

AGREEMENT

Between the

FREEHOLD REGIONAL BUS DRIVERS' ASSOCIATION

and the

BOARD OF EDUCATION

OF

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT BOARD OF EDUCATION

the County of Monmouth

New Jersey

JULY 1, 2021 - JUNE 30, 2024

ARTICLE I - PRINCIPLES

- Section 1. A free and open exchange of views between the Board and the Association.
- Section 2. The Association recognizes the importance of a grievance procedure for the prompt resolutions of disputes which may occur.
- Section 3. The provisions of this Agreement are binding to the Board and the Association.
- Section 4. This Agreement will supersede all previous Agreements.

ARTICLE II - RECOGNITION

- Section 1. The Board agrees to and hereby does recognize the Association as the sole and exclusive negotiation agent for the purpose of collective negotiations in any and all matters relating to negotiable terms and conditions of employment on behalf of all regular full-time school bus driver employees, except for probationary employees pursuant to Article XV.

ARTICLE III - MODIFICATION OF AGREEMENT AND NEGOTIATION OF SUCCESSOR AGREEMENT

- Section 1. Before the Board adopts a change in policy which affects negotiable terms and conditions of employment as specified in this Agreement, the Board will notify the Association, in writing, that it is considering such a change. If the proposed policy affects terms and conditions of employment, the parties shall enter into negotiations as required by law. Any agreement resulting from negotiations shall be reduced to writing, signed by the Board and the Association, and become an addendum to this agreement.
- Section 2. No sooner than January 1 but no later than February 1 of the year the contract will expire, or as soon thereafter as practicable, the Board and Association shall enter into successor negotiations in accordance with the procedure set forth herein. By the same date, the Association agrees to present its proposals for the successor agreement. Initial contract proposals from each side shall be submitted in writing. Any negotiated agreement