celebrated on Monday.

ARTICLE 27

VACATIONS

A. Twelve (12) Month Employees:

1. Twelve (12) month employees shall be entitled to paid vacation as follows:

After one (1) year of employment - Five (5) days;
After two (2) year of employment - Ten (10) days;
After eight (8) years of employment - Fifteen (15) days;
After fifteen (15) years of employment - Twenty (20) days.

a. An employee must work a minimum of twelve (12) months prior to being entitled to vacation under the above schedule.

b. Any employee changing from part time to full time shall receive one (1) year credit for each two (2) years of part time service toward vacation eligibility.

ARTICLE 28

GENERAL

A. The Board of Education shall have available a bulletin board for Union notices.

B. The Board may establish such rules as it deems necessary or desirable provided that such rules are not in conflict with the terms of this Agreement.

C. The Board agrees that if any employee is required to wear any kind of uniform as a condition of continued employment, such uniform shall be furnished and maintained by the Employer, free of charge at the standard required by the Employer.

- D. The Employer shall attempt to provide suitable sanitary conditions for his/her employees as are within the Employer's control.
- E. When the Board and the Union shall have agreed in writing upon interpretations of this Agreement, such interpretations or rules and regulations shall be regarded as Part of this Agreement.
- F. All employees covered by this Agreement may independently elect to have a portion of their salary withheld and deposited to their credit in the South Jersey Federal Credit Union.
- G. Employees who are required to use their own automobiles in the performance of their duties shall be compensated at the rate determined by the Internal Revenue Service for personal automobile usage for employment purposes.

ARTICLE 29 FIELD TRIPS, ASSIGNMENT, RULES AND REGULATIONS

- A. Extra trips will be issued on a rotating list basis as per present practice. If a permanent extra trip becomes available, the trip shall be offered to the most senior driver, as per present practice.
- B. If a driver has been assigned a trip and has to cancel it, the driver's name next on the list, as per present practice, will be assigned the trip. If no names are available, then the supervisor will pick a driver.

- C. All drivers who show up for a trip and it has been cancelled without notification, he/she shall be guaranteed one (1) hour pay.
- D. If a trip is cancelled and run within two (2) working days, the same drivers will also be assigned.
- E. Any driver who feels that he or she was denied a trip when it was his or her turn should notify the Supervisor.

ARTICLE 30 CLASSIFICATIONS AND SALARY RATES

- A. The classifications covered by this Agreement are as follows:
 - 1. Mechanics
 - 2. Mechanic's Helper
 - 3. School Bus Driver
 - 4. Driver Aides
 - 5. School Bus Aides
- B. The salary of each current employee shall be increased as follows:
 - Effective July 1, 1995 - Five percent (5%) (retroactive)
 - Effective July 1, 1996 - Five percent (5%)
 - Effective July 1, 1997 - Five percent (5%)
- C. Extra time:
 - 1. Assigned regular route driving shall be paid at the driver's regular hourly rate.
 - 2. Miscellaneous assignments (e.g., field trips,

bus repairs, etc.) shall be paid as follows:

1995-1996, \$15.15 per hour;

1996-1997, \$15.91 per hour;

1997-1998, \$16.71 per hour.

3. Casual office help shall be paid at the rate of \$7.92 for 1995-1996; \$8.32 for 1996-1997; and \$8.74 for 1997-1998.

4. Summer routes will be paid at the regular rate of pay.

D. All employees who work twenty (20) hours or more per week shall receive an additional one hundred and fifty nine dollars (\$159.00) in 1995-1996, one hundred sixty seven dollars (\$167.00) in 1996-1997, and one hundred seventy five dollars (\$175.00) 1997-1998 after fifteen (15) years in the District. An additional three hundred seventy eight dollars (\$378.00) shall be paid in 1995-1996, three hundred ninety seven dollars (\$397.00) in 1996-1997 and four hundred and seventeen dollars (\$417.00) in 1997-1998 after twenty (20) years in the District. This money shall be incorporated into the daily base rate of pay for each employee.

ARTICLE 31 TOOLS AND EQUIPMENT

A. The Board will provide all electric tools, all power tools, and all special tools. These tools shall be the property of the Board of Education.

B. The Board shall provide the Mechanic and Mechanic Helper with eleven sets of uniforms (shirt and pants) each.

C. The Board shall provide the Mechanic and Mechanic Helper, on a fair wear and tear basis, one pair of steel toed shoes, one pair of rubber boot, one rain gear (jacket and pants), and one pair of gloves.

D. Upon employment termination, all equipment and/or uniforms, other than shoes, shall be returned to the Board of Education.

of pay.
All employees who work twenty (20) hours or more per week shall receive an additional one hundred and fifty nine dollars (\$159.00) in 1985-1986, one hundred sixty seven dollars (\$167.00) in 1986-1987, and one hundred seventy five dollars (\$175.00) in 1987-1988 after fifteen (15) years in the District. An additional three hundred seventy six dollars (\$376.00) shall be paid in 1988-1989, three hundred ninety seven dollars (\$397.00) in 1989-1990 and four hundred and seventeen dollars (\$417.00) in 1990-1991 after twenty (20) years in the District. This money shall be incorporated into the daily base rate of pay for each employee.

ARTICLE 21
TOOLS AND EQUIPMENT

The Board will provide all electric tools, all power tools and all special tools. These tools shall be the property of the Board of Education.

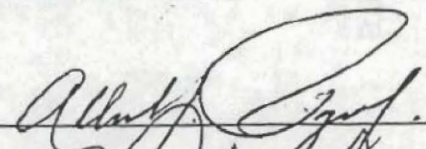
ARTICLE 32

TERM OF AGREEMENT

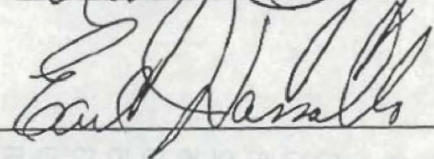
It is understood between the Waterford Board of Education and Teamsters Local Union No. 676 that the content of this Agreement shall be effective from July 1, 1995 and shall continue in effect until June 30, 1998.

Resolution of Adoption by the Board of Education


Date: May 15, 1996

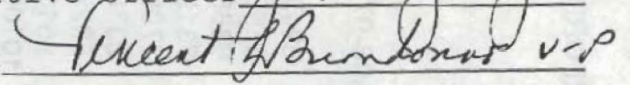
Waterford Township Board President: 

Attested:

Waterford Township Board Secretary 

Teamsters Local Union No. 676

John J. Jackson, President and Executive Officer 

Vincent L. Buondonno, Vice President 

Dated: 5-23-96

WATERFORD TOWNSHIP BOARD OF EDUCATION

BUS DRIVER'S SALARY GUIDE

STEP	1994-95	1995-96	1996-97	1997-98
1	6248	6248	6248	6248
2	6638	6560	6560	6560
3	7074	6970	6888	6888
4	7563	7428	7319	7232
5	8097	7941	7799	7685
6	8629	8502	8338	8189
7	9164	9060	8927	8755
8	9742	9622	9513	9373
9	10369	10229	10103	9989
10	11049	10887	10740	10608
11	11798	11601	11431	11277
12	12622	12388	12181	12003
13	13439	13253	13007	12790
14	14262	14111	13916	13657
15	15284	14975	14817	14612
16	16235	16048	15724	15558
17		17047	16850	16510
18			17899	17693
19				18794

MECHANIC 42412
 MECHANIC'S HELPER 24374

BUS AIDES SALARY GUIDE

STEP	1994-95	1995-96	1996-97	1997-98
1	4978	5072	5162	5246
2	5126	5227	5325	5418
3	5275	5382	5488	5590
4	5424	5539	5651	5762
5	5625	5695	5816	5934
6	5826	5906	5980	6107
7	6027	6117	6201	6279
8	6229	6328	6423	6511
9	6429	6540	6644	6744
10	6630	6750	6867	6976
11		6962	7088	7210
12			7310	7442
13				7676

WATERFORD TOWNSHIP BOARD OF EDUCATION

TRANSPORTATION SALARIES 1995-1996

BUS DRIVERS

<u>EMPLOYEE</u>	<u>1994/95 STEP</u>	<u>1994/95 SALARY</u>	<u>1995/96 STEP</u>	<u>1995/96 SALARY</u>
M. Blank	1	6248	2	6560
P. Cassady	7	9164	8	9622
D. Chiumento	14 (151L)	14413	15 (159L)	15134
C. Donnell	15 (151L)	15435	16 (159L)	16207
R. Fonte	12 (151L)	12773	13 (159L)	13412
D. Grimmie	6	8629	7	9060
J. Harding	11	11798	12 (159L)	12547
D. John	6	8629	7	9060
P. Kenny	3	7074	4	7428
J. Kunitz	12 (151L)	12773	13 (159L)	13412
D. Macauley	1	6248	2	6560
J. Maltese	10	11049	11	11601
R. McFadden	9	10369	10	10887
J. Ravenkamp	3	7074	4	7428
B. Schreyer	3	7074	4	7428
N. Simperts	9	10369	10	10887
G. Storey	3	7074	4	7428
T. Thurston	4	7563	5	7941
C. Vitagliano	2	6638	3	6970
A. Zielinski	1	6248	1	6248

BUS AIDES

<u>EMPLOYEE</u>	<u>1994/95 STEP</u>	<u>1994/95 SALARY</u>	<u>1995/96 STEP</u>	<u>1995/96 SALARY</u>
L. Capone	4	5424	5	5695
C. Carbone	1	4978	2	5227
L. Principato	1	4978	2	5227

MECHANIC & HELPER

<u>EMPLOYEE</u>	<u>1994/95 SALARY</u>	<u>1995/96 SALARY</u>
M. Glikas	24374	25593
J. Neri	42412	44533

WATERFORD TOWNSHIP BOARD OF EDUCATION

TRANSPORTATION SALARIES 1995-1996

EMPLOYEE	STEP	1995-96 SALARY	1995-96 STEP	1995-96 SALARY
A. Allard	1	6248	1	6248
C. Villalobos	2	6708	1	6248
T. Threlton	4	7588	3	6708
G. Stoney	3	7074	2	6708
N. Simpson	8	10380	4	7074
E. Soderstrom	3	7074	10	10380
J. Ravenscroft	3	7074	4	7074
R. M. S. S. S. S.	3	7074	4	7074
J. Melles	10	11092	10	10380
E. Macaulay	1	6248	11	11092
J. Konic	1	6248	2	6708
E. Kenny	3	7074	13 (150L)	11788
D. John	8	8028	7	7588
J. Harding	11	11788	7	7588
D. Gorman	8	8028	7	7588
R. Forte	12 (151L)	12522	7	7588
C. Donnell	12 (151L)	12522	13 (150L)	11788
D. Chimento	14 (161L)	15438	14 (160L)	14132
P. Casady	7	8164	15 (160L)	14132
M. Blank	7	8164	15 (160L)	14132

BUS DRIVERS

EMPLOYEE	STEP	1995-96 SALARY	1995-96 STEP	1995-96 SALARY
J. Pinnopolo	1	4818	1	4818
C. Canone	1	4818	2	5124
J. Canone	4	5894	2	5124

BUS AIDES

EMPLOYEE	1995-96 SALARY	1995-96 SALARY
M. Gilkes	4812	4812
J. Neel	4812	4812

MECHANIC & HELPER

EMPLOYEE	1995-96 SALARY	1995-96 SALARY
J. Neel	4812	4812