

**SIDE BAR AGREEMENT
BETWEEN THE
JACKSON BOARD OF EDUCATION
AND THE
TEAMSTERS LOCAL 97 (DRIVERS AND AIDES)**

WHEREAS, the Jackson Board of Education (“Board”) and the Teamsters Local 97 of New Jersey (“Union”) are parties to a collective negotiations agreement in effect for the period July 1, 2021 through June 30, 2024, which covers the terms and conditions of employment for the District’s affiliated Drivers and Aides/Attendants; and

WHEREAS, the Agreements may only be amended by a written document; and

WHEREAS, the parties desire to modify the Agreement to reflect a revised salary schedule and additional language changes throughout the contract that the parties have agreed to.

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

I. Salaries –

Salary Schedule “A” on pages 21-22 shall be deleted and replaced with the following:

A. Bus Drivers Salary Schedule –

Effective beginning March 1, 2022 and for the remainder of this bargaining agreement (until June 30, 2024):

- i. Any Bus Driver hired after January 1, 1992 will be paid an hourly rate of \$30 per hour
- ii. Any Bus Driver hired prior to January 1, 1992 will be paid an hourly rate of \$35 per hour

B. Van Aides Salary Schedule –

Effective beginning March 1, 2022 and for the remainder of this bargaining agreement (until June 30, 2024):

- i. Any Van Aide hired after January 1, 2009 will be paid an hourly rate of \$18.50 per hour
- ii. Any Van Aide hired prior to January 1, 2009 will be paid an hourly rate of \$23 per hour.

C. Stipend for Bus Drivers (To be effective September 1, 2022):

- i. Annual payment of \$2,500 for those hired before January 1, 2010, which will be paid biweekly and pensionable.
- ii. Annual payment of \$1,000 for those hired before January 1, 2015, which will be paid biweekly and pensionable.

Stipend for Van Aides (To be effective September 1, 2022):

- i. Annual payment of \$1,000 for those hired before January 1, 2009, which will be paid biweekly and pensionable.

II. The following contract revisions shall also be implemented:

#	Article/Title/Page	Language Changes As Noted in Red and/or strikethrough:
1.	Article XIII: Transportation Section A.2 Page 10	2. No driver <u>shall drive more than ten hours and/or work more than fifteen hours</u> work more than sixteen (16) hours in any 24-hour period. Drivers must be off duty for at least six (6) <u>eight (8)</u> hours without pay between shifts.
2.	Article XIII: Transportation Section A.4 Page 10	4. Drivers shall not be required to wash, gas or oil busses. Drivers are responsible for sweeping their vehicles and removing trash each day.
3.	Article XIII: Transportation Section A.14 Page 10	14. Only trainers and/or supervisors will be assigned to train any employee. For 2017-2018, any Employee who is properly certified as a trainer and is assigned to perform the duties of a trainer shall be paid at three dollars (\$3.00) above his/her hourly rate for all hours worked as a trainer. If the employee is in overtime rate, then the \$3.00 an hour will be added after the overtime rate is calculated. For 2018-2019, the rate for trainers shall be three dollars and fifty cents (\$3.50) above his/her hourly rate for all hours worked as a trainer. For 2020-2021, The rate for trainers shall be four dollars (\$4.00) above his/her hourly rate for all hours worked as a trainer.
4.	Article XIII: Transportation Section A.16 -17 Page 11	Remove and replace 16. Employees who sign for extra work during the morning are required to contact dispatch to check for their extra work assignment. Employees who fail to check with dispatch three (3) times during the year may be removed from the extra work sheet for the remainder of the year. 17. Any and all work that is available on a daily basis will be posted and be awarded in seniority order to contracted drivers, (i.e., Mates run). 16. Extra work will be assigned in seniority order.

5.	Article XIII: Transportation Section A.18 Page 11	Delete: 18. Any and all available tier work will be given out in seniority order to a contracted driver before being offered to a substitute driver as long as it does not create overtime.
6.	Article XIII: Transportation Section A.22 Page 11	22. Required Annual Training: Transportation employees will be required to attend one two paid training sessions of four hours designated as “Required Annual Training”, which will be scheduled four times throughout the school year. There will be four dates, one date just prior to the start of the school year, one date on the district transition day (early February), and a date in the Fall and Spring, to be scheduled contiguous to the regular work day (i.e. 9:00 AM – 1:00 PM or 5:00 PM – 9:00 PM). All new hires must attend the first available training upon being hired. All other Bus Drivers and Aides will have a choice of one of the four dates. All employees must attend only one session.
7.	Article XIII: Transportation Section A Page 11	Add new section: Effective beginning July 1, 2022, the daily schedule for drivers shall be as follows: 6:00 AM to 9:30 AM and 1:25 PM to 4:25 PM (excluding any mid-days and extra work assignments).
8.	Article XIII: Transportation Section B.6 Page 12	Remove: 6. Extra work assignments shall be assigned according to seniority if no overtime pay is involved. (Posting for the senior available Employee will perform temporary extra bus runs daily). Such runs shall not be split amongst Employees trying to fill their time.

9.	Article XIII: Transportation Section B.7 Page 12	Remove: 7. All driving assignments will be offered to full time bus and van drivers before being offered to any other Employees, except as may be required to instruct Employees.
10.	Article XIII: Transportation Section B.9 Page 12	Remove: 9. Drivers and aides, whose contracted schedule of runs include "layover time" of less than one (1) hour between their paid driving time on a run and the starting time of the succeeding run, shall be paid for the layover time at their regular hourly rate of pay. The driver shall be paid one half (1/2) hour for layovers of less than thirty (30) minutes and one (1) hour for layovers of between thirty one (31) and sixty (60) minutes. Drivers and aides may be assigned extra runs during layover time without additional compensation. The length of the run shall not exceed the layover time. Payment for layover time shall not apply to extra time, activity runs and field trips. If a driver or aide is receiving travel to or from a school on their current contracted route assignments and the driver or aide bids into a new or additional run assignment that would provide layover time during the same time period in which they currently receive travel time, the existing travel time will become incorporated into the new layover time. There shall be no layover time exceeding thirty (30) minutes or sixty (60) minutes due to travel time.
11.	Article XIII: Transportation Section B.11 Page 12	11. All new contracts awarded to newly hired transportation employees must be kept for thirty days prior to bidding on another position. Postings to cover transportation runs will be posted no more than two (2) weeks in advance of the trips unless a five (5) hour permanent run becomes available and the driver must take that run in accordance with contract provision Article XXI, A#1.
12.	Article XIII: Transportation Section B.12 Page 12	12. Drivers and Aides shall pick their runs, including summer work, at the same time. If an employee has an all stand-by contract and a run with the same amount of hours becomes available that has runs attached, the employee can make the switch. Bus Drivers and Aides must be available to work their entire summer schedule if selected. Any missed summer work assignment for a Bus Driver or Aide for any reason will be unpaid, except if a summer sick day is used.
13.	Article XIII: Transportation Section C.1 Page 12	1. Athletic and field trips shall be rotated from the seniority list of those drivers who wish extra work. Once the last name on the seniority list has been offered/assigned extra work, the list will rotate and trips will be offered beginning with the first listed driver. Field trips selection will begin at the top of the seniority list every week.

14.	Article XIII: Transportation Section C.7 Page 13	Remove: 7. Any weekday trips that are not assigned or that are open will be assigned the day of the trip. Should the coverage require overtime, the trip will be assigned in seniority order.
15.	Article XIII: Transportation Section C.8 Page 13	8. Drivers selecting field trips during the time of their scheduled run are required to make a minimum of sixty (60) additional minutes after the deduction of their temporary or contracted run. This trip may be taken for overtime only after all straight time drivers or substitutes have been exhausted with the exception of shuttles.
16.	Article XIII: Transportation Section C.9 Page 13	Remove second paragraph: 9. Employees who work field trips will begin their pay time at the end of their contracted route time. No driver will be paid two (2) times for the same period of time. If the students board at your destination prior to the end of your contracted time. Trip time will begin at the time the students board the bus. Trip time will begin at the time the students board the bus and the bus departs for the trip.
17.	Article XIII: Transportation Section C.10 Page 13	Remove: 10. "Leftover" trips including backups shall be picked after all straight time Employees fulfill their regular hours. Remaining weekend trips shall be picked by seniority for overtime during the trip pick process with the exception of open weekday trips.
18.	Article XIII: Transportation Section C.11 Page 13	Remove: 11. Any trip that becomes available after trip picks are over, will be given out by the seniority list to any contracted driver, starting with straight time. This includes trips that are going out over the weekend and/or holiday/break. The ONLY time it is to be given out by the extra work list is if the trip is for the next morning before extra work is given out. In emergencies, they will contact available employees via radio/lounge.
19.	Article XIII: Transportation Section C.12 Page 13	Remove: 12. Trips shall be posted 24 hours in advance where possible.

20.	Article XIII: Transportation Section C.14 Page 13	Change to: 14. Aides shall accompany paraprofessionals during trips only if deemed necessary in accordance with the student's individualized education plan and as determined necessary by the Director of Transportation.
21.	Article XVI: Posting Procedures Section A.1 Page 15	1. All vacant and newly created positions which the BOARD intends to fill shall be posted within three (3) days (excluding Saturday, Sunday or holidays) that a position becomes available and shall remain posted for seven (7) five (5) days, (exclusions as above). Except in cases of emergency, job postings shall be delivered to Transportation Break Room and each Union Representative. Nothing in this article shall preclude the BOARD from advertising an open position outside the school district if, in its sole discretion, it chooses to do so.
22.	Article XIII: Transportation Section C Page 13	Add new section: Trips will be given out in seniority order. There will be four trip lists: • Athletic Trip - Monday thru Friday • Field Trip - Monday through Friday • Athletic Trip - Weekends and when school is closed(Saturday, Sunday, holidays) • Field Trip - Weekends and when school is closed (Saturday, Sunday, holidays) Trips will be given out as they are being requested (by the schools and athletic department) on the trip tracker or any software used to route and assign trips. Bus Drivers have twenty-four hours to respond whether or not they are taking the trip. An emergent need (notice of less than 24 hours) for a trip will be assigned via an emergency work list and will be assigned in seniority order.
23.	Article XIII: Transportation Section C Page 13	Add new section: Any drivers or aides who complete a "doubleback" for the same school will be compensated for one additional hour of pay. Covering a route for different school is not considered a "doubleback."

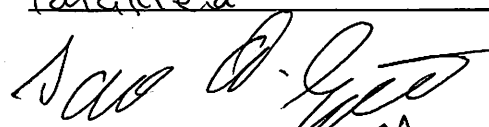
III. All other terms and conditions of the Agreement shall remain unchanged.

- IV. 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 Association, 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.
- V. This Side Bar Agreement, consisting of seven (7) total pages, is subject to the approval of the Board and the Union prior to becoming effective. By signing below, each party represents that it is authorized to enter into this Side Bar Agreement on behalf of their respective entity.

TEAMSTERS LOCAL 97


Theresa Bolle
Deana Schaller


JACKSON TWP BOARD OF EDUCATION

Tanabiera


2/16/22