

# AGREEMENT

Between

MATAWAN-ABERDEEN REGIONAL BOARD OF EDUCATION

and

MATAWAN-ABERDEEN REGIONAL EDUCATION ASSOCIATION

(Bus Drivers)

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JULY 1, 2024 through JUNE 30, 2028

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**PREAMBLE**

This Agreement made. and entered into on August 29, 2024, between the MATAWAN-ABERDEEN REGIONAL BOARD OF EDUCATION, hereinafter referred to as the “Board”, and the MATAWAN-ABERDEEN REGIONAL EDUCATION ASSOCIATION, a labor organization hereinafter referred to as the “Association.”

**WITNESSETH:**

WHEREAS the Association has presented proof that it represents a substantial majority of a unit composed of school bus drivers,

AND

WHEREAS, the Board, by virtue thereof; has recognized. the said Association as the sole and exclusive bargaining agent for all school bus -driver employees of the Board;

AND

WHEREAS, the Board has an obligation, pursuant to Chapter 123, Public Laws of 1974, to negotiate with the Association as the representative of all school bus driver employees of the Board with respect to the terms and conditions of employment,

NOW, THEREFORE, it is mutually agreed between the parties, as follows:

**ARTICLE I**  
**RECOGNITION**

A. Representation

The Board hereby recognizes the Association as the sole and exclusive representative for collective negotiations concerning the terms and conditions of employment herein provided, for all school bus drivers, transportation assistants, and the transportation dispatcher employees now employed or to be employed by the Board.

B. Bargaining Unit

The bargaining unit shall consist of all school bus drivers and transportation assistant employees of the Board, all other employees of the Board are excluded from the collective bargaining unit.

C. Definition

Wherever used herein, the term "employee" shall mean and be construed only as referring to a school bus driver, transportation assistant, and transportation dispatcher employee of the Board.

**ARTICLE II**  
**MANAGEMENT RIGHTS CLAUSE**

A. The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and of the United States, including but without limiting the generality of the foregoing, the right:

(1) To executive management and administrative control of the school system and its properties and facilities, and the activities of its employees while said employees are engaged in the performance of their duties.

(2) To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment or their dismissal or demotion, and to promote and transfer all such employees, to relieve employees from duty because of lack of work, or other legitimate reasons. Where the Board has adopted procedures in the above areas, the Board will follow said procedures.

(3) To decide upon the means and methods of operations, the selection of materials and equipment.

(4) To determine work schedules, the hours of work, and the duties, responsibilities and assignments of employees with respect thereto, subject to this Agreement.

(5) To take whatever actions may be reasonably necessary to carry out the mission of the school district in situations of emergency.

(6) The exercise of the foregoing powers, right, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms hereof are in conformance with the Constitution and Laws of the State of New Jersey and the Constitution and Laws of the United States.

### ARTICLE III

#### UNION SECURITY

A. The Board agrees it will give effect to the following form of Union Security.

(1) It is agreed that at the time of hiring the Board will inform newly hired employees who fall within the bargaining unit, that they may join the Association thirty-one (31) days thereafter.

### ARTICLE IV

#### CHECK-OFF

A. Membership Dues:

1. The Board agrees to deduct from the salaries of its employees dues for the Matawan Aberdeen Regional Education Association, the Monmouth County Education Association, the New Jersey Education Association, and the National Education Association, or any one of any combinations of such Associations.
2. Such deductions shall be made in compliance with N.J.S.A.52:14-15.9 and N.J.A.C. 6A:23A-16-7. Said monies, together with records of any corrections, shall be transmitted to such person as may from time to time be designated by the MAREA by the fifteenth (15<sup>th</sup>) of each month following the monthly pay period in which deductions were made. The MAREA Treasurer shall disperse such monies to the appropriate association or associations. Employee authorizations shall be in writing using the appropriate form.

3. Each of the associations named in A.1 shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.
  4. Additional authorization for dues deduction may be received after August 1 under rules established by the State Department of Education.
  5. The filing of notice of an employee's withdrawal shall be prior to December 1 and become effective to halt deductions as of January 1 next succeeding the date on which notice of withdrawal is filed.
- B. Bargaining unit members shall have the right to have deductions made from their salaries upon written authorization for deposit in their account in the First Financial Credit Union.
- C. Payroll deductions for Tax Sheltered Annuity Programs shall be provided for those teachers expressing an interest in participating in such a program. No more than one change may be made in this selection per school year. This deduction is in addition to the deduction permissible for participation in the Supplemental Annuity Plan of the T.P.A.F.

## ARTICLE V

### PROBATIONARY PERIOD

A. The first thirty (30) days of employment for all new employees will be considered a probationary period for purposes of this Agreement. The Board through its representatives, may request of the Association an extension of the probationary period for an additional thirty (30) days where the Board believes the thirty (30) day probationary period is insufficient. In all cases where this request is reasonably justified, the same will be granted.

B. During the aforementioned probationary period, the Board may discharge such employee for any reason whatsoever. An employee discharged during such probationary period shall not have recourse to the grievance procedure as set forth in this Agreement. The Board shall have no responsibility for the reemployment of newly engaged probationary employees if they are dismissed during the probationary period.

## ARTICLE VI

### SENIORITY

A. The Board shall establish and maintain a seniority list of employees' names and dates of employment from date of last hire on a system-wide job classification basis, with the employee with the longest length of continuous and uninterrupted system-wide service to be placed at the top of said seniority list. The names of all employees with shorter length of continuous service shall follow the name of such senior employee in order until the name of the employee with the shortest length of service appears at the foot of the list. The seniority of each employee shall date from the employee's date of last hiring with the board.

B. New employees retained beyond the probationary period shall be considered regular employees and their length of service with the Board shall begin with the original date of their employment and their names placed on the "seniority list." Such seniority list shall be kept up to date with additions and subtractions as required.

C. Employee's seniority shall be deemed lost for the following reasons:

(1) Justifiable discharge.

(2) Resignation.

(3) Layoff for a period of one (1) year.

(4) Failure to reply within eight (8) days after an employee is notified by registered letter delivered to last known address by Board on recall of layoff.

D. One (1) shop steward shall be granted top Seniority for the purposes of lay-off.

## ARTICLE VII

### WORK SCHEDULES

A. The normal workweek shall consist of not more than forty (40) hours and shall be comprised of five (5) consecutive days.

B. Any work performed beyond forty (40) hours in any work week shall be considered overtime and compensated for at one and one-half (1-1/2) times the regular hourly rate of pay.

C. It is understood that holiday pay, vacation, and personal days shall be considered as time worked for the purpose of computing overtime.

D. The Board shall notify the employees of any Saturday or Sunday work not later than the end of the shift on Thursday of that week, except for emergencies.

E. In the event an employee reports for work without having been previously notified that there is no work, the employee shall be guaranteed four (4) hours pay at his regular rate of pay. Notification shall consist of an attempt to contact the bus driver at least thirty (30) minutes before the scheduled start time at the phone number provided by the bus driver at the start of each school year on the prescribed form of cancellation.

F. Overtime shall be distributed as equally as practical among the employees qualified and capable of performing the work available. Overtime work offered but refused by any employee shall be counted as overtime worked for the purpose of determining the equitable distribution of overtime. The procedure for assignment of trip hours above/beyond drivers' regular runs shall be distributed to the drivers in the beginning of each school year, and the procedure for assignment of trip hours above/beyond the drivers' regular runs shall be followed. Bus drivers will receive pay at double time for trips done on Sundays regardless of whether they have worked forty hours (40) during that week. Transportation assistants will receive pay at double time for trips done on Sundays regardless of whether they have worked forty (40) hours during that week.

G. Hours and days of work shall be established in accordance with the school calendar annually adopted by the Board of Education.

H. The position of lead driver shall be a twelve (12) month position and the work calendar shall be established by the Superintendent of Schools after consultation with the Association.

I. An employee's regular run shall take precedent over any other special or extra run. Therefore, the employee cannot waive or miss a regular run in order to perform any other run for the District.

## ARTICLE VIII

### FORCE REDUCTION

A. The Board agrees that it will not engage any new employees unless all of the employees presently employed are working.

B. In the reduction of restoration of the working force, the rule to be followed shall be the length of service with the Board. The employee with the least seniority shall



be laid off first and in rehiring, the same principle shall apply; namely, the last employee laid off shall be first to be rehired.

C. The shop steward and the employees involved in such lay-off shall receive seventy-two (72) hours notice prior to any lay-off.

D. If the Board subcontracts any bus, driving services during the life of the Agreement, each member who loses his/her job shall be compensated in the amount of two (2) months salary. If the Board decides to subcontract the services of members of the bus drivers bargaining unit at the end of this Agreement, the Board shall give at least ninety (90) days notice, in writing, to the Association and each member. Article VIII.D shall expire June 30, 2028.

## ARTICLE IX

### GRIEVANCE PROCEDURE AND ARBITRATION

#### A. DEFINITIONS

Grievance - A "grievance" shall mean a Complaint by an employee alleging a violation, misinterpretation, or inequitable application of any provision of this Agreement, Board Policy, or Board and/or administrative practice which adversely affects the terms and conditions of employment, except that the term, "grievance", shall not apply to:

- (1) Any rule or regulation of the State Department of Education having the force and effect of law.
- (2) Any rule or regulation of the State Commissioner of Education having the force and effect of law.
- (3) Any matter which, according to law, is beyond the scope of Board authority.
- (4) Any matter which, according to law, is exclusively within the discretion of the Board.

Grievant - Grievant shall mean an employee believing to have been or to be aggrieved.

Employee - An employee shall mean an employee within the negotiating unit.

Immediate Superior - The principal or such person acting as the principal in the latter's absence.

## B. PRINCIPLES

- (1) A grievance to be considered under this procedure shall be presented by the grievant or his/her representative not later than twenty (20) calendar days following its occurrence or the time when he/she should have known about it. The number of days allotted at each step of the grievance procedure is to be considered as a maximum time limit. Every attempt should be made to resolve grievances as quickly as possible. A grievance which occurs near the end of the school year shall be presented on or before June 30<sup>th</sup> of the school year in which it occurred.
- (2) A grievant may present and process his/her grievance personally or through the Association. Should the grievant want to process his/her grievance personally, he/she may do so; however, the Association shall be notified and shall have the right to have its own representative present at all proceedings.
- (3) No reprisals shall be taken by the Board or Administration against any employee because he/she utilizes the grievance procedure.
- (4) Should a grievance result from action taken by the Superintendent or the Board, a grievant may present his/her grievance initially at STEP THREE of the grievance procedure.
- (5) Forms developed jointly by the Board and the Association will be used for the filing of grievances.

## C. PROCEDURE

### STEP ONE:

- (a) A grievant may initially discuss the matter identified as a grievance with the Immediate Superior in an attempt to settle the grievance informally. This is not intended to extend the time limitation as set forth in Section B, sub-section 1.

### STEP TWO:

- (a) A grievant or the Association shall file a grievance in writing by presenting the written grievance to the Immediate Superior and forwarding copies to the Superintendent and the Association.
- (b) The grievant and/or the Association and the Immediate Superior shall meet in an attempt to resolve the grievance not later than seven (7) calendar days following the date on which it is filed.
- (c) The Immediate Superior shall communicate his/her decision in writing to the grievant not later than seven (7) calendar days following the meeting between the

grievant and the Immediate Superior. A copy of the written decision shall also be forwarded, at the same time, to the Superintendent and the Association.

#### STEP THREE:

- (a) If the grievance has not been resolved at STEP TWO of the procedure, the grievant and/or the Association may request a meeting of his/her grievance by the Superintendent or his/her designated representative. This shall be done not later than seven (7) calendar days following the Immediate Superior's written decision.
- (b) The grievant and/or the Association and Superintendent or his/her designated representative shall meet in an attempt to resolve the grievance not later than seven (7) calendar days following the date on which the meeting was requested.
- (c) The Superintendent or his/her designated representative shall communicate his/her decision in writing to the grievant not later than thirty (30) calendar days following the meeting. A copy of the written decision shall also be forwarded, at the same time, to the Association.

#### STEP FOUR

- (a) In the event the grievant is dissatisfied with the determination of the Superintendent or his/her designated representative's written decision, and in the further event the grievance involves the interpretation or application of this Agreement, the matter may be submitted to binding Arbitration. The grievant shall request in writing that the Association submit his/her grievance to Arbitration. If the Association decides the grievance is meritorious it may submit the grievance to Arbitration. A Request for Arbitration and application to secure a list of Arbitrators through the New Jersey Public Employment Commission ("NJ PERC") shall be made in writing within fifteen (15) school days following the written determination of the Superintendent or his/her designated representative. The parties shall then be bound by the rules and procedures of the NJ PERC in the selection of an Arbitrator. Failure to request Arbitration and make said application to the NJ PERC within the above period of time shall constitute an absolute bar to such Arbitration unless the Superintendent and the Association shall mutually agree upon, in writing, a longer time period within which to assert such a demand.
- (b) The Superintendent may also request Arbitration concerning any dispute regarding the interpretation or application of this Agreement. The time limits applicable to the Association are also applicable to the Superintendent.

(c) The Arbitrator shall have no power of authority to add to, subtract from, change, or modify any of the terms of this Agreement.

(d) The Arbitrator so selected shall confer with the Superintendent and the Association and hold hearings promptly, and the Arbitrator shall issue his/her written decision not later than twenty (20) calendar days from the close of hearings, or, if oral hearings have been waived, then from the date that the final statements and proofs are submitted to him/her. The Arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issue submitted. The decision of the Arbitrator shall be submitted to the Superintendent and the Association and shall be final and binding on both parties.

(e) The costs for the services of the Arbitrator, including per diem expenses, if any, and the cost of the hearing room, if any, shall be borne equally between the parties. Any other expenses incurred shall be paid by the party incurring the expense.

## ARTICLE X

### HOLIDAYS

A. Employees shall be paid for a total of 189 days. In the event that schools are open more than 180 days and employees are required to work more than 180 school days, they shall receive additional compensation for all time worked over 180 school days (this language does not pertain to the one (1) additional required professional development day that may be scheduled during the two (2) business days immediately preceding the start of school for students. This professional development day is to be worked without additional compensation). Employees who work on any of the following legal holidays shall be paid for such work at one and one-half (1-1/2) times the employees regular rate of pay:

|                  |                            |              |
|------------------|----------------------------|--------------|
| Veterans' Day    | New Year's Day             | Good Friday  |
| Thanksgiving Day | Martin Luther King Jr. Day | Memorial Day |
| Christmas Day    | Presidents Day             | Columbus Day |

B. The intent of the above Schedule is to establish the number of holidays. All holidays must coincide with the school calendar. In the event listed holiday is in conflict with the school calendar, the listed holiday shall be deleted and a mutually agreed to holiday substituted for the deleted holiday.

## ARTICLE XI

### ABSENCE

#### A. Sick Leave

Ten (10) days sick leave each year shall be granted to all employees and the same shall be cumulative from year to year. Employees on sick leave may be required to furnish a physician's certificate of illness or other proof of illness satisfactory to the Board after the third (3rd) day of absence. However, the Board retains the right to require a doctor's note any time it deems necessary due to suspected abuses of the sick leave provisions or if a pattern of absence is evident. Employees shall be given a written accounting of their accrued sick leave no later than September 15th of each school year. Sick leave is hereby defined to mean the absence from his or her post of duty for any of the reasons set forth in NJSA 18A:30.

#### B. Jury Duty

An employee who is called and/or serves on jury duty shall be paid the difference between the daily fee allowed by the court and straight time pay for scheduled working time lost.

#### C. Death in Family

In case of the death of a parent, stepparent, brother, brother-in-law, step-brother, sister, sister-in-law, step-sister, husband, wife, domestic partner, child, stepchild, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandfather, grandmother, grandchild, uncle, aunt, nephew, niece, and cousin or a relative who is a member of the immediate household of the employee, the employee shall be excused without loss of pay provided the absence does not exceed five (5) consecutive school days.

#### D. Leave of Absence

Upon timely application, employees may apply to the Board for a leave of absence without pay for a period not exceeding ninety (90) days without loss of benefits. The reason for such request shall be made known to the Board, and the Board will give reasonable consideration to such application.

#### E. Reporting Absence

An intended absence shall be reported as soon as such intention is known to the employee. Any absence not reported prior to the beginning of the scheduled work day may be considered as an unexcused absence.

F. Personal Days

(1) Members of the bargaining unit shall enjoy two (2) undesignated personal days per year. They shall suffer no loss of pay and no approval shall be required. These days shall be non-accumulative as personal days.

(a) Members of the bargaining unit shall give the Superintendent or his designee, at least three (3) days' notice. The Superintendent or his designee, in his discretion, may waive the notice requirement in the event of an emergency.

(b) Any unused undesignated personal days shall be added on to the individual's accumulated sick leave.

G. Quarantine or Court Order

An employee absent from school by reason of quarantine by the Board of Health, or in compliance with the requirements of a Court subpoena shall not suffer deductions in pay for such absence. Any employee absent because of a subpoena to appear at legal proceeding shall not suffer no deductions in pay except where the relevant employee is himself/herself a person in interest, either directly or on behalf of another person or organization representing the subpoenaed person in an action against the Board.

H. On the Job Injury

(1) Whenever any full time employee of the Matawan-Aberdeen Regional School District is absent from his post of duty as a result of personal injury caused by an accident arising out of and in the course of his employment, such employee shall receive his full salary or wages for the period of such absence for up to one (1) calendar year without having such absence charged to the annual sick leave or the accumulated sick leave.

(2) Any amount of salary or wages paid or payable to the employee pursuant to this policy shall be reduced by the amount of any workers' compensation award made for temporary disability. Salary or wage payments provided by the section shall be made for absence during the waiting period and during the period the employee received or was eligible to receive temporary disability benefit under Chapter 15 of Title 34 of the Revised Statutes.

I. Absence in Case of Serious Family Illness/Religious Observance Days

In case of absence because of illness of a parent, brother, sister, husband, wife, domestic partner, child, mother-in-law, father-in-law, or a relative who is a member of the immediate household of the employee, or in the case of religious observance days, the employee may be excused without loss of pay, provided the absences do not exceed three (3) days in any school year. Note: The total number of days taken for serious family illness and/or religious observance shall not exceed three (3) days in total per school year. For example, an employee can take 2 serious family illness days and 1 religious observance day, 2 religious

observance days and 1 serious family illness day, 3 serious family illness days, or 3 religious observance days.

J. MATERNITY/PATERNITY LEAVE

(1) The Board shall grant leaves of absence for medical reasons associated with pregnancy and birth to pregnant members on the same terms and conditions governing leaves of absence for other illness or medical disabilities as set forth in N.J.S.A. 18A:30-1 et seq. and the rules, regulations and policy statements and this Agreement.

(2) It is recognized that a member's maternity leave application involves both a disability phase and a child care phase. The disability phase is that period of time, both pre-natal and post-natal, during which a physician certifies inability to work. The child care phase is that period of time selected by the member which follows the disability phase during which time the member voluntarily suspends her employment to care for the newborn child. The child care leave shall also be available to an adoptive parent or the father of a newborn infant.

(a) **DISABILITY PHASE:** Any member seeking leave of absence on the basis of medical reasons associated with pregnancy or birth shall apply to the Board. At the time of application, which shall be made upon sixty (60) days' notice to the Board, the member shall specify in writing, the date on which she wishes to commence leave and the date on which she wishes to return to work after the birth. The Board shall require any member to produce a certificate from a physician in support of the requested leave dates. Where medical opinion is supportive of the leave dates requested, such request shall be granted by the Board. It is understood that the disability period as certified jointly by the member's and the Board's physicians may be treated as compensable sick leave time at the option of the member.

(b) **CHILD CARE PHASE:** Where the requested leave dates are beyond the period of disability associated with pregnancy and is for child care purposes as defined above, the member shall be granted, at his/her discretion, a leave for (1) the balance of the school year in which the birth or adoption occurred, or (2) the balance of the school year in which the birth or adoption occurred and the entire following school year. Any further extensions of child care leave shall be discretionary with the Board.

The Board need not grant or extend the leave of absence of any non-tenured employee beyond the end of the contract school year in which the leave is obtained.

(3) A member returning from pregnancy shall be entitled to all benefits to which members returning from other types of sick or disability leave would be entitled.

(4) No member shall be barred from returning to work after the birth of her child solely on the ground that there has not been a stated or prescribed lapse of time between that birth and her desired date of return except as is provided herein. Nothing contained in this article shall be construed to preclude the Board from requiring any member, after birth of her child, to produce a certificate from her physician showing that she is physically capable of resuming her duties.

**ARTICLE XII**  
**RIGHTS AND BENEFITS**

A. Non-Discrimination

It is agreed that the parties hereto will not discriminate against any employee because of race, color, creed, religion, nationality, or sex, and further, that no employee shall be discriminated against or interfered with because of Association activities, so long as such activity does not interfere with, or interrupt the normal conduct of maintenance of the school system.

B. Military Service

The Board agrees to pay an employee for all reasonable time lost in reporting for a physical examination for military service.

**ARTICLE XIII**  
**HEALTH BENEFIT INSURANCE**

A. (1) Effective July 1, 2018, for all existing employees, the Board will continue to pay all premiums for full family coverage, including domestic partner, under the present plan. The Board shall provide the Horizon Direct Access 15 Plan for medical. Pursuant to Chapter 78 of the Laws of the State of New Jersey, the Board will collect all required health care contributions as defined therein using the Premium Sharing Charts found in Appendix A. This includes \$100.00 ER visitation on both the Direct 15 and Direct15/25 Plans.

The Board shall establish a Section 125 Cafeteria Plan, pursuant to the rules and regulations of the Internal Revenue Service. Employees who submit proof to the Board and the MAREA of substitute coverage shall be permitted to waive medical and prescription insurance coverage. The Board shall offer an incentive payment for a complete waiver of both medical and prescription coverage in the amount of twenty-five percent (25%) of the premium savings of the Plans, but not to exceed \$5,000.00 to the employee who can establish that he/she has already secured coverage. The calculation for computing the complete waiver will be as follows and will be based on the annual NJEHP premiums for medical/prescription insurance: (medical premium \* 25%).



Should any employee fail to submit an insurance waiver and a letter showing proof of alternate insurance coverage before or at open enrollment, the waiver shall be forfeited, and the employee will be enrolled in the NJEHP single coverage plan. Payments for waiver shall be made in two (2) equal installments in January and June of the school year for which coverage was waived. Employees will have the right to opt in/out of the Section 125 Cafeteria Plan each year by following the established procedure.

In the event the Board seeks to change carriers during the course of the Agreement, the Board must provide equal to or better coverage for the benefit plan then in effect.

(2) The Horizon Direct Access 20/30 Plan shall be the base plan for all employees hired between July 1, 2018 and June 30, 2020. Employee premium sharing will be based upon the Premium Sharing Charts found in Appendix A. Pursuant to P.L. 2020, c.44 ("Chapter 44") of the Laws of the State of New Jersey, the New Jersey Educators Health Plan ("NJEHP") shall be the base plan for all employees hired on or after July 1, 2020.

(3) Effective July 1, 2018, all existing employees who elect the Horizon Direct Access 20/30 plan or any plan at or below the premium cost of the Horizon Direct Access 20/30 plan will have their premium sharing based upon the Premium Sharing Chart found in Appendix A.

(4) All employees who elect the NJEHP shall have their contributions collected in accordance with Chapter 44.

B. Effective July 1, 2022, the Board will continue to pay all premiums to provide to each employee for the duration of this Agreement the New Jersey Dental Service Plan (known as the Delta Incentive Plan) family coverage, including domestic partner. The base plan for dental coverage shall be the Delta Dental Preferred Plan. The Delta Dental Preferred Plan maximum accumulated benefit shall be at least \$2000 of coverage per year and will have orthodontic coverage for up to 50% but not to exceed \$2000 for each employee and those who are covered under the Delta Dental Preferred Plan.

Employees shall have the option to buy up to the Delta Dental Premier Plan. If an employee chooses to buy up to the Delta Dental Premier Plan, the employee is solely responsible for the difference in costs between the Delta Dental Preferred Plan and the Delta Dental Premier Plan. This cost will be taken from the employee in equal installments over twenty (20) pay periods. The Delta Dental Premier Plan maximum accumulated benefit shall be \$2000 of coverage per year and no orthodontic coverage will be provided for this plan.

The dental cap for both the Delta Dental Preferred Plan and the Delta Dental Premier Plan shall be fixed at the rates in effect on June 30, 2028, which shall reflect the full actual costs

to the Board of the benefit for each employee. As part of the Section 125 Cafeteria Plan, pursuant to the rules and regulations of the Internal Revenue Service, employees who submit proof to the Board and Matawan Aberdeen Regional Education Association of substitute coverage shall be permitted to waive dental insurance coverage in return for a \$100 payment. Submission of proof and request to waive coverage must be completed on or before May 1, in the school year prior to the waiver. Payments for waiver shall be made in two equal installments in January and June of the school year for which coverage was waived. Employees will have the right to opt in/out of the Section 125 Cafeteria Plan each year by following the established procedure. In the event the Board seeks to change carriers during the course of this agreement, the Board must provide equal to or better coverage for the benefit plan then in effect.

A. (1) The Board will replace the direct optical reimbursement of \$200 with the Optical Vision Plan. The Optical Vision Plan premiums will be paid by the board for up to family coverage, including domestic partner. This is a hardware-only policy and eye exams remain with medical policies. The employee will have the right to opt in/out of the plan each year by following the established procedure. No substitute coverage or waiver payment will be permitted if an employee chooses to opt-out. In the event the Board seeks to change carriers during the course of this agreement, the Board must provide equal to or better coverage for the benefit plan then in effect.

(2) The Board will pay all premiums for full family coverage, including domestic partner, for a mandatory generic prescription card with required co-payments of \$3.00 for generic drugs, \$10.00 for preferred drugs and \$5.00 for generic drugs and \$15 for preferred drugs for mail order. The Board shall provide the coverage through Benecard. Major medical coverage of prescription co-pay amounts shall not be provided. In the event the Board seeks to change carriers during the course of the agreement, the Board must provide equal to or better coverage for the benefit plan then in effect.

C. Any employee on an authorized unpaid sick leave of absence shall continue to have his/her health benefits (medical, dental, prescription, and optical plans) premiums paid for by the Board while on such an authorized sick leave in accordance with Chapter 78, using the Premium Sharing Chart found in Appendix A.

D. Any employee who has opted into a section 125 Cafeteria Plan is allowed to carry over \$500.00 per year to a Section 125 Cafeteria Plan (effective January 1, 2016).

#### ARTICLE XIV

##### DISCHARGE

A. There shall be no discharge except for just and sufficient cause, except that newly engaged employee shall be subject to dismissal for any cause whatsoever prior to the expiration of the probationary period or any extension thereof. The Association shall be

notified in writing of the Discharge of any employee at the time of such discharge, which notification shall set forth the reason for the discharge.

B. Employees shall be entitled automatically to a written statement of reasons for termination.

## ARTICLE XV

### MISCELLANEOUS PROVISIONS

A. No employee shall make or be requested to make agreement or to enter into any understanding inconsistent or conflicting with the terms of this Agreement.

B. The Board shall provide reasonable bulletin board space for the posting of Association notices to its members; said posting to be subject to the approval of the Board Secretary.

C. Employees not included in the bargaining unit shall not be permitted to perform the duties of employees in the aforesaid bargaining unit if bargaining unit employees are available.

D. No clause in this Agreement shall be construed or interpreted as to imply any lowering of present wages or working conditions.

E. Nothing herein shall be construed to prohibit the Board from using volunteer drivers for those special trips where volunteers are available and the Board chooses to use them.

F. Each bus driver shall receive full reimbursement for obtaining a special bus driver's license. Such full reimbursement for obtaining a special bus driver's license specifically covers only the following: fingerprinting, 1 annual physical examination, and the fee for the renewal of the license.

G. Each bus driver shall receive two hundred fifty dollars (\$250.00) as a safety award in the event such driver has had no accident for two (2) consecutive years. An accident that is not the driver's fault shall have no impact on a driver's ability to collect the safety award. Payment to all eligible bus drivers shall be made through the accounts payable process, and payment shall be made in the form of a check. Such monies shall not be considered as taxable income, and, as such, no taxes will be withheld. The District will

keep an accurate list of drivers/accidents and will provide said list to the Shop Steward of the bargaining unit by September 15<sup>th</sup> of each year.

H. The mileage allowance paid to employees shall be in accordance with applicable State Law.

I. Employees shall be permitted to submit claims to the Board for damage to personal property as a result of actions taken by others on school ground against the employee's property. The Board agrees to review the employee's claim for such losses; and subject to the employee's verification as to the cause of the damage, the Board shall determine the appropriate level of reimbursement.

J. Bus drivers who are required to make trips during non-regular work hours shall receive the sum of \$7.50 for breakfast, the sum of \$10.00 for lunch, and the sum of \$17.50 for dinner. This reimbursement is to be done in accordance with N.J.A.C. 6A:23A-5.8(b)(4).

K. All formal evaluations of the work performance of a driver shall be conducted openly and with full knowledge of the driver: no following, no tape recorders, videotape equipment, computers, telephones, or any other device with video or audio-recording capability shall be used in the formal evaluation of the work performance of a driver.

L. Copies of this Agreement shall be posted on the District's website within thirty (30) days after the Agreement is reached. If any employee wants a printed copy of this Agreement, that employee is permitted to print one (1) copy of the Agreement using District equipment and Supplies.

M. PERFECT ATTENDANCE

**Option #1:**

10 month and 10.5 month employees:

An employee is eligible for a perfect attendance monetary incentive if the employee has perfect attendance in any school year (i.e., not absent for a single day of the defined number of days in the work year). The employee shall receive a payment of \$550.00. Such payment shall be made in the 1<sup>st</sup> pay period of the following school year after perfect attendance is achieved.

12 month employees:

An employee is eligible for a perfect attendance monetary incentive if the employee has perfect attendance in any school year (i.e., not absent for a single day of the defined number of days in the work year, excluding vacation days). The employee shall receive a payment of \$655.00. Such payment shall be made in the 1<sup>st</sup> pay period of the following school year after perfect attendance is achieved.

**Option #2:**

10 month and 10.5 month employees:

An employee is eligible for a perfect attendance monetary incentive if the employee uses no sick, personal, family illness days or any other leave of absence in any school year. However, an employee is allowed to use one (1) bereavement leave for a maximum of five (5) days and still be eligible to receive the perfect attendance monetary incentive. The employee shall receive a payment of \$450.00. Such payment shall be made in the 1<sup>st</sup> pay period of the following school year after perfect attendance is achieved.

12 month employees:

An employee is eligible for a perfect attendance monetary incentive if the employee uses no sick, personal, family illness days, or any other leave of absence in any school year (excluding vacation days). However, an employee is allowed to use one (1) bereavement leave for a maximum of five (5) days and still be eligible to receive the perfect attendance monetary incentive. The employee shall receive a payment of \$550.00. Such payment shall be made in the 1<sup>st</sup> pay period of the following school year after perfect attendance is achieved.

#### N. SICK LEAVE BANK

In accordance with N.J.S.A. 18A:30-10, the Matawan-Aberdeen Regional Board of Education ("Board") and the Matawan Aberdeen Regional Education Association ("MAREA") have agreed to the establishment of a Sick Leave Bank ("SLB"). Sick leave drawn from the SLB shall be treated for all purposes as if it were accrued sick leave time of the employee who receives it. No employee shall be required to participate in the SLB. The SLB shall operate under the following provisions as mutually agreed upon by the Board and the MAREA:

##### 1. Review Committee

A Review Committee Shall be established by the Board and the MAREA. The Review Committee shall be comprised of six (6) members. The following members shall comprise the Review Committee:

- a. School Business Administrator
- b. Two (2) School Administrators
- c. Three (3) members of the MAREA

Should an MAREA member on the Review Committee request days from the SLB, he/she will be prohibited from any discussions regarding the approval/denial of the same application for usage. Rather, an MAREA Executive Board member shall be chosen by a majority of the MAREA Executive Board members. This alternate member shall have the same authority to review and approve/deny any applications for usage of the SLB as all other members of the Review Committee.

The Review Committee shall receive a regular update on the number of days in the SLB not less than every two (2) months (excluding summer break).

The Review Committee is responsible for reviewing and approving or denying all SLB requests. All approvals or denials of SLB must be voted upon by a majority of the full membership of the Review Committee. In other words, at a minimum, four (4) votes are required to approve or deny all SLB requests.

Only an employee who has exhausted or will exhaust his/her accumulated sick and personal days as a result of a prolonged absence caused by a catastrophic illness or injury will be given consideration for use of the SLB.

As part of its review, the Review Committee will take into account the frequency of intermittent use of sick days over the course of employment by the employee making the request. If an individual employee's request for usage of the SLB is denied, that individual employee retains the right to appeal the decision to the Review Committee, provided he/she presents new and germane information that was not included in the initial request.

Should the Review Committee deny the same request again, the employee will have exhausted his/her final opportunity for receiving days from the SLB for the catastrophic illness or injury for which the days were requested.

Said employee will retain no rights to take legal action. As such, legal action of any kind (including, but not limited to the filing of grievances or any other form of litigation), against the Board of Education (or any of its members individually), MAREA (or any of its members individually), the Administration, or Review Committee members is strictly prohibited.

The Review Committee is responsible for developing an SLB donation and request form. Said forms shall be distributed to employees at the following times:

1. Beginning of the year (September 1<sup>st</sup> through September 10<sup>th</sup>)
2. Upon hire, if after September 10<sup>th</sup>
3. When the SLB fall below fifty (50) days

An individual employee is required to donate to the SLB in order to receive/use donated days from the SLB. The maximum donation the SLB is one (1) day per school year by each employee who participates in the SLB. If the number of sick leave days available in the SLB ever falls below fifty (50) days (even if the total days available fall below fifty (50) on multiple occasions), each and every time the number falls below fifty (50) days, individual donors may donate one (1) additional day.

The SLB shall never exceed 600 donated days. In order to be eligible to donate to the SLB, a donor must retain a minimum of nine (9) sick leave days after donating to the SLB. All donor contributions shall be voluntary. All contributions will be deducted

from the employee's accumulated sick leave, total or from the current year's allotment of personal days. Any days donated shall not be refunded if unused by the end of the year. All donors have been advised, understand, and agree that when sick leave days are donated to the SLB, the Sick leave days will be lost for use by the donor in subsequent years. Any sick leave days remaining in the SLB upon completion of the school year shall be used during the following school year.

Each request for usage of the SLB shall be limited to ninety (90) work days. Nothing shall prohibit an employee from making additional requests for more days.

An individual employee shall provide a written request for participation in the SLB on the donation and request form ("DRF"). Such DRF shall be provided to the employee by the Superintendent's office. All written requests shall be simultaneously provided on the DRF provided to the Superintendent and the School Business Administrator.

An individual employee's request for usage of the SLB shall include medical verification from a physician regarding the nature and anticipated duration of the personal disability due to the catastrophic illness or injury. If an individual employee is incapable of making and/or completing the written request for participation in the SLB, a family member or other responsible adult is allowed to make the request on the individual employee's behalf. The name of the family member or other responsible adult(s), and all necessary contact information, shall be provided on the written request from submitted to the Superintendent and School Business Administrator.

All documentation submitted by the individual employee, or by a family member or responsible adult shall become part of the individual employee's permanent, confidential, medical file. Such documentation shall only be viewable by members of the Review, Committee, and, if necessary, the Board approved, District physician. Verification of continued personal disability due to catastrophic illness or injury may be required at reasonable intervals by either or both the Board of Education and/or the Review Committee.

The Review Committee shall render all decisions within thirty (30) calendar days from the date of the written request. A completed written request shall contain all components necessary for the Review Committee to render its decision.

If one (1) or more components of written request is/are missing or incomplete, then the Review Committee shall render its decision within thirty (30) calendar days of the date of the corrected and completed written request. All decisions regarding a completed written request are strictly within the authority and discretion of the Review Committee.

O. For bus drivers hired on or after January 1, 2022, a \$1,000.00 signing bonus will be paid to those employees. In order to be eligible for the \$1,000.00 signing bonus,

the newly hired bus driver must present a "clean" driver abstract to the District covering the prior two (2) calendar years. The Board maintains the sole discretion regarding what constitutes a "clean" driver abstract for the prior two (2) calendar years. Substitute bus drivers are not eligible for the signing bonus.

The \$1,000.00 signing bonus will be paid to the new driver after the driver's initial 90 days of consecutive employment from the date of hire. If a new driver is involved in an accident (regardless of fault) during the initial 90 days of consecutive employment, the \$1,000.00 signing bonus will still be paid.

P. All summer drivers will have the first right of refusal for any summer work. All contract language shall remain in force for those drivers performing summer work.

Q. Any vouchers for extracurricular work submitted after June 30<sup>th</sup> shall not be paid until the following school year. Any vouchers submitted July 1st or after will not be paid until the following July 15<sup>th</sup> of the next school year.

## ARTICLE XVI

### SEPARABILITY AND SAVINGS CLAUSE

A. In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction or through government regulations or decree, such decision shall not invalidate the entire Agreement; it being the expressed intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

## ARTICLE XVII

### WAGES

A. All employees covered by this Agreement shall receive the wages as set forth in Schedule A-1 attached hereto and incorporated as part of this Agreement.

B. An employee's base pay shall consist of all the hours worked during the course of a normal workday. All employees shall view their vouchers before they are submitted to payroll. All full-time drivers shall be paid for 6.5 hours of work daily for a total of 32 hours per week. Should a driver not have enough driving hours to achieve 32 hours per week, the following tasks may be done at the discretion of the transportation coordinator or designee to reach 32 hours per week: extra runs, mandatory district trainings, lunch duty at an elementary school, and hall duty at any District school.



**ARTICLE XVIII**  
**TERMINAL LEAVE**

A. Terminal leave shall be granted to an employees with thirty (30) years of service in the District as of July 1, 2005 retiring after ten (10) years of continuous service in the Matawan-Aberdeen Regional School District in an amount equivalent to one-half(1/2) month's salary providing that said employees meet the following conditions:

(1) That they are members of a New Jersey State Plan that provides a pension based on their school district employment.

(2) That they have applied for and received approval for retirement benefits from said plan. This payment shall be made to the individual 403(b) or 457 plan.

B. The payment for unused sick leave earned in the district shall be granted to all employees retiring after ten (10) years of continuous service in the Matawan-Aberdeen Regional School District in the amount of fifty-five (\$55.00) dollars per day. This payment shall be made to the individual's 403(b) or 457 plan.

C. In the event an employee with at least ten (10) years of continuous service in the Matawan-Aberdeen Regional School District dies while employed by the Board, his/her estate shall receive a) terminal leave payments in an amount in accordance with the provisions of Section A of this Article and b) payment for unused sick leave in accordance with the provisions of Section B of this Article.

**ARTICLE XIX**  
**PAID VACATIONS FOR LEAD DRIVER**

A. Vacations

The Board agrees to grant to the lead driver within the bargaining unit, vacations in accordance with the following schedules:

(1) New lead driver - if employed less than eight (8) weeks prior to July 1st, there shall be no vacation. If employed more than eight (8) weeks prior to July 1st, one vacation day for each eight (8) weeks of service shall be granted.

(2) A lead driver with more than one (1) year's service - completed years of service shall be calculated from July 1st of any year. A lead driver who joins the unit prior to January 1st of any year shall be considered to have completed a year of service on the following July 1st. A lead driver who joins the unit between January 1st and June 30th of any year shall be deemed to have one (1) year of completed service on the July 1st of the following year.

(3) A lead driver with year or more of service shall receive ten (10) working days vacation.

(4) A lead driver with five (5) years or more of service shall receive fifteen (15) working days vacation.

(5) A lead driver with ten (10) years or more of service shall receive twenty (20) working days vacation.

B. Accrued Vacation Time

The Board agrees that in the event a lead driver voluntarily leaves the employ of the Board before the vacation period, and provided that the lead driver gives not less than two (2) weeks' notice of his/her intent to leave, he/she shall be compensated for any accrued vacation time may be due him/her in accordance with the above schedule.

C. Posting Vacation Schedules

The vacation schedule shall be drafted by the Board on or before April 1st of each year and posted on the bulletin board. It is specifically agreed that the assignment of all vacations shall be determined by the Board with due respect to its efficient operation.

D. Vacation Periods

A minimum of ten (10) days of each lead driver's vacation shall be taken during the regular vacation period between July 1st and August 31<sup>st</sup>. Lead drivers may request that any of their vacation time may be taken a period other than the time set forth herein, and the Board will give fair consideration to such request.

E. Lay-Off Periods

During lay-off periods, for reason of lack of work, vacation benefits shall continue to accrue for a period of one (1) year. Such accrual shall be for the purpose of, and shall be limited to, the determination of service in accordance with the schedule set forth in Section A, Article XIX.

ARTICLE XX

DURATION OF AGREEMENT


A. This Agreement shall be effective as of July 1, 2024 and shall continue in effect until June 30, 2028.

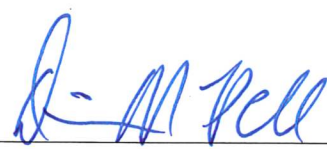
B. The terms of this Agreement are retroactive to July 1, 2024, except as specified otherwise.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their duly authorized officers as of the day and year first above written.

MATAWAN ABERDEEN REGIONAL EDUCATION ASSOCIATION.

ATTEST:

  
\_\_\_\_\_  
LINDSEY CASE, Business Administrator/  
Board Secretary


By:   
\_\_\_\_\_  
DIANNA M. PELL, Board President

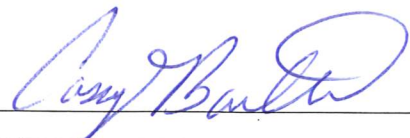
Date: 8/29/24

Date: 8/29/24

MATAWAN ABERDEEN REGIONAL EDUCATION ASSOCIATION

ATTEST:

  
\_\_\_\_\_  
SUSAN RIPPLE, Secretary

By:   
\_\_\_\_\_  
CASEY BARILKA, President

Date: 8/29/24

Date: 8/29/24

| APPENDIX A                          |         |                        |         |                        |         |
|-------------------------------------|---------|------------------------|---------|------------------------|---------|
| Premium- Sharing Contribution Table |         |                        |         |                        |         |
| Direct 15 and Direct 15/25          |         |                        |         |                        |         |
| Family Coverage                     |         | Parent Child/2 Adults  |         | Single                 |         |
| Salary                              | Percent | Salary                 | Percent | Salary                 | Percent |
| Under \$25,000                      | 3.00%   | Under \$25,000         | 3.50%   | Under \$20,000         | 4.50%   |
| \$25,000 - \$29,999.99              | 4.00%   | \$25,000 - \$29,999.99 | 4.50%   | \$20,000 - \$24,999.99 | 5.50%   |
| \$30,000 - \$34,999.99              | 5.00%   | \$30,000 - \$34,999.99 | 6.00%   | \$25,000 - \$29,999.99 | 7.50%   |
| \$35,000 - \$39,999.99              | 6.00%   | \$35,000 - \$39,999.99 | 7.00%   | \$30,000 - \$34,999.99 | 10.00%  |
| \$40,000 - \$44,999.99              | 7.00%   | \$40,000 - \$44,999.99 | 8.00%   | \$35,000 - \$39,999.99 | 11.00%  |
| \$45,000 - \$49,999.99              | 9.00%   | \$45,000 - \$49,999.99 | 10.00%  | \$40,000 - \$44,999.99 | 12.00%  |
| \$50,000 - \$54,999.99              | 12.00%  | \$50,000 - \$54,999.99 | 15.00%  | \$45,000 - \$49,999.99 | 14.00%  |
| \$55,000 - \$59,999.99              | 14.00%  | \$55,000 - \$59,999.99 | 17.00%  | \$50,000 - \$54,999.99 | 20.00%  |
| \$60,000 - \$64,999.99              | 17.00%  | \$60,000 - \$64,999.99 | 21.00%  | \$55,000 - \$59,999.99 | 23.00%  |
| \$65,000 - \$69,999.99              | 19.00%  | \$65,000 - \$69,999.99 | 23.00%  | \$60,000 - \$64,999.99 | 27.00%  |
| \$70,000 - \$74,999.99              | 22.00%  | \$70,000 - \$74,999.99 | 26.00%  | \$65,000 - \$69,999.99 | 29.00%  |
| \$75,000 - \$79,999.99              | 23.00%  | \$75,000 - \$79,999.99 | 27.00%  | \$70,000 - \$74,999.99 | 32.00%  |
| \$80,000 - \$84,999.99              | 24.00%  | \$80,000 - \$84,999.99 | 28.00%  | \$75,000 - \$79,999.99 | 33.00%  |
| \$85,000 - \$89,999.99              | 26.00%  | \$85,000 - \$89,999.99 | 30.00%  | \$80,000 - \$84,999.99 | 34.00%  |
| \$90,000 - \$94,999.99              | 28.00%  | \$90,000 - \$94,999.99 | 30.00%  | \$85,000 - \$89,999.99 | 34.00%  |
| \$95,000 - \$99,999.99              | 29.00%  | \$95,000 - \$99,999.99 | 30.00%  | \$90,000 - \$94,999.99 | 34.00%  |
| \$100,000 - \$109,999.99            | 32.00%  | \$100,000 and Over     | 35.00%  | \$95,000 and Over      | 35.00%  |
| \$110,000 and Over                  | 35.00%  |                        |         |                        |         |

| Premium Sharing Contribution Table  |         |                        |         |                        |         |
|---|---------|------------------------|---------|------------------------|---------|
| Direct 20/30 and all Plans with Equal to or Lesser Premiums than Direct 20/30 |         |                        |         |                        |         |
| Family Coverage   |         | Parent Child/2 Adults  |         | Single                 |         |
| Salary  | Percent | Salary                 | Percent | Salary                 | Percent |
| Under \$25,000  | 2.25%   | Under \$25,000         | 2.63%   | Under \$20,000         | 3.38%   |
| \$25,000 - \$29,999.99  | 3.00%   | \$25,000 - \$29,999.99 | 3.38%   | \$20,000 - \$24,999.99 | 4.13%   |
| \$30,000 - \$34,999.99  | 3.75%   | \$30,000 - \$34,999.99 | 4.50%   | \$25,000 - \$29,999.99 | 5.63%   |
| \$35,000 - \$39,999.99  | 4.50%   | \$35,000 - \$39,999.99 | 5.25%   | \$30,000 - \$34,999.99 | 7.50%   |
| \$40,000 - \$44,999.99  | 5.25%   | \$40,000 - \$44,999.99 | 6.00%   | \$35,000 - \$39,999.99 | 8.25%   |
| \$45,000 - \$49,999.99  | 6.75%   | \$45,000 - \$49,999.99 | 7.50%   | \$40,000 - \$44,999.99 | 9.00%   |
| \$50,000 - \$54,999.99  | 9.00%   | \$50,000 - \$54,999.99 | 11.25%  | \$45,000 - \$49,999.99 | 10.50%  |
| \$55,000 - \$59,999.99  | 10.50%  | \$55,000 - \$59,999.99 | 12.75%  | \$50,000 - \$54,999.99 | 15.00%  |
| \$60,000 - \$64,999.99  | 12.75%  | \$60,000 - \$64,999.99 | 15.75%  | \$55,000 - \$59,999.99 | 17.25%  |
| \$65,000 - \$69,999.99  | 14.25%  | \$65,000 - \$69,999.99 | 17.25%  | \$60,000 - \$64,999.99 | 20.25%  |
| \$70,000 - \$74,999.99  | 16.50%  | \$70,000 - \$74,999.99 | 19.50%  | \$65,000 - \$69,999.99 | 21.75%  |
| \$75,000 - \$79,999.99  | 17.25%  | \$75,000 - \$79,999.99 | 20.25%  | \$70,000 - \$74,999.99 | 24.00%  |
| \$80,000 - \$84,999.99  | 18.00%  | \$80,000 - \$84,999.99 | 21.00%  | \$75,000 - \$79,999.99 | 24.75%  |
| \$85,000 - \$89,999.99  | 19.50%  | \$85,000 - \$89,999.99 | 22.50%  | \$80,000 - \$84,999.99 | 25.50%  |
| \$90,000 - \$94,999.99  | 21.00%  | \$90,000 - \$94,999.99 | 22.50%  | \$85,000 - \$89,999.99 | 25.50%  |
| \$95,000 - \$99,999.99  | 21.75%  | \$95,000 - \$99,999.99 | 22.50%  | \$90,000 - \$94,999.99 | 25.50%  |
| \$100,000 - \$109,999.99  | 24.00%  | \$100,000 and Over     | 26.25%  | \$95,000 and Over      | 26.25%  |
| \$110,000 and Over  | 26.25%  |                        |         |                        |         |

## NJEHP

| Family Coverage        |         | Parent Child           |         | 2 Adults               |         | Single                 |         |
|------------------------|---------|------------------------|---------|------------------------|---------|------------------------|---------|
| Salary                 | Percent | Salary                 | Percent | Salary                 | Percent | Salary                 | Percent |
| Up to \$40,000         | 3.3%    | Up to \$40,000         | 2.2%    | Up to \$40,000         | 2.8%    | Up to \$40,000         | 1.7%    |
| \$40,001 to \$50,000   | 3.9%    | \$40,001 to \$50,000   | 2.5%    | \$40,001 to \$50,000   | 3.3%    | \$40,001 to \$50,000   | 1.9%    |
| \$50,001 to \$60,000   | 4.4%    | \$50,001 to \$60,000   | 2.8%    | \$50,001 to \$60,000   | 3.9%    | \$50,001 to \$60,000   | 2.2%    |
| \$60,001 to \$70,000   | 5.0%    | \$60,001 to \$70,000   | 3.0%    | \$60,001 to \$70,000   | 4.4%    | \$60,001 to \$70,000   | 2.5%    |
| \$70,001 to \$80,000   | 5.5%    | \$70,001 to \$80,000   | 3.3%    | \$70,001 to \$80,000   | 5.0%    | \$70,001 to \$80,000   | 2.8%    |
| \$80,001 to \$90,000   | 6.0%    | \$80,001 to \$90,000   | 3.6%    | \$80,001 to \$90,000   | 5.5%    | \$80,001 to \$90,000   | 3.0%    |
| \$90,001 to \$100,000  | 6.6%    | \$90,001 to \$100,000  | 3.9%    | \$90,001 to \$100,000  | 6.0%    | \$90,001 to \$100,000  | 3.3%    |
| \$100,001 to \$125,000 | 7.2%    | \$100,001 to \$125,000 | 4.4%    | \$100,001 to \$125,000 | 6.6%    | \$100,001 to \$125,000 | 3.6%    |

**SCHEDULE A-1  
BUS DRIVERS SALARY SCHEDULE**

2024-2025

| Step | Dispatcher | Step | Drivers | Driver Salary | Lead Driver | Lead Driver Salary |
|------|------------|------|---------|---------------|-------------|--------------------|
| 1-3  | 56950      | 1    | 33.15   | 40,725        | 33.65       | 64608              |
| 4    | 57950      | 2    | 33.45   | 41,093        | 33.95       | 65184              |
| 5    | 58950      | 3    | 33.82   | 41,548        | 34.32       | 65894              |
| 6    | 60050      | 4    | 34.20   | 42,015        | 34.70       | 66624              |
| 7    | 61350      | 5    | 34.58   | 42,482        | 35.08       | 67354              |
| 8    | 62750      | 6    | 34.96   | 42,948        | 35.46       | 68083              |
| 9    | 64250      | 7    | 35.34   | 43,415        | 35.84       | 68813              |
| 10   | 65750      | 8    | 35.72   | 43,882        | 36.22       | 69542              |
| 11   | 67350      | 9    | 36.10   | 44,349        | 36.60       | 70272              |
| 12   | 68950      |      |         |               |             |                    |

Transportation Assistants: \$27.75/hour

Degrees: BA: \$1485 AA: \$805

Longevity: 10 Yrs.: \$300 15 Yrs.: \$500 20 Yrs.: \$750

Transportation Dispatcher/Substitute Bus Driver Stipend:  
10 month position \$1,665

Longevity: Upon the completion of twenty years of service to the district a bus driver shall receive a longevity differential of \$600 per year. Upon the completion of twenty-five years of service to the district a bus driver shall receive a longevity differential of \$800 per year.

SCHEDULE A-1  
 BUS DRIVERS SALARY SCHEDULE  
 2025-2026

| Step | Dispatcher | Step | Driver | Driver Salary | Lead Driver | Lead Driver Salary |
|------|------------|------|--------|---------------|-------------|--------------------|
| 1    | 58450      | 1    | 34.12  | 41916         | 34.62       | 66470              |
| 2-4  | 59450      | 2    | 34.42  | 42285         | 34.92       | 67046              |
| 5    | 60450      | 3    | 34.72  | 42654         | 35.22       | 67622              |
| 6    | 61550      | 4    | 35.10  | 43120         | 35.60       | 68352              |
| 7    | 62850      | 5    | 35.48  | 43587         | 35.98       | 69082              |
| 8    | 64250      | 6    | 35.86  | 44054         | 36.36       | 69811              |
| 9    | 65750      | 7    | 36.24  | 44521         | 36.74       | 70541              |
| 10   | 67250      | 8    | 36.62  | 44988         | 37.12       | 71270              |
| 11   | 68850      | 9    | 37.00  | 45455         | 37.50       | 72000              |
| 12   | 70450      |      |        |               |             |                    |

Transportation Assistants: \$28.65/hour

Degrees: BA: \$1539.20 AA: \$834.38

Longevity: 10 Yrs.: \$300 15 Yrs.: \$500 20 Yrs.: \$750

Transportation Dispatcher/Substitute Bus Driver Stipend:  
 10 month position \$1725

Longevity: Upon the completion of twenty years of service to the district a bus driver shall receive a longevity differential of \$600 per year. Upon the completion of twenty-five years of service to the district a bus driver shall receive a longevity differential of \$800 per year.



SCHEDULE A-1  
 BUS DRIVERS SALARY SCHEDULE  
 2026-2027

| Step | Dispatcher | Step | Drivers | Drivers Salary | Lead Driver | Lead Driver Salary |
|------|------------|------|---------|----------------|-------------|--------------------|
| 1    | 60150      | 1    | 35.20   | 43243          | 35.70       | 68544              |
| 2    | 60950      | 2    | 35.50   | 43612          | 36.00       | 69120              |
| 3-5  | 61950      | 3    | 35.80   | 43980          | 36.30       | 69696              |
| 6    | 63050      | 4    | 36.10   | 44349          | 36.60       | 70272              |
| 7    | 64350      | 5    | 36.48   | 44816          | 36.98       | 71002              |
| 8    | 65750      | 6    | 36.86   | 45283          | 37.36       | 71731              |
| 9    | 67250      | 7    | 37.24   | 45749          | 37.74       | 72461              |
| 10   | 68750      | 8    | 37.62   | 46216          | 38.12       | 73190              |
| 11   | 70350      | 9    | 38.00   | 46683          | 38.50       | 73920              |
| 12   | 71950      |      |         |                |             |                    |

Transportation Assistants: \$29.65/hour

Degrees: BA: \$1539.20 AA: \$834.38

Longevity: 10 Yrs.: \$300 15 Yrs.: \$500 20 Yrs.: \$750

Transportation Dispatcher/Substitute Bus Driver Stipend:  
 10 month position \$1725

Longevity: Upon the completion of twenty years of service to the district a bus driver shall receive a longevity differential of \$600 per year. Upon the completion of twenty-five years of service to the district a bus driver shall receive a longevity differential of \$800 per year.

SCHEDULE A-1  
 BUS DRIVERS SALARY SCHEDULE  
 2027-2028.

| Step | Dispatcher | Step | Drivers | Drivers Salary | Lead Driver | Lead Driver Salary |
|------|------------|------|---------|----------------|-------------|--------------------|
| 1    | 61950      | 1    | 36.37   | 44681          | 36.87       | 70790              |
| 2    | 62650      | 2    | 36.67   | 45049          | 37.17       | 71366              |
| 3    | 63450      | 3    | 36.97   | 45418          | 37.47       | 71942              |
| 4-6  | 64550      | 4    | 37.27   | 45786          | 37.77       | 72518              |
| 7    | 65850      | 5    | 37.57   | 46155          | 38.07       | 73094              |
| 8    | 67250      | 6    | 37.95   | 46622          | 38.45       | 73824              |
| 9    | 68750      | 7    | 38.33   | 47088          | 38.83       | 74554              |
| 10   | 70250      | 8    | 38.71   | 47555          | 39.21       | 75283              |
| 11   | 71850      | 9    | 39.10   | 48034          | 39.60       | 76032              |
| 12   | 73450      |      |         |                |             |                    |

Transportation Assistants: \$30.75/hour

Degrees: BA: \$1539.20 AA: \$834.38

Longevity: 10 Yrs.: \$300 15 Yrs.: \$500 20 Yrs.: \$750

Transportation Dispatcher/Substitute Bus Driver Stipend:  
 10 month position \$1725

Longevity: Upon the completion of twenty years of service to the district a bus driver shall receive a longevity differential of \$600 per year. Upon the completion of twenty-five years of service to the district a bus driver shall receive a longevity differential of \$800 per year.