

**BUS DRIVER SALARY GUIDE  
AND  
OTHER CONDITIONS OF EMPLOYMENT**

**EFFECTIVE JULY 1, 2008 - JUNE 30, 2011**

STEP	2008/09	2009/10	2010/11
A	\$13.00	\$13.25	\$13.50
B	\$13.50	\$13.50	\$14.00
C	\$13.75	\$14.00	\$14.50
D	\$14.00	\$14.25	\$14.75
E	\$14.50	\$14.50	\$15.00
F	\$14.75	\$15.00	\$15.50
G	\$15.25	\$15.25	\$15.75
H	\$15.50	\$15.75	\$16.25
I	\$16.00	\$16.00	\$16.50
J	\$16.75	\$16.50	\$17.00
K	\$17.75	\$17.25	\$17.75
L	\$18.75	\$18.25	\$18.75
M	\$19.75	\$19.25	\$19.75
N		\$20.25	\$20.75

All drivers will advance from their 2007/08 salary and step on that guide to the next step on the above guide for years 08/09 and 09/10. All drivers will move laterally from 09/10 to 10/11.

Drivers are guaranteed a minimum of two (2) hours for the regular morning and/or afternoon session. Saturday differential of \$3.00/hour minimum (Saturday rate effective from completion of late run on Friday until 6:00 AM Monday).

Drivers will be paid a differential of \$3.00/hour minimum for Varsity Football Games played in the evening Monday through Thursday during the school year.

**CONDITIONS OF EMPLOYMENT**

**Pension Plan** - participating as required in P.E.R.S.

**Health Benefits** - Bus Drivers hired after July 01, 1995 will receive Board paid coverage for PPO Medical, Prescription and Dental Insurance coverage. They will be eligible to receive single up to family coverage for PPO Blue Cross/Blue Shield major medical, Prescription and Dental Insurance or insurance coverage equal to MREA Unit. Participation in the "Refusal of Health Benefits" as offered to the MREA will be available to the drivers under the same terms and conditions as offered to the MREA.

**Sick Days** - ten (10) days per year cumulative

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**Accumulated Sick Leave** - On retirement a member shall be compensated for all unused sick leave days accumulated at the rate of forth dollars (\$40.00) per day, up to a maximum amount of Six Thousand Dollars for the years 2008/09, 2009/10, 2010/11

**Personal Days** - three (3) days per year, if unused shall accumulate as sick leave in the next year

**Uniform:** Each bus driver will receive, at district cost, between \$25-\$45, an all-season jacket. Monmouth Regional High School Board of Education will purchase the jackets.

**Perfect Attendance:** Bus Drivers will receive perfect attendance dollar amounts in accordance with the MREA contract article XVIII (e) of the MREA contract 2007-2010. The bus drivers will receive equal to or better payments if a different agreement is reached with the MREA while the bus drivers' contract is still valid.

**Death in Immediate Family Benefit** - An allowance of up to five (5) days paid leave shall be granted. Immediate family shall be considered father, mother, spouse, child, brother, sister or any member of the immediate household.

**Paid Holidays** - Thanksgiving Thursday, Thanksgiving Friday, Washington's Birthday, Good Friday, Memorial Day, Christmas, Christmas Eve, New Year's Day, Martin Luther King's Birthday, Veterans' Day, Columbus Day and Labor Day when students are transported prior to this calendar day.

**Snow Days** - three (3) paid snow days when MRHS is closed due to snow or students and staff are off due to unused snow days as per Superintendent. If drivers are working on one of these days they will receive regular daily rates.

Sick and Personal Days are computed as per the individual's working day.

**Meal Allowance Adjustment:** follows A5 ch 53 and OMC Circular 08-13 and 06-14.

**All new bus drivers receive \$1.00/hr. less for a ninety (90) day probationary period.**

**Overtime** - Payment for overtime shall be at the rate of time and one-half when such overtime exceeds forty (40) hours actually worked in one (1) week. The work week for purposes of the computation commences on Monday.

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The Board of Education will cover the cost for the mandatory renewal of fingerprint identification with an understanding that if the employee should terminate employment with MRHS prior to the four (4) years following update the amount of the fingerprinting cost will be deducted from last paycheck.

Ten month employees working during the months of July and August may use sick days allotted as per this agreement. Any more than three (3) consecutive days may require a doctor's note.

Drivers not being rehired for September of the following year will be given a minimum of forty-five (45) days notice prior to beginning of school. All drivers will be notified on/or before June 30th of an intent for rehiring by the Board of Education.

MAP

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MARIA ANNE PARRY, CPA, PSA  
SCHOOL BUSINESS ADMINISTRATOR

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ANTHONY SCHAIBLE, BD. PRES.

**Bus Drivers**

**Signatures**

FRANCINE	FIGUEROA	
MARY	FINK	
HOWARD	FREEMAN	
ERIK	HOVE	
LORRETTA	HUNT	
ROCHELLE	JACKSON	
RONAKIN	JONES	
SAMUEL	JULIANO	
MADELINE	MAGNER	
JOHN	MC CUE	
ROBERT	ORR	
CHARLOTTE	SCOTT	
AL	MARSILLO	
JOANN	WELSH	
BARRIE	MEHLER	
GEORGE	SHAFTO	