

**MEMO OF AGREEMENT
MONMOUTH REGIONAL HIGH SCHOOL BUS DRIVERS**

Name	Signature
Fran Figueroa	<i>Fran Figueroa</i>
Mary Fink	<i>Mary B Fink</i>
Kelly Cosentino	<i>Kelly Cosentino</i>
Rochelle Jackson	<i>Rochelle Jackson</i>
Rick Fendl	<i>Rick Fendl</i>
Sandra Reseter	<i>Sandra Reseter</i>
Oh Kwon	<i>Oh Kwon</i>
Madeline Magner	<i>Madeline Magner</i>
John Mc Cue	<i>John Mc Cue</i>
Lisa West	<i>Lisa West</i>
Mark Mennzopane	<i>Mark Mennzopane</i>
Norman Nels Hallam Jr.	<i>Norman Nels Hallam Jr.</i>
Charlotte Scott	<i>Charlotte Scott</i>
Gary Glendonning	<i>Gary Glendonning</i>
James Ellis	

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Date **June 8, 2019**

Terms

Five Year contract from July 1, 2019 through June 30, 2024

Salaries:

Proposed guide		1.2	1.2	1.2	1.25	1.25
CURRENT GUIDE:	18/19	19/20	20/21	21/22	22/23	23/24
A	15.25	15.75	16.45	17.15	17.85	18.55
B	15.75	16.45	16.95	17.65	18.4	19.1
C	16.25	16.95	17.65	18.15	18.90	19.65
D	16.50	17.45	18.15	18.85	19.40	20.15
E	16.75	17.70	18.65	19.35	20.10	20.65
F	17.25	17.95	18.90	19.85	20.60	21.35
G	17.75	18.45	19.15	20.10	21.10	21.85
H	18.00	18.95	19.65	20.35	21.35	22.35
I	18.25	19.20	20.15	20.85	21.60	22.60
J	18.75	19.45	20.40	21.35	22.10	22.85
K	19.00	19.95	20.65	21.60	22.60	23.35
L	19.50	20.20	21.15	21.85	22.85	23.85
M	19.75	20.70	21.40	22.35	23.10	24.10
N	20.25	20.95	21.90	22.60	23.60	24.35
O	21.00	21.45	22.15	23.10	23.85	24.85
P	22.00	22.20	22.65	23.35	24.35	25.10
Q	23.00	23.20	23.40	23.85	24.60	25.60
R	24.00	24.20	24.40	24.60	25.10	25.85
S		25.20	25.40	25.60	25.85	26.35
T			26.40	26.60	26.85	27.10
U				27.60	27.85	28.10
V					28.85	29.10
W						30.10

All years move down on guide.

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Health Benefits –

- A. All employees participating in employer paid benefits shall contribute towards health benefits at the tables listed below. Said deduction will be in compliance with IRS section 125 rules and regulations.

LFN 2011-20 BENEFIT DEDUCTION TABLES					
SINGLE COVERAGE					
salary range	YR1	YR2	YR 3	YR 4	YR 5
less than 20000	3.380%	3.380%	3.380%	3.94%	3.94%
20000-24,999.99	4.130%	4.130%	4.130%	4.82%	4.82%
25000-29,999.99	5.630%	5.630%	5.630%	6.57%	6.57%
30000-34,999.99	7.500%	7.500%	7.500%	8.75%	8.75%
35000-39999.99	8.250%	8.250%	8.250%	9.63%	9.63%
40000-44999.99	9.000%	9.000%	9.000%	10.50%	10.50%
45000-49999.99	10.500%	10.500%	10.500%	12.25%	12.25%
50000-54999.99	15.000%	15.000%	15.000%	17.50%	17.50%
55000-59999.99	17.250%	17.250%	17.250%	20.13%	20.13%
60000-64999.99	20.250%	20.250%	20.250%	23.63%	23.63%
65000-69999.99	21.750%	21.750%	21.750%	25.38%	25.38%
70000-74999.99	24.000%	24.000%	24.000%	28.00%	28.00%
75000-79999.99	24.750%	24.750%	24.750%	28.88%	28.88%
80000-94999.99	25.500%	25.500%	25.500%	29.75%	29.75%
95000+	26.250%	26.250%	26.250%	30.63%	30.63%

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LFN 2011-20 BENEFIT DEDUCTION TABLES					
FAMILY					
salary range	YR1	YR2	YR 3	YR 4	YR 5
less than 25000	2.250%	2.250%	2.250%	2.63%	2.63%
25000-29999.99	3.000%	3.000%	3.000%	3.50%	3.50%
30000-34999.99	3.750%	3.750%	3.750%	4.38%	4.38%
35000-39999.99	4.500%	4.500%	4.500%	5.25%	5.25%
40000-44999.99	5.250%	5.250%	5.250%	6.13%	6.13%
45000-49999.99	6.750%	6.750%	6.750%	7.88%	7.88%
50000-54999.99	9.000%	9.000%	9.000%	10.50%	10.50%
55000-59999.99	10.500%	10.500%	10.500%	12.25%	12.25%
60000-64999.99	12.750%	12.750%	12.750%	14.88%	14.88%
65000-69999.99	14.250%	14.250%	14.250%	16.63%	16.63%
70000-74999.99	16.500%	16.500%	16.500%	19.25%	19.25%
75000-79999.99	17.250%	17.250%	17.250%	20.13%	20.13%
80000-84999.99	18.000%	18.000%	18.000%	21.00%	21.00%
85000-89999.99	19.500%	19.500%	19.500%	22.75%	22.75%
90000-94999.99	21.000%	21.000%	21.000%	24.50%	24.50%
95000-99999.99	21.750%	21.750%	21.750%	25.38%	25.38%
100000-109999.99	24.000%	24.000%	24.000%	28.00%	28.00%
110000+	26.250%	26.250%	26.250%	30.63%	30.63%

Accumulated Sick Leave - On retirement a member shall be compensated for all unused sick leave days accumulated at the following rates:

- Employed before 2013: \$50/day maximum 150 days (\$7,500)
- Employed after 2013: \$40/day maximum 150 days (\$6,000)

Uniform: Each bus driver will receive the following, at district cost:

- a. **New Drivers:** An all season jacket/lightweight jacket by Land's End after the completion of their first year of service. Current drivers will receive a new jacket upon approval by their immediate supervisor and/or SBA.
- b. **New Drivers:** 10 sets of golf shirts after six months of service.
- c. **Current Drivers:** 5 sets of clothing as needed. Drivers must notify Administration by April 1st so proper budgeting can occur.

Paid Holidays – Drivers will be paid their regular hours worked for the following holidays:

- a. New Year's Day

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- b. Martin Luther King's Birthday,
- c. Washington's Birthday
- d. Good Friday
- e. Memorial Day
- f. July 4th *
- g. Rosh Hashanah (when school is closed)
- h. Yom Kippur (when school is closed)
- i. Veterans' Day
- j. Thanksgiving
- k. Day after Thanksgiving
- l. Christmas Eve
- m. Christmas Day

For Labor Day, drivers who transport students prior to Labor Day, they will be paid their work hours for Labor Day. (If a driver does not work prior to Labor Day, they will not get paid for Labor Day).

- If driver does not work during July, they will receive that day in their first paycheck in September.

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. Payroll is the 15th and 30th. If the week falls between pay days, the calculation of overtime will still occur starting with the Monday of the week.

Physicals: Monmouth Regional High School will reimburse the employee up to \$125 per driver per physical. The driver must provide proof of payment in order to be reimbursed and must be completed by a physician that is CDL Certified.

Board of Education

Andrew Teeple

Maria Parry

Agreement approved at the Board of Education Meeting dated: 6/18/19