AGREEMENT

Between

Montgomery Township Board of Education

and

The Montgomery Safe Passage Association

July 1, 2025 – June 30, 2030

TABLE OF CONTENTS

1.	PREAMBLE	1
2.	RECOGNITION AND SCOPE	1
3.	MANAGEMENT RIGHTS	2
4.	ASSOCIATION RIGHTS	3
5.	DEFINITIONS	4
6.	NON-DISCRIMINATION	4
7.	GRIEVANCE PROCEDURE	4
8.	HOURS OF WORK	9
9.	WORK YEAR	12
10.	SALARY	13
11.	HEALTH INSURANCE BENEFITS	14
12.	SELECTION/APPOINTMENT OF BUS ROUTES	16
13.	DISCIPLINE	19
14.	OUT OF TITLE WORK	20
15.	NO STRIKE/NO LOCKOUT	20
16.	LAYOFF	20
17.	CONTRACTING/PRIVATIZATION	21
18.	LABOR-MANAGEMENT MEETINGS	21
19.	MATERNITY LEAVE	21
20.	BEREAVEMENT LEAVE	22
21.	SICK TIME	23
22.	RETIREMENT	23
23.	SCHOOL CALENDAR	24
24.	JURY DUTY/WITNESS LEAVE	24
25.	MILITARY DUTY	25
26.	PERSONAL DAYS	25
27.	JOB POSTING	26
28.	SAFETY AND HEALTH	26
29.	SENIORITY	27
30.	ACCIDENT PROCEDURES	27
31.	VISUAL INSPECTION OF BUS	28
32.	EMERGENCY EXIT DRILL PARTICIPATION	29

33. SUBSTANCE ABUSE TESTING 29
34. EMPLOYER RULES 29
35. DRESS CODE 30
36. LICENSURE, ENDORSEMENTS AND RENEWALS 30
37. PROMOTION 31
38. SPECIAL PROVISION - TRAINERS 31
39. PROFESSIONAL DEVELOPMENT AND TUITION REIMBURSEMENT 32
40. ACCESS TO PERSONNEL FILE 33
41. STATE LAW 34
42. DUES AND REPRESENTATION FEES 34
43. PRINTING AGREEMENT 35
44. TERMS OF AGREEMENT 36
APPENDIX A - Bus Driver Salary Guides and Placement Charts 38
APPENDIX B - Bus Aide Salary Guides and Placement Charts 40
APPENDIX C - Dispatcher Salary Schedule 41

1. PREAMBLE

This Agreement between the Montgomery Township Board of Education, (hereinafter referred to as the Employer) and the Wheels of Change - Montgomery Safe Passage Association (hereinafter referred to as the Association), has as its premise the intent to promote and maintain harmonious working relationships between the Employer and its employees who are subject to this Agreement in order that more efficient and progressive public service is rendered, and to promote the resolution of disputes at the lowest possible level.

The Employer and the Association recognize their respective responsibilities under Federal and State laws relating to fair employment practices. The Employer and the Association agree that the working environment shall be characterized by mutual respect and dignity to which all individuals are entitled.

2. RECOGNITION AND SCOPE

Section 1: The Employer hereby recognizes the Association as the sole and exclusive representative for all full time and regular part time employees under this agreement for the purpose of collective negotiations pursuant to the New Jersey Employer-Employee Relations Act (N.J.S.A. 34:13A-1 et seq.) concerning wages, hours and other terms and conditions of employment in the negotiating unit described below:

a) Included: All full time and regular part time Bus/Van Drivers, Bus/Van Attendants/Aides, full-time (12-month) and part-time (10-month) Dispatchers, and anyone doing equivalent duties, who consistently work a minimum of 4 hours per week.

b) Excluded: Managerial executives, confidential employees, supervisors within the meaning of the Act; casual employees, substitute employees and all other employees employed by the Employer.

Section 2: Unless otherwise indicated, the terms "employee" and "employees" when used in this agreement refer to all persons represented by the Association in the above-defined negotiating unit.

Section 3: This Article shall not preclude the addition of new titles, which shall be negotiated only as to bargaining unit placement and salary at the time the new titles are established. Failure of the Employer and the Association to agree on the bargaining unit placement and salary for a position title shall not delay the filling of the position and the payment of the employee(s) serving therein by the Employer.

3. MANAGEMENT RIGHTS

A. Except as expressly limited by this Agreement, the Association recognizes that the Employer retains sole responsibility and authority in the management and direction of all operations and activities in the Montgomery Township School District. The Employer reserves to itself sole jurisdiction, authority and responsibility over matters of policy and retains the right:

1. To direct employees of the Employer;

2. To hire, promote, transfer, assign and retain employees in positions in the Employer and to suspend, demote, discharge, or take other disciplinary action against employees;

3. To relieve employees from duty because of lack of work or for other legitimate reasons;

4. To maintain efficiency of the Employer operations entrusted to them;

5. To determine the methods, means, and personnel by which such operations are to be conducted; and

6. To take whatever actions may be necessary to carry out the mission of the Employer in situations of emergency.

4. ASSOCIATION RIGHTS

The Employer agrees to furnish the Association with public information upon written request. This information includes, but is not limited to, bargaining unit employees' (including new hires) names, addresses, phone numbers, salary and health benefit information, work locations (routes), any information relative directly to a grievance, negotiations, or disciplinary matter.

Representatives of the Association, including shop stewards, shall be permitted to transact official Association business on the Employer's property at all reasonable times, provided that this shall not interfere with or disrupt the normal operations. Representatives of the Association, including shop stewards, shall be permitted to conduct membership meetings on the Employer's premises and to use school buildings designated by the Employer for same when such buildings are not otherwise in use.

The Association shall have space to post notices and other Association information on a bulletin board and to use interoffice mail and/or mailboxes. If no bulletin board exists, the Association shall bear the cost of purchasing the bulletin board and the Employer shall have it installed in a place conspicuous to all bargaining unit employees, presumably in the Transportation Office currently located in the trailer.

The Association may appoint one (1) delegate per school year to attend bona fide WOC Local 1040 Association conferences, conventions and/or trainings for two (2) working days per school year with full per diem pay. Any employee for whom the Association makes such appointment must notify the Superintendent or his/her designee at least five (5) working days in advance of the date of the conference, convention and/or training. The appointment will be honored unless working conditions at the time are such that the employee's services cannot be compromised. In such case, an alternative representative may be designated by the Association.

5. DEFINITIONS

A. All references to employees in the Agreement designate all sexes, and whenever gender is used, it shall be construed to include all employees.

B. The term "holiday" means any day so designated under the Article concerning holidays herein or a day especially designated by the Employer herein.

6. NON-DISCRIMINATION

A. The Employer and the Association duly understand and agree that there shall be no discrimination against any employee because of age, sex, marital status, race, color, religion, sexual preference, statutorily protected handicap/disability, national origin, political affiliation, or gender.

B. Employees are free to engage in Association membership or activities or to refrain from so doing.

C. The Employer and Association are committed to maintain a harassment-free workplace.

7. GRIEVANCE PROCEDURE

A. PURPOSE

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance, to discuss the matter informally with any appropriate member of Administration, and having the grievance adjusted, as long as the

Association or its designee is involved with the employee in those informal discussions.

B. DEFINITIONS

The term "grievance" shall mean an allegation that there has been:

1. A misinterpretation or misapplication of the terms of this Agreement which is subject to the grievance procedure outlined herein and shall hereinafter be referred to as a "contractual grievance"; or

2. Inequitable, improper, unjust application or misinterpretation of rules or regulations, existing policy, or orders applicable to the Employer involving terms and conditions of employment shall be processed up to and including the Superintendent, and shall hereinafter be referred to as a "non-contractual grievance."

C. PRESENTATION OF A GRIEVANCE

1. The Employer agrees that in the presentation of a grievance there shall be no loss of pay for the time spent in presenting the grievance by the grievant and Association Shop Steward who is an employee of the School District throughout the grievance procedure. It is understood and agreed that if available, private space shall be provided by the Employer for the prior discussion of a grievance.

2. It is further understood and agreed that upon written request, the Employer shall make available to the Association all documents, witness names and statements, if any, video and/or audio recordings, or other such materials as may be needed which are directly related to the grievance. Said materials shall be made available as quickly as possible, but at no time less than five (5) business days prior to the hearing/meeting date.

D. STEPS OF THE GRIEVANCE PROCEDURE

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement:

1. Step 1

   a. The grievant shall institute action under the provisions hereof in writing, signed and delivered to his/her immediate Supervisor within ten (10) working days of the occurrence complained of. The grievant shall state the sections of the contract violated (if filed under B.1) and the remedy sought. Failure to act within said 10 days shall be deemed to constitute an abandonment of the grievance.

   b. The supervisor shall render a decision in writing within ten (10) working days after receipt of the grievance.

   c. Grievances which challenge a decision made above the level of department supervisor shall be brought at the level that the decision was made.

2. Step 2

   a. In the event satisfactory settlement has not been reached, the grievant shall, in writing and signed, file his/her complaint with the Business Administrator within ten (10) working days following the determination at Step 1. The grievant may be represented by an employee who is the Shop Steward or Local Association Representative. Failure to act within said 10 days shall be deemed to constitute an abandonment of the grievance.

b. The Business Administrator, or his/her designee, shall render his/her decision in writing within ten (10) working days after the receipt of the complaint.

3. Step 3

a. Should the grievant disagree with the decision of the Business Administrator, or his/her designee, the aggrieved employee may, within ten (10) working days, submit to the Superintendent, a statement in writing and signed as to the issues in dispute. Failure to act within said 10 days shall be deemed to constitute an abandonment of the grievance.

b. The Superintendent may consider the appeal on the written record, or he/she may request to hold a hearing within six (6) working days of receipt of the grievance appeal. If the Superintendent elects to conduct a hearing, it shall be held within ten (10) working days from the receipt of the grievance appeal. The Superintendent shall make a determination within ten (10) working days from the receipt of the grievance appeal or the date of the hearing, whichever is later, and shall in writing notify all interested parties of his/her decision.

c. The grievant may be represented by the Local Association Representative or the International Association Representative, or both. A minority organization shall not present or process grievances.

4. Step 4

a. Any unresolved contractual grievance (as defined in B.1, Definitions above), may be appealed to arbitration only by the Association. The Association must file the request for arbitration within thirty (30) calen-

dar days after receipt of the Superintendent's decision. Failure to act within said 30 days shall be deemed to constitute an abandonment of the grievance.

b. Nothing in this Agreement shall be construed as compelling the Association to submit a grievance to arbitration. The Association's decision to request the movement of a grievance to arbitration or to terminate the grievance prior to submission to arbitration shall be final as to the interests of the grievant and the Association.

c. The arbitrator shall be selected from a list by agreement between the parties by selection from the panel of arbitrators maintained by the Public Employment Relations Commission.

d. The decision or award of the arbitrator shall be final and binding on the Employer, the Association and the grievant or grievants to the extent permitted by and in accordance with applicable law and this Agreement.

e. The arbitrator may prescribe an appropriate back pay remedy in cases of suspension or discharge when he/she finds a violation of this Agreement, provided such remedy is permitted by law and is consistent with the terms of this Agreement, except that he/she may not make an award which exceeds the Employer's authority. The arbitrator shall not have authority to prescribe a monetary award as a penalty for violation of this Agreement.

f. The arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement and shall confine his/her decision solely

to the interpretation and application of this Agreement.

g. The costs of the services of the arbitrator shall be borne equally by the Employer and the Association. Any other expenses incurred in connection with the arbitration shall be paid by the party incurring same.

h. The cost of the transcript, if any, will be borne by the party requesting it. If both parties request a transcript, the cost will be shared equally.

i. The arbitrator shall hold a hearing at the time and place convenient to the parties as expeditiously as possible after his/her selection and shall issue his/her decision within thirty (30) days after the close of the hearing.

j. Employees shall not suffer any reprisals, coercion and/or intimidation as a result of implementing, or for refraining from implementing, any provision of the grievance article.

8. HOURS OF WORK

A. Bus Drivers on non special education routes will be on a schedule of no less than 5.25 hours per day. Pre-trip and post-trip, including paperwork, daily fueling and cleaning are included in this time.

B. Bus Drivers assigned to special education routes may work more than 5.25 hours per day as necessitated by the assigned route. Pre-trip and post-trip, including paperwork, daily fueling and cleaning are included in this time.

C. Bus Aides on non special education routes will be on a schedule of no less than 5.25 hours per day. Bus Aides are required to assist with post-trip inspection of the bus within this time.

D. Bus Aides who work special education routes may work more than 5.25 hours per day as necessitated by the assigned route. Bus Aides are required to assist with post-trip inspection of the bus within this time.

E. The Twelve-Month Dispatcher position will work an eight- (8-) hour day for an estimated two hundred forty (240) days (with a *per diem* rate calculated at 1/240th). The Ten-Month Dispatcher position will work an eight (8) hour day for an estimated one hundred ninety-four (194) days (the *per diem* rate is 1/200th).

The Dispatcher positions will include driving and, as such, each will be required to have the same credentials as all regular drivers.

The Twelve-Month Dispatcher will get Vacation days in accordance with the following schedule: After completion of one (1) year of employment as a Dispatcher, ten (10) vacation days; after completion of seven (7) years of employment as a Dispatcher, fifteen (15) days; after completion of twelve (12) years of employment as a Dispatcher, twenty (20) years; and after completion of twenty (20) years of employment as a Dispatcher, twenty-five (25) days. Holidays may be different from those of the drivers by nature of the Dispatcher's different title and responsibilities.

If the Dispatcher positions are ever eliminated, the time served in this position will count toward an employee's seniority and step if they decide to remain in the District as a driver.

F. Employees will be on premise and available for assignment during all contractual hours. Employees must report to the Dispatch office for their a.m. assignment at or before their assigned report time.

G. Bus routes which are scheduled five days per week, in addition to an employee's hours as mentioned in A through D above, shall be treated as contractual work time and eligible for pension contributions. Examples of such runs include, but are not limited to, mid-

day kindergarten runs, mid-day preschool runs, and special education shuttles.

H. No employee shall be regularly scheduled for more than eight (8) hours per day. Should an employee's schedule exceed eight (8) hours at any point during the year, the employee's schedule may be changed as needed. The parties may agree to a schedule which exceeds eight hours per day.

I. Overtime shall be paid at the rate of one and one-half times the regular rate for all hours actually worked beyond forty (40) in a given work week, Monday through Sunday. An employee's regular hourly rate of pay shall not include any additional premium compensation for hours worked on Sundays.

J. Employees are not paid for holidays. The listing of holidays below designates the specific days that employees are eligible to receive double their hourly rate for work actually performed on these holidays:

1. Martin Luther King Day
2. Independence Day
3. Labor Day
4. Thanksgiving Day
5. Christmas Day
6. New Year's Day
7. Presidents' Day
8. Good Friday
9. Easter Day
10. Memorial Day

A "Holiday List" shall be used for the assignment of eligible drivers on the above holidays. Weekends prior to, following or during school calendar holiday closures scheduled for two (2) or more days, will be scheduled utilizing the Holiday List.

If a school calendar closure or holiday is one day prior to, after a weekend, or during the middle of the week, the Holiday List will be only used on the day of closure.

K. For each hour worked on a Sunday, up to an employee's fortieth (40th) working hour in one week, the employee shall be compen-

sated at a rate of one and one-half times their regular hourly rate. This one and one-half premium "Sunday rate" shall be used instead of an employee's regular hourly rate for those hours worked on Sunday, until the employee reaches forty (40) hours for the week. Any hours worked on Sunday in excess of forty (40) hours in one week shall be compensated at the employee's overtime hourly wage, which is one and one-half times the employee's regular hourly rate.

L. In an emergency, a mechanic, dispatcher, or supervisor may drive a bus or van. When driving a vehicle no longer licensed for student use, a mechanic, dispatcher, or supervisor may drive a bus or van provided all bargaining unit members have been offered the opportunity first.

M. Should an employee report for a scheduled field trip or athletic event and that trip or event is cancelled, the employee shall receive one (1) hour of straight time pay and shall not be taken off the list if the cancellation is for a weekday trip; if the cancellation is for a weekend trip, the employee shall receive three (3) hours of straight time pay and shall not be taken off the list. If the driver is unable to perform work for a trip when asked with less than seventy-two (72) hours of notice before such trip, that unavailability will not be considered a refusal.

N. Should a voucher run overlap with an employee's regularly scheduled contractual time, the employee shall only be paid for time actually worked (no double dipping).

O. If a regularly scheduled contractual run is cancelled, the affected employee(s) shall be notified and given an alternate assignment for that day.

9. WORK YEAR

A. The paid work year shall be defined as follows:

1. A minimum of 180 student driving days (possibly more if following a non-Montgomery schedule).

2. Employees are required to attend an annual orientation day. This meeting will be held between late August and the start of the student calendar lasting no less than 4 hours but no more than 8 hours. Administration will decide on the annual orientation day schedule in advance within three (3) weeks before the start of the school year.

3. Employees are required to attend monthly transportation meetings for up to two (2) hours per meeting.

4. Drivers shall complete a dry run for each route they are assigned prior to the first day of student attendance, and shall be paid one (1) hour of straight time for each such run.

5. Employees who resign shall provide the district with fifteen (15) days written advance notice.

10. SALARY

A. Salaries shall be as set forth in the salary guides attached hereto as Appendix A and Appendix B. For the duration of the 2025-2030 Agreement, step movement on all Appendix A and Appendix B guides shall be frozen and staff members shall remain on the same step that they were on in the 2024-2025 school year. The parties will meet to review and suggest modifications to the existing Salary Guide and Placement Charts before the parties commence negotiations for the next collective negotiations agreement.

B. If a current member refers a new hire and the new hire remains in the employ of the Employer for one full calendar year, the Employer will pay the referring employee a referral bonus of $750 upon the new employee's first anniversary of date of hire.

C. Salary increases indicated for 2025-2026 will be paid to employees retroactively. Employees who separated from the District prior to

January 1, 2026 are not eligible for retroactive pay. Employees hired on or after July 1, 2025 will receive retroactive pay pro-rated based upon their hire dates.

11. HEALTH INSURANCE BENEFITS

A. The Employer shall have the unilateral right to select or change any insurance carrier or plan, provided that any such alternate plan provides substantially equal insurance coverage. Any dispute dealing with the selection of the insurance carrier or plan shall not be subject to the grievance procedure contained herein.

B. The Employer will provide a Medical Insurance Plan for all eligible members and full family coverage, if applicable. Medical insurance coverage will be provided to domestic partners who meet the State of New Jersey eligibility requirements for domestic partner. Individuals will need to submit a copy of their domestic partner certificate to qualify for this benefit. All eligible employees shall receive membership in the Horizon Educator 15 Plan less any employee statutory contributions to health insurance premiums as required by law.

C. The Employer will provide a Prescription Plan for all eligible members and full family coverage, if applicable. The following co-pays shall apply: $5 generic/$15 preferred brand/$30 non-preferred brand/1x mail order for 90 day supply.

D. The Employer will provide a Dental Plan for all eligible members and full family coverage, if applicable, with a maximum annual benefit of $1,500.

E. The Employer will provide an enhanced vision hardware benefit to a maximum of $300 during each two (2) year period.

F. The Employer will provide an Employee Assistance Program (EAP) for all eligible members.

G. Employees hired on or before June 30, 2021 who qualify for health benefits may choose to waive medical and/or dental coverage on an annual basis and receive a monetary sum in lieu of coverage by submitting a completed waiver form. An annual reimbursement up to $3,500 ($3,100-medical/$400-dental) shall be issued to employees opting to waive full family insurance coverage. An annual reimbursement up to $2,000 ($1,850-medical/$150-dental) shall be issued to employees opting to waive single insurance coverage. Participation in the program shall be subject to the following conditions:

1. The waiver form must be submitted to the Benefits Coordinator office by June 1, and must be effective for the entire school year (July 1 - June 30). Each waiver will be effective for one year and must be renewed each year if a continued waiver is desired.

2. An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan may resume coverage under the Employer's plan subject to the rules and regulations of the insurance carrier. In such cases of emergency reentry, the reimbursement amount shall be prorated accordingly on a monthly basis.

3. One-half of the annual reimbursement amount shall be issued to participating employees on the first pay period in January for the July 1 - December 31 period, and the remaining one-half shall be issued on the first pay period in June for the January 1- June 30 period.

4. New hires as of July 1, 2021 shall not be eligible for the waiver incentive for waiving health insurance.

5. A Section 125 Plan will be established.

H. A flexible spending account plan will be made available through payroll deduction for any annually contracted employee who

wishes to direct an annual amount not to exceed Two Thousand Seven Hundred Fifty Dollars ($2,750) paid over a monthly basis toward uninsured medical/dental expenses and/or an amount not to exceed that permitted by Section 125 laws for elder/dependent care expenses. The Employer will develop a form for an annual selection for any interested employee. The annual selection made by the employee cannot be modified during the year. The employee will be responsible for filing for reimbursement for eligible expenses through a third-party administrator up to the annual amount specified by the employee. Any funds left over at the end of each year (June 30) will be returned to the Employer unless they are used within the following "grace period" as set forth more particularly in the plan documents (said "grace period" shall exist so long as it is consistent with current Internal Revenue Service rules and regulations). The Employer will be responsible for the cost of the third-party administrator. The Employer shall have the right to select the third-party administrator. All contributions made through this program are done on a pre-tax basis for federal tax purposes in accordance with Section 125 laws.

I. Individuals receiving health insurance benefits shall pay the contribution required as a specified percentage of the cost of coverage for health care benefits for their salary ranges, but not less than 1.5% of their base salaries, as required by N.J.S.A. 18A:16-17 and 17.1 and according to Ch. 78, P.L. 2011, as may be amended during the term of this Agreement, and shall be deducted from the employees' salaries and paid, in equal installments, in accordance with the payroll schedule for all staff.

12. SELECTION/APPOINTMENT OF BUS ROUTES

A. Unless the Bus Driver and/or the Bus Attendant has documented performance deficiencies in their prior year's evaluation, initial bus routes for the school year and for the summer shall be selected by Bus Drivers and Bus Attendants in the order of their seniority. In the event the employee has documented performance deficiencies

in their prior year's evaluation, their initial assignment shall be made by the Employer. The school district will provide copies of the seniority list so that Drivers and Attendants may make their selection. All Bus Drivers and Bus Attendants must attend a 2-hour training session regarding special needs students prior to the opening of school, and as required, at various intervals throughout the school year. All Drivers and Attendants who have completed the special education training are eligible for a special education route based upon seniority. When disseminating the list of routes for the school year, the Employer shall indicate, for each route, the number of students who require a Bus Attendant.

B. In addition to the school year and summer routes, the following list contains additional substitute work available to drivers that will be assigned on a rotating basis upon their order of seniority:

- Pre-K/Kindergarten Substitute
- Midday Extra Work/Vocational
- Late Bus Substitute
- Athletic
- Saturday Athletic/Field Trip
- Sunday Athletic/Field Trip
- Field Trip
- New York City
- Holiday List

Drivers shall have the ability to designate their availability for weekend trips by indicating either Saturdays, Sundays, or both weekend days.

1. Drivers have up to twenty four (24) hours to decline a scheduled field trip or athletic event or they will be removed from the rotation list for the next available trip.

2. If a driver fails to report for a scheduled field trip or athletic event once in any one school year, the driver will be removed from all rotation lists for the remainder of the school

year. The driver shall be personally served with prior notice of the assignment.

3. If a scheduled field trip would result in more than three (3) midday drivers being used to cover the trip, the remainder of the drivers will be skipped to ensure consistency and coverage for midday runs. The drivers skipped will be placed at the top of the rotation list for the next available trip.

4. Substitute work will be assigned on a rotating basis upon the employees' order of seniority. New employees will be added to the bottom of the rotation list and they will become immediately eligible to participate in the rotation. (Employee does not have to wait until previous rotation list has been exhausted).

C. Management reserves the right to change route assignments due to parental conflict, student conflict, driver strengths or other legitimate reasons at any time during the school year. Management shall provide employees under this provision with an immediate explanation of the reasons for such action, which shall be put into writing and provided to the employee within two (2) working days.

D. In the event that there are new runs added or existing runs vacated during the work year, the Transportation Supervisor shall fill these vacancies by seniority subject to the following rules:

1. An employee is eligible for one lateral contract move and one lateral extra work move per school year;

2. The Supervisor shall fill the vacancy caused by the lateral move by assigning qualified employees into these positions from the complement of spare employees.

However, runs which do not generally interfere with existing route schedules (such as a mid-day run) will be posted for employee

bidding for a three (3) day period and filled through the established employee route selection process based on seniority. If there are no drivers or vehicles available, the route will be contracted out.

Extra work shall be assigned by seniority. Employees may select one (1) extra work item. Employees shall not be assigned an additional extra work item until all drivers with less seniority have been offered. Employees may be entitled to a second extra work item as long as they do not exceed eight (8) contracted hours.

Extra work that becomes available throughout the school year should be offered to employees without any extra work first on a seniority basis. After all employees without extra work have been offered, the offer shall be extended to remaining employees on a seniority basis.

E. Mid-year requests may be considered if presented in writing. The employee will be placed on the bottom of the list if granted.

13. DISCIPLINE

Discipline may be grieved under the grievance procedure. The Association shall be notified of any employee discipline action by email within 72 hours of the action.

Discipline of an employee shall be imposed only for just cause. The Employer will generally discipline employees in such a manner so as to not unduly embarrass the employee in front of the public or other employees. Discipline shall only be imposed on an employee holding permanent status for just cause and shall be progressive; however, it is understood the progressive discipline includes the concept that more serious offensives may merit more severe penalties, up to and including immediate discharge.

Before imposing discipline, the Employer will hold a meeting with the employee to allow them to respond to the charges and provide any mitigating factors. The employee is entitled to Association representation

during this meeting, and shall be afforded the opportunity to have the assistance of a Association representative if they request representation. However, the foregoing procedures shall not prevent the Employer from suspending the employee before a meeting occurs where the employee's misconduct requires the Employer to take immediate action.

14. OUT OF TITLE WORK

It is agreed that all employees shall be offered and given work based on their job title and the duties thereof. If an emergent need occurs within a certain job designation, good-faith efforts to assign the task to individuals within the affected job classification, and in accordance with the seniority provisions, shall be made prior to assigning out-of-title work. It is understood that the emergent need provision will not be used unreasonably.

15. NO STRIKE/NO LOCKOUT

Section 1: During the term of this Agreement, the Association agrees that its goals and purposes are such that it does not condone strikes by bargaining unit employees or work stoppages, slowdowns, or any such actions, which would interfere with service to the public or violate the constitution or laws of the State of New Jersey.

Section 2: The Employer agrees that there shall be no lockout of employees during the term of this Agreement.

16. LAYOFF

A. When it is necessary to lay off employees, the Association shall be notified as far in advance as practicable. The Employer shall provide the Association with seniority lists upon request.

B. Total aggregate seniority with the Employer shall be a determining factor to be considered when identifying which permanent employees are to be laid off.

C. Employees finally determined to be laid off and who leave the payroll shall be given thirty (30) working days' notice.

17. CONTRACTING/PRIVATIZATION

The Employer reserves its right to continue to use outside contractors to cover certain routes. Should the Employer exercise its right to subcontract out the work of certain bargaining unit positions, the Employer shall notify the Association in writing and, at its request, meet with the Association to negotiate the impact of its action on affected employees in accordance with the applicable provisions of *N.J.S.A.* 34:13A-46. The Association may also present suggestions to save money in an effort to avoid privatization.

18. LABOR-MANAGEMENT MEETINGS

Section 1: A committee consisting of the Employer and Association Representatives may meet for the purpose of reviewing the administration of the Agreement and to discuss problems which may arise there from. For the purpose of this Agreement, these meetings, which shall not exceed four (4) per year except upon mutual consent, are intended as a means of fostering good and sound employment relations through communications between the parties.

Section 2: Either party may request a meeting as indicated in section 1 above and shall submit a written agenda of topics to be discussed seven (7) days prior to such meeting.

Section 3: A maximum of two (2) employee representatives of the Association may attend such meeting and if held during regular work hours, they shall be granted time to attend without loss of pay. In addition, the Local and International Association Representative may attend.

19. MATERNITY LEAVE

Employees covered by the Agreement shall be entitled to maternity leave as hereinafter set forth. An employee shall notify the Employer of her pregnancy as soon as it is medically confirmed, but no later than the end of the third month of pregnancy, without good cause shown. Each employee shall also deliver to the Employer a physician's certificate stating the expected delivery date of the child. Except for reasons of health and

safety or inability to perform her job, the pregnant employee shall be permitted to work provided the attending physician approves and, upon request from the Employer, so advises in writing. Such employee shall be granted any earned and accumulated sick leave during the temporary disability period which includes the four weeks prior to the delivery date and four weeks after the actual date of birth. Requests for the use of accumulated sick time beyond the temporary disability period shall require a doctor's certificate indicating the necessity therefore. Subject to the approval of the Employer, the employee may request the maternity leave without pay in lieu of the use of earned and accumulated sick leave. Eligible employees may request family leave after the expiration of the temporary disability period. Once the temporary disability period and family leave entitlements have been exhausted, employees may request childrearing leave, without pay or benefits, for the duration of the school year in which the request in made.

20. BEREAVEMENT LEAVE

Bereavement Leave shall be provided to all employees for up to five (5) days per incident at the time of a death in the employee's immediate family as hereafter defined: employee's spouse, domestic or civil partner, child, father, mother, brother, sister, father-in-law, mother-in-law, and other relatives residing in the employee's immediate household.

For other relatives, an allowance of up to three (3) days' leave with pay shall be granted for each occurrence. "Other relatives" shall be construed to mean the member's sibling-in-law, grandparent, or grandchild.

An allowance of up to one (1) day of leave with pay shall be granted per occurrence for the death of a member's extended family member or friend.

Bereavement Leave shall not be cumulative and any such leave credit remaining unused by an employee at the end of the calendar year or upon separation from employment shall be cancelled.

The Employer reserves the right to require proof of the death.

21. SICK TIME

A. All regularly employed Bus Drivers and Bus Aides employed as of the first day of the school year shall be entitled to 10 sick days each year. Employees serving for less than the full school year shall receive a pro-rated annual allotment of sick days to be earned at the rate of one day per month. Employees who do not utilize all of the days in any given year may carry over the excess days to the next work year.

B. Sick leave may be taken in full days or half days.

1. Absences of more than a half day will be charged as a full day of sick leave.

2. Absences of less than a half day will result in wage deductions for each hour absent.

3. Employees reporting off sick must call in by 5:15 A.M. for all routes regardless of the start time of the route.

C. Employees who do not utilize any sick days during the school year shall receive a $500 attendance incentive bonus, payable on the last pay period of the school year.

D. If a member is out three (3) or more consecutive sick days, certification by a doctor may be required by the Superintendent or designee, which shall include a doctor's certification that the employee is medically cleared to return to their position of Driver, Bus Aide, and/or Dispatcher.

22. RETIREMENT

Each employee shall be entitled, upon retirement for service and age or disability from Public Employees' Retirement System ("PERS"), to receive a lump-sum payment for earned and unused accumulated sick leave which is credited to him/her on the effective date of his/her retirement in the manner and to the extent provided for herein.

Such supplemental compensation payment shall be computed at the rate of one (1) day's pay for each four (4) days earned and unused accumulated sick leave based upon the employee's average annual compensation received during the last school year of his/her employment prior to the effective date of his/her retirement, provided, however, that no such lump sum supplemental compensation payment shall exceed $5,250.00, as set by the Employer.

The lump sum supplemental compensation provided for accumulated sick days shall in no way affect, increase or decrease any pensions or retirement benefits to such retired employee.

Notice of intention to claim the benefits provided herein must be made in writing to the Employer on or before December 1st of the school year prior to the school year in which the retirement becomes effective. In the event that an employee fails to give notice by such December 1st date, the Employer may defer payment of all or part of the benefit to the school year following retirement.

23. SCHOOL CALENDAR

The Employer reserves the sole and exclusive right to establish and/or modify the school calendar. The Association cannot file a grievance over the Employer's action in establishing or modifying the school calendar. The Association may file a grievance on the impact of such Employer action on an employee's terms and conditions of employment.

Employees will generally work when the schools they service are in session pursuant to the Montgomery Township District calendar or the calendar of the applicable school which they service. Employees who work days beyond those contained in the Montgomery calendar shall be paid straight time for such additional days.

24. JURY DUTY/WITNESS LEAVE

Employees covered under this Agreement shall be permitted leave with pay (as outlined below) when summoned for jury duty or when they are

subpoenaed by a Court to appear as a witness in a legal matter, other than as a plaintiff in a matter filed against the Employer. A written request for such leave shall be given by the employee to his/her immediate supervisor at least two (2) weeks in advance. If an employee is subpoenaed as a witness in a Court proceeding, forty-eight (48) hours prior to the hearing, a copy of the subpoena shall be given to his/her immediate supervisor, and the employee shall be granted leave with pay (as outlined below) to attend the Court proceeding.

In all cases of leave with pay as described above, the employee will reimburse the Employer for any jury duty payment received beyond the regular salary amount. An employee who is not selected for a panel or is dismissed by the court is to report to his/her immediate supervisor to perform his/her mid-day and/or afternoon runs.

25. MILITARY DUTY

Military leave without pay shall be granted to members qualified under the provisions of N.J.S.A. 18A:6-33 in the manner and to the extent set forth in that statute.

26. PERSONAL DAYS

A. Bus Drivers, Bus Aides, and Dispatchers shall be entitled to utilize up to three (3) personal leave days each year. Such days must be requested at least 48 hours in advance in writing to the appropriate supervisor unless the reason for the day is an emergency.

   1. If it is an emergency the reason for the day will be provided immediately upon the employees return.

   2. Any unused personal days at the end of the work year shall be accumulated as sick days for the next work year.

B. Personal leave may be taken in full days or half days.

   1. Absence of more than a half day will be charged as a full day of personal leave.

2. Absences of less than a half day will result in wage deductions for each hour absent.

C. No more than two (2) personal leave requests will be granted to the driver group on any one day. Personal leave requests will be granted on a first applied, first approved basis. During the months of May and June, no more than one (1) personal leave request will be granted on any one day.

D. Serious Illness in the Family - An allowance of up to a total of three (3) days per year may be granted at the sole discretion of the Superintendent, or designee, to care for members of the immediate family. The employee's immediate family is defined as: spouse, child, father, mother, brother, sister, and any other relative residing in the employee's immediate household. Serious illness in family days shall not be cumulative and any unused days at the end of the year shall be cancelled.

E. Personal leave, once granted, shall not be withdrawn without the employee's consent.

27. JOB POSTING

Section 1: The Employer agrees to post notices of district vacancies and newly created job titles.

Section 2: The Employer shall post said notices for a period of seven (7) working days on designated bulletin board within the worksite of the Employer, except for unit vacancies which occur during the school year.

28. SAFETY AND HEALTH

The Employer shall, at all times, maintain safe and healthful working conditions for its employees.

The Employer and the Association agree to meet periodically to review unsafe and unhealthful conditions, the availability of appropriate safety

devices and to make recommendations to either or both parties as a Safety Committee.

29. SENIORITY

A. In all cases of layoffs and the selecting of routes, the employee with the greatest amount of seniority shall be given consideration provided that the employee has the requisite ability. In the case of a dispute regarding this paragraph, written justification may be requested.

B. Under the terms of this contract, the term "seniority" means the greater length of service that one employee has over another employee starting with his/her date of hire and continuing aggregately in titles within the bargaining unit only.

C. A break in service shall terminate an employee's previously earned seniority. The following shall constitute a break of service: resignation, separation retirement, and failure to report after leave, failure to report to work for a period of two (2) consecutive scheduled working days without notification to the supervisor or designee of a reason deemed acceptable by the supervisor, or acceptance of other employment which conflicts with their assignment.

30. ACCIDENT PROCEDURES

The Employer shall establish and maintain and Accident Review Committee to review all accidents involving Transportation Department employees. The Accident Review Committee will be made up of no less than Supervisor(s), Dispatcher, Mechanics, driver, Association representative, attendant volunteer and Montgomery Police Officers.

A bus driver must report any accident or incident immediately at the time it occurs.

Every bus driver shall immediately inform the dispatcher following any accident that involves an injury, death or property damage. Following notification to the dispatcher, the bus driver shall also complete and file a

preliminary school bus accident report within ten (10) days of the accident. If the accident results in injury, death of any person, or damage to property of any one person in excess of Five Hundred Dollars ($500.00), the bus driver shall also be required to complete and file a motor vehicle incident report within ten (10) days of the accident.

In addition to reporting accidents or violations while driving a school bus, an employee must inform the Board of the following violations while driving their personal vehicles as they may result in loss of license:

1. Speeding 15 M.P.H. or more above the posted limit; reckless driving; improper or erratic lane changes; following too closely or violating vehicle control law in connection with a fatal accident.

2. Under the influence of alcohol or a controlled substance or refusal to test.

3. Using any vehicle to commit a felony involving manufacture, distribution or dispensing a controlled substance.

31. VISUAL INSPECTION OF BUS

At the end of each transportation route, each bus driver is required to visually inspect the school bus to which he/she has been assigned to determine that no student has been left on the school bus.

In the event that, after notice and opportunity to be heard, a bus driver is found to have left a student on the school bus at the end of a route, he/she shall be suspended from duty for a period of six (6) months for a first offense in accordance with N.J.S.A. 18A:39-29. The bus driver shall not be permitted to return to his/her position until the bus driver submits to his/her supervisor proof that his/her school bus endorsement has been reinstated by the New Jersey Department of Motor Vehicles.

In the event that, after notice and opportunity to be heard, a bus driver is found to have left a student on the school bus at the end of a route a sec-

ond time, the bus driver shall be terminated from his/her position in accordance with N.J.S.A. 18A:39-29.

32. EMERGENCY EXIT DRILL PARTICIPATION

Each school year, District administrators organize and conduct emergency exit drills for all students. These emergency exit drills, which are conducted on school property and supervised by the principal or his/her designee, are scheduled at least twice per school year for students transported by bus to and from school, and are conducted at least once per year for all other students.

All bus drivers are required to be present at and participate in these emergency drills. Failure to attend and participate in an emergency exit drill without good cause may result in appropriate consequences to be determined by the bus driver's supervisor.

33. SUBSTANCE ABUSE TESTING

In accordance with CDL requirements, the Employer may require a bus driver to be tested for alcohol or drugs under the following circumstances:

1. Pre-employment
2. Time of accident
3. Randomly
4. Return to work
5. Due cause.

The Employer shall pay for the cost of drug testing in accordance with federal requirements. Any driver who tests positive for drugs or alcohol will be subject to Employer Policy.

34. EMPLOYER RULES

The district may consult with members of the bargaining unit prior to the adoption of rules or procedures. The district shall adopt and post reasonable rules, regulations or procedures as it may desire provided that these

rules, regulations or procedures are not contrary to or in conflict with this Agreement.

35. DRESS CODE

A. Transportation employees are expected to dress professionally at all times. Shirts must have sleeves or be tailored sleeveless. Clothing that is see-through is not permitted. Miniskirts are not appropriate at any time. Shorts must be dress-shorts; no cut-offs, spandex-type bike shorts or sweat shorts allowed. Slacks, jeans, khaki-type pants or sweatpants of good condition shall be permitted. Shoes shall be sturdy; sandals with a heel strap are acceptable but no flip-flops, open-toed sandals or shoes, or spiked heeled shoes are allowed.

B. Identification badges must be worn at all times.

C. The Board reserves the right to provide and require the wearing of uniforms by transportation employees.

36. LICENSURE, ENDORSEMENTS AND RENEWALS

A. All employees shall be licensed as School Bus Drivers under New Jersey, or equivalent, Motor Vehicle regulations and shall possess a Class B Commercial license, the "S" School Bus endorsement, "P" Passenger endorsement and have no restrictions on driving a bus with air brakes.

B. All employees shall maintain all endorsements and licenses by following federal regulation for Bus Driver physicals every two (2) years, fingerprinting and license renewals every four (4) years.

   1. Provided that the driver uses the Employer physician, all costs for the physical, including pre-employment will be borne by the Employer.

2. All license renewal fees will be reimbursed by the Employer provided the employee presents a receipt within ten (10) days or license renewal.

3. All fingerprinting fees will be reimbursed by the Employer for all current employees and for newly hired employees after 90-days of service.

C. Each employee shall timely sign and submit to the Transportation Supervisor an appropriate CDL Holder Certificate designating his/her operating status, which shall include a clear copy of the employee's up-to-date medical certificate. All employees shall continue to retain paper copies of their medical examiner's certificate.

D. Licensures, endorsements, and renewals shall be updated as the law requires.

37. PROMOTION

A. Promotion means the advancement of an employee to a job classification within the unit at a higher salary range.

B. Upon promotion of a permanent employee, all earned sick leave and personal time shall be retained by the employee.

C. Upon promotion, an employee shall be informed of his/her new rate of compensation at least one (1) week in advance of the effective date.

38. SPECIAL PROVISION - TRAINERS

Inasmuch as bus driver and attendant training is presently done by bargaining unit employees, the title variant of Trainer should be applied to any driver or attendant who provides this service for the Employer.

A variant compensation of $1.00 per hour shall be applied to the hourly wage of any district-approved driver or attendant trainer for hours spent

functioning as a trainer only. All driver and attendant training time must he pre-approved by the Transportation Supervisor.

Newly hired bus drivers may be reimbursed for their training time up to a maximum of twenty (20) hours. Newly hired bus attendants may be reimbursed for their training time up to a maximum of five (5) hours. This time will be paid at the lowest step of the salary guide and submitted with the first vouchers due once hired.

39. PROFESSIONAL DEVELOPMENT AND TUITION REIMBURSEMENT

A. The Employer shall provide training for all members of the Association. The Association will make recommendations to the District concerning subjects that employees should be trained on. Training should include subjects such as "defensive driving," "first aid," "de-escalation," and others. Drivers and aides shall be paid their respective hourly rates if they are required to attend training outside of their contractual work day. If training is assigned during their contractual work day, there shall be no additional compensation.

B. A full-time member shall be entitled to full or partial reimbursement for all or part of the cost of continuing education courses taken after September 1, 2021 and under the following conditions:

1. The Superintendent or designee approves of such a course. The final determination of approval of such course(s) will be made by the Superintendent and will not be subject to the grievance procedure.

2. Reimbursement is limited to courses for which a passing grade has been earned or evidence of successful completion of the course is shown as determined by an official transcript or certified letter from the institution where the course was completed.

3. The maximum liability to the Employer shall be $10,000 in each year of this Agreement. If the cap for reimbursement is insufficient in any fiscal year to meet the demands of all applicants, the amount of reimbursement shall be divided equally per course or class previously approved by the Superintendent.

4. In order to receive reimbursement, the applicant must be in the employ of the District at the time the reimbursement is to be made and must present a receipt of payment from a college or university, together with an official transcript or letter from the institution stating successful completion of the course, and a claim form.

40. ACCESS TO PERSONNEL FILE

A. Upon request and with reasonable notice, an employee shall have the opportunity to review and examine pertinent documents including those related to performance evaluation and conduct in his/her personnel history file or in any permanent supplementary personnel file. The Employer shall honor the request of such employee for copies of documents in the file within a reasonable time period. The Employer shall have the right to have such review and examination take place in the presence of an appropriate official of the agency or department in question. The employee may file a written response of reasonable length to any memoranda or documents which are derogatory or adverse to him/her. Such response will be included in the relevant permanent personnel history file or permanent supplementary personnel file and will be attached to and retained with the document in question. If any material derogatory or adverse to the employee is placed in the file in question, a copy of such material shall be sent to the employee.

B. No document or complaint of anonymous origin shall be used against any employee.

C. Copies of any written documents specifically related to discipline or the work performance of an employee which are relied upon by the Employer during any disciplinary proceedings, grievance hearing, or in any final evaluation report, will be given to the employee and/or the Association upon request.

D. A copy of specific written material which is derogatory or adverse to an employee and is in the possession of the Employer or its representatives, and which, has not been previously transmitted to the employee, shall be provided to the employee when such written material is to be relied upon in any adverse personnel action resulting in disciplinary proceedings, or in any evaluation report rendered.

41. STATE LAW

A. This agreement is at all times subject to the law of the State of New Jersey. That law, as reflected in the policies of the Employer, state statutes, regulations or administrative and judicial decisions, as same from time to time may be modified or revised, shall apply to the parties irrespective of any contract clause herein to the contrary.

B. SAVING CLAUSE. If any provision of this Agreement shall conflict with any Federal or State Law or regulation, or that specific provision of the Agreement shall be deemed amended or nullified to conform to such. The other provisions of this Agreement shall not be affected thereby and shall continue in full force and effect. Upon request of either party, the Employer and the Association agree to meet and renegotiate any provision so affected.

42. DUES AND REPRESENTATION FEES

A. The Employer agrees to deduct the Association dues from the salaries of its employees, subject to this Agreement, such as deductions shall be made in compliance with N.J.S.A. 34:13A-1 et seq. and members shall be eligible to withdraw such authority during January and July of each year as prescribed by law.

B. The deduction of full dues shall be made only for each employee who individually requests, in writing, that such deductions be made.

C. The Employer further agrees to deduct, in accordance with P.L. 1979, Chapter 477, as it relates to the Agency Shop provisions, from the pay of each employee covered by the Agreement who does not furnish a written authorization for deduction of Association dues, a representation fee equal to 85% of the Association dues, as may be certified to the Employer by the Association at least thirty (30) days prior to the month in which the deduction of dues is to be made, commencing ninety (90) days after the date of hire of such employee. However, in the event of rehire, such dues shall commence after thirty (30) clays of rehire. The Association must provide the Employer with a copy of its demand and return system.

D. The amounts to be deducted shall be certified to the Employer by the Association and aggregate deduction of all employees shall be remitted to the Association, c/o Wheels of Change - Montgomery Safe Passage Association, 198 Spring Hill Road, Skillman, New Jersey 08558 by the tenth (10th) day of the month following the calendar month in which said deductions are made, together with a list of names, and the amount of the deduction.

E. The Association shall indemnify, defend, and hold the Employer harmless against any and all claims, demand, suits or other forms of liability that may arise out of or by reason of action taken by the Employer in reliance upon official notification on the letterhead of the Association of such deductions.

43. PRINTING AGREEMENT

Within thirty (30) days after the end of negotiations the typing of proof copy shall be completed by the designated party. Following thirty (30) days thereafter, both parties will have completed the proof reading. Upon mutual agreement to the accuracy of its content, the parties will sign the contract.

Within ninety (90) days after the signing of this Agreement, the Association will reproduce this agreement in sufficient quantities so that each employee shall receive a copy, and so that there are sufficient additional copies for distribution to employees hired during the term of this Agreement and for additional copies to the Employer. The Association shall distribute such copies of the Agreement to all employees in the unit and to the Employer within a reasonable period of time after the Agreement has been executed.

44. TERMS OF AGREEMENT

The terms and effect of this Agreement shall be in force commencing July 1, 2025 and shall remain in effect and full force through June 30, 2030.

The Employer and the Association acknowledge this is to be their complete Agreement.

WITNESS:

BY: _____
Andrew Italiano
Board Secretary/
Business Administrator

DATED: 1/27/26

MONTGOMERY TOWNSHIP BOARD OF EDUCATION

BY: _____
Patrick Todd
Board President

DATED: 1/27/26

WITNESS:

BY: _____

DATED: 1/27/26

THE MONTGOMERY SAFE PASSAGE ASSOCIATION

BY: _____

DATED: 1/27/26

WITNESS:

BY: _____

DATED:

THE MONTGOMERY SAFE PASSAGE ASSOCIATION

BY: _____

DATED:

APPENDIX A – BUS DRIVER SALARY GUIDES AND PLACEMENT CHARTS

Bus Driver Hourly Salaries

Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1	$32.60	$33.66	$34.75	$35.88	$37.05
2	$32.60	$33.66	$34.75	$35.88	$37.05
3	$32.60	$33.66	$34.75	$35.88	$37.05
4	$32.60	$33.66	$34.75	$35.88	$37.05
5	$32.60	$33.66	$34.75	$35.88	$37.05
6	$32.60	$33.66	$34.75	$35.88	$37.05
7	$32.60	$33.66	$34.75	$35.88	$37.05
8	$32.60	$33.66	$34.75	$35.88	$37.05
9	$32.60	$33.66	$34.75	$35.88	$37.05
10A	$36.89	$38.09	$39.33	$40.61	$41.93
10	$40.71	$42.03	$43.40	$44.81	$46.27

Bus driver salaries for each year covered by the Agreement (2025-2026, 2026-2027, 2027-2028, 2028-2029, 2029-2030) are set forth above. No employee shall advance any steps during the term of this Agreement.

Salary Guide Advancement Chart – Bus Drivers

2024-25 Step		2025-26 Step		2026-27 Step		2027-28 Step		2028-29 Step		2029-30 Step
1	⇨	1	⇨	1	⇨	1	⇨	1	⇨	1
2	⇨	2	⇨	2	⇨	2	⇨	2	⇨	2
3	⇨	3	⇨	3	⇨	3	⇨	3	⇨	3
4	⇨	4	⇨	4	⇨	4	⇨	4	⇨	4
5	⇨	5	⇨	5	⇨	5	⇨	5	⇨	5
6	⇨	6	⇨	6	⇨	6	⇨	6	⇨	6
7	⇨	7	⇨	7	⇨	7	⇨	7	⇨	7
8	⇨	8	⇨	8	⇨	8	⇨	8	⇨	8
9	⇨	9	⇨	9	⇨	9	⇨	9	⇨	9
10A	⇨	10A	⇨	10A	⇨	10A	⇨	10A	⇨	10A
10	⇨	10	⇨	10	⇨	10	⇨	10	⇨	10

Notes: **Read across to track advancement from year to year.**

APPENDIX B – BUS AIDE SALARY GUIDES AND PLACEMENT CHARTS

Bus Aide Hourly Salaries

Step	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
1	$24.27	$25.06	$25.87	$26.71	$27.58
2	$24.63	$25.43	$26.26	$27.11	$27.99
3	$24.87	$25.68	$26.51	$27.37	$28.26
4A	$26.06	$26.91	$27.78	$28.68	$29.61
4	$28.11	$29.02	$29.96	$30.93	$31.94

Bus driver aide salaries for each year covered by the Agreement (2025-2026, 2026-2027, 2027-2028, 2028-2029, 2029-2030) are set forth above. No employee shall advance any steps during the term of this Agreement.

Salary Guide Advancement Chart – Bus Aides

2024-25 Step	2025-26 Step	2026-27 Step	2027-28 Step	2028-29 Step	2029-30 Step
1	⇨ 1	⇨ 1	⇨ 1	⇨ 1	⇨ 1
2	⇨ 2	⇨ 2	⇨ 2	⇨ 2	⇨ 2
3	⇨ 3	⇨ 3	⇨ 3	⇨ 3	⇨ 3
4A	⇨ 4A	⇨ 4A	⇨ 4A	⇨ 4A	⇨ 4A
4	⇨ 4	⇨ 4	⇨ 4	⇨ 4	⇨ 4

Notes: Read across to track advancement from year to year.

APPENDIX C – DISPATCHER SALARY SCHEDULE

Twelve-Month Dispatcher Salary Range

Minimum Salary: $56,000

Maximum Salary: $76,000

Ten-Month Dispatcher Range

Minimum Salary: $46,000

Maximum Salary: $66,000

The salary ranges for Dispatcher salaries for each year covered by the Agreement are set forth above. Each Dispatcher's individual salary for the 2025-2026 school year shall be set in accordance with the amounts set forth in the Memorandum of Agreement signed by the parties, and such salaries shall increase 3.25% for each of the remaining years covered by this Agreement, subject to the maximum salary amounts set forth above.