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**TENTATIVE CONTRACT EXTENSION AGREEMENT
BETWEEN
THE FOREST HILLS BOARD OF EDUCATION
AND
THE FOREST HILLS BUS DRIVERS ASSOCIATION**

The Forest Hills Board of Education and the Forest Hills Bus Drivers Association reached a tentative agreement to extend the Bus Drivers Agreement through the 2007-08 fiscal year. A 1.25% salary increase plus step increment for 2006-07 and a 1.75% salary increase and step increment for 2007-08. MESSA Choices II will be maintained for 2006-07, with a \$10/20 prescription co-payment, rather than the current \$5/10 prescription co-payment. Both parties mutually agreed to reserve the right to renegotiate benefits in 2007-08 should it become necessary. Wage increases are consistent with what was negotiated for the teachers, administrators, supervisors, administrative support staff, child care, and pre-school staff. Letters of Agreement, Clarification and Understanding that have been negotiated through June 30, 2006 will remain in effect through June 30, 2008. Amendments to current contract language will be negotiated through Letters of Agreement as the need arises to address any future contract language areas and for clarification of current practices throughout the duration of this contract extension.

ARTICLE XIII

WAGES AND COMPENSATION

1. **Wages**

1. <u>Regular Routes</u>	<u>2006-07</u>	<u>2007-08</u>
Step 1	\$13.54	\$13.78
Step 2	\$14.10	\$14.35
Step 3	\$14.70	\$14.96
Step 4	\$15.28	\$15.55
Step 5	\$15.88	\$16.16
Step 6	\$16.45	\$16.74
 Trip Rate	 \$13.54	 \$13.78

***No Meal Allowance**

PREMIUMS (+ PER HOUR RATE):

Special Ed Non-Lift	\$.60	\$.60
Special Ed Lift Bus	\$1.00	\$1.00
Driver Trainers	\$3.00	\$3.00
Non-lift Special Ed	\$.25	\$.25
Trips		
Lift Special Ed Trips	\$.75	\$.75

2. **Longevity**

Additional \$.15 per hour per year commencing in year following last step.

ARTICLE XIV

FRINGE BENEFITS

Remain the same as offered in 2004-06 handbook for 2006-07, with the exception of going from a \$5/\$10 prescription co-payment to a \$10/20 prescription co-payment. Both parties reserve the right to renegotiate benefits for the 2007-08 fiscal year should it become necessary.

This agreement is valid until June 30, 2008.

FOR THE BOARD:



Gloria Graber, Chief Negotiator

DATE: June 16, 2006

FOR THE ASSOCIATION:



Ardis Tidd, Chief Negotiator



Philip Engelsman, President

DATE: 6. 6. 06

**LETTER OF UNDERSTANDING AND AGREEMENT
BETWEEN
THE FOREST HILLS BOARD OF EDUCATION
AND
THE FOREST HILLS BUS DRIVER ASSOCIATION**

Article XV, Section D: Trip Times

The Forest Hills Board of Education and the Forest Hills Bus Driver Association mutually agree to amend Article XV, Section D, "Trip Times" as follows:

D. Trip Times

Drivers should be at assigned school ten (10) minutes prior to departure time indicated on trip sheet on non-scheduled work days only. Trip time begins and ends at the bus garage.

When taking trips, drivers will be paid at their regular rate of pay for the duration of their regular, daily scheduled route assignments. Trip rate will commence thereafter.

Further, unless otherwise approved by the office, drivers will only be allowed to give up one tier of their run, in lieu of a drop only trip.

The rationale for making this change is based on the inability of drivers to accept trips and to always arrive at their destination for trips from driving their regular route, shuttles, etc. It is agreed that drivers accepting trips will be required to be at their trip destination at the scheduled time as indicated on the trip sheet.

FOR THE BOARD:



Gloria Graber, Chief Negotiator

DATE: June 6, 2006

FOR THE ASSOCIATION:



Ardis Tidd, Chief Negotiator



Philip Engelsman, President

DATE: 6.6.06

/dm

Revised: 5/28/06

**LETTER OF AGREEMENT AND UNDERSTANDING
BETWEEN
THE FOREST HILLS BOARD OF EDUCATION
AND
THE FOREST HILLS BUS DRIVER ASSOCIATION**

The Forest Hills Board of Education and the Forest Hills Bus Driver Association mutually understand and agree that the district calendar was negotiated to meet the contractual obligations for the teachers. Both parties understand and agree that bus drivers have lost wages based on drop off only trips, elimination of noon runs, and all day/alternate day kindergarten schedules. In order to not penalize the Bus Drivers for five (5) minutes per day as well as the additional days off at semester time and the end of the school year, it was further agreed to the following for the 2006-07 school year.

Five (5) Minutes Per Day

Drivers due time will be established by the Transportation Office, under direction of the Supervisor of Transportation.

Drivers required p.m. due time will be five (5) minutes prior to their scheduled departure time for p.m. line up at their respective schools. Scheduled times will be determined by the Transportation Office and will be posted each school year based on the school schedules.

Semester and Year End Professional Development/Training Inservice

Drivers will be required to attend professional development/training in-services arranged by the Supervisor of Transportation on January 25, June 11 and June 12, 2007.


This agreement shall not be precedent setting or prejudiced and is agreed upon for the 2006-07 school year only. Future negotiation discussions will be necessary for the 2007-08 school year.

FOR THE BOARD:



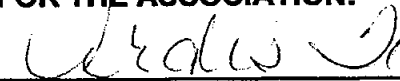
Gloria Graber, Chief Negotiator

DATE:



June 6, 2006

FOR THE ASSOCIATION:

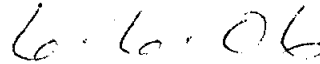


Ardis Tidd, Chief Negotiator



Philip Engelsman, President

DATE:



6.6.06

/dm
5/18/06

**LETTER OF AGREEMENT AND UNDERSTANDING
BETWEEN
THE FOREST HILLS BOARD OF EDUCATION
AND
THE FOREST HILLS BUS DRIVER ASSOCIATION**

Article XV, Section C: Overnight Trips

The Forest Hills Board of Education and the Forest Hills Bus Driver Association mutually agreed to amend Article XV, Section C., "Overnight Trips" as follows:

On overnight trips, food and lodging will be provided for drivers and expenses will be reimbursed upon paid receipt submitted to the Supervisor of Transportation. Lodging shall consist of private, single accommodations, when it is possible, to allow drivers uninterrupted sleep time. If such accommodations are not available, trip postings will indicate such and trip selection will be taken from those agreeable of accommodations posted. Drivers will not be paid for the sleep portion of the trip (maximum eight hours) unless the driver is responsible for student supervision (i.e., sleeping with students) or with transporting students during sleep hours.

FOR THE BOARD:



Gloria Graber, Chief Negotiator

FOR THE ASSOCIATION:



Ardis Tidd, Chief Negotiator

DATE: June 6, 2006



Philip Engelsman, President

DATE: 6.6.06

/dm
5/18/06

**LETTER OF AGREEMENT
BETWEEN
THE FOREST HILLS BOARD OF EDUCATION
AND
THE FOREST HILLS BUS DRIVER ASSOCIATION**

Article IX: Route Selection

The Forest Hills Board of Education and the Forest Hills Bus Driver Association mutually understand and agree that based upon the State mandate that district avoid starting the school year until after Labor Day, route selection shall occur on the **third** Monday in August, rather than the second Monday in August.

FOR THE BOARD:



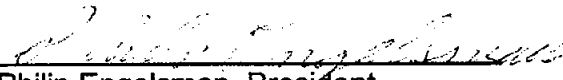
Gloria Graber, Chief Negotiator

DATE: June 6, 2006

FOR THE ASSOCIATION:



Ardis Tidd, Chief Negotiator



Philip Engelsman, President

DATE: 6.6.06

/dm
6/1/06