SIDEBAR AGREEMENT BETWEEN THE RANDOLPH BOARD OF EDUCATION AND THE TEAMSTERS LOCAL 97 OF NEW JERSEY

WHEREAS, The Randolph Board of Education and the Teamsters Local 97 of New Jersey ("Union") are parties to a collective negotiations agreement ("Agreement") in effect for the period July 1, 2024 through June 30, 2029; and

WHEREAS, the Agreement covers, among other employees, District drivers and mechanics. such that the Agreement sets forth the terms and conditions of employment for those positions; and

WHEREAS, both the Board and the Union wish to modify the Agreement to include a method for payment to drivers for performing a number of runs over and above their assigned package runs;

NOW, THEREFORE, the Board and the Union agree as follows:

1. The following will be added to the Agreement as a new Section 13.1.C, to clarify the times when drivers are paid additional compensation for runs over and above their assigned package runs:

   "When a driver is requested to simultaneously perform both an assigned route (Route A) in their package and a route (Route B) that is part of another driver's package due to that driver's absence, delay in arrival, or other reason, which causes the driver performing the additional run (Route B) to perform more runs than is contained within that driver's original assigned package, the driver performing the run will receive additional compensation representing thirty 30 minutes at their hourly rate.

2. The parties understand and agree that a driver performing the same number of routes as their package runs, even if one or more of the runs are part of another driver's package, will not be compensated since the number of runs in the driver's package is unchanged (By way of example, if a driver is assigned 6 runs as part of his/her regular package, completes 5 runs and is assigned another driver's run as a sixth run, the driver will not be compensated unless the driver's working time extends beyond six hours. If the same driver completes all 6 runs and is assigned a seventh run that is part of another driver's package, the driver performing the work will be compensated as set forth above).

3. The parties understand and agree that when a driver performs a separate individual assignment (i.e. shuttle) they will be compensated at their hourly rate and delineated in 15-minute increments.

4. This sidebar will be appended to the Agreement as an Exhibit as if fully set forth therein, and shall be considered effective immediately upon the parties' signature. This sidebar is further intended to address grievance 20620, which will be considered settled upon this sidebar becoming effective.

5. This sidebar shall remain in full force and effect throughout the life of the existing Agreement and until a successor Agreement is reached by the Board and the Union, at which time the modifications set forth herein shall be continued and made part of the successor Agreement as if originally negotiated therein, subject to any additional modifications that may be mutually agreed to during the negotiation period.

6. This sidebar is subject to the approval of the Randolph Board of Education.

FOR THE UNION:

DATED: 04/30/2025

FOR THE BOARD:

DATED: 6/5/2025