

FRINGE BENEFITS - 12 Month Personnel
(Noncertificated)

TRANSPORTATION COORDINATOR

For the period July 1, 2026-June 30, 2027

WORK SCHEDULE Work schedule to be determined by the Supervisor.

Hired into this position on or after 7/1/2006

Summer: Five (5) day work week

VACATION

One (1) to four (4) years - Fifteen (15) days with five (5) days carry-over. After four (4) years - Twenty (20) days with five (5) days carry-over. After fifteen (15) years – Twenty-two (22) days with five (5) days carry-over.

Note:

Vacation subject to prior approval of immediate supervisor. Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

SICK LEAVE

Twelve (12) days - cumulative

Note:

Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days at time of retirement x \$100 to a maximum of \$8,500

**PERSONAL
DAYS**

Four (4) days – non-cumulative

A personal business day cannot be taken during the five (5) days prior to the closing of school in June or immediately before or after any school holiday, vacation, or weekend. Exceptions for reasons beyond the control of the employee and acceptable to the Superintendent of Schools or his/her designee may be granted.

Note:

Pro-rated for staff employed for less than twelve (12) months.

**ANNUAL
PHYSICAL**

Maximum of \$250 per year not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.

**CONTINUING
EDUCATION**

Free tuition for Adult and Continuing Education courses

EMERGENCY

Death of a relative in the immediate family - four (4) consecutive days. Immediate family shall be

LEAVE

defined as follows:

- husband or wife
- children
- mother or father
- brothers or sisters
- mother/father-in-law
- grandparents
- other relatives, if living in the same domicile at the time of death

Death of a friend or other relative – one (1) day. Maximum – two (2) days per year

**INCLEMENT
WEATHER**

The Superintendent of Schools or his/her designee shall have sole discretion as to the early release of staff from any shift for reasons of inclement weather. Such release shall not be credited to employees assigned to other shifts or to persons who are on vacation or other leave on the day when such early release was granted.

All custodial, maintenance, bus drivers, construction workers, and grounds crew personnel will be expected to report for work as usual on scheduled days and hours when school is closed because of inclement weather.

The Transportation Coordinator or his /her designee are authorized to modify work schedules when an emergency situation occurs or when school is closed due to inclement weather. The Transportation Coordinator or designee of the Superintendent of Schools will contact Association members when school is closed during the week, including weekends and holidays due to inclement weather.

When schools are closed due to inclement weather, employees who report for work will be provided an additional vacation day as well as compensation for working the inclement weather day.

Employees requested to report on another shift that refuse or are unable to do so will be charged one day of personal leave.

**PROTECTIVE
GLASSES**

The Board shall pay for the cost of protective safety glasses for each employee, which may be required by the provisions of OSHA. Said glasses shall, at all times, remain the property of the Board and shall remain on the premises of the school when not being used by an employee during the hours of employment.

HOLIDAYS

See Custodial/Maintenance Contract – Article XIII

HEALTH BENEFITS	All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions. A. Year one (1) of employment 1. SEHBP 2. Dental Insurance B. Year two (2) of employment Vision Care (added) <u>Hired on or after 7/1/2008:</u> Health: SEHBP Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime <u>All employees, regardless of hire date:</u> Prescription benefits will be through the SEHBP depending on medical plan enrollment – SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days) OR Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)				
UNIFORMS	The Board of Education shall provide each employee with: 1. Four (4) uniforms annually. 2. One (1) pair of safety shoes annually. 3. Rain gear consisting of jacket, pants, and hood. 4. Snow boots and gloves for those employees required to accomplish snow removal. After the first year, staff shall then have the option of annually choosing #3, #4, or a winter parka or snow overalls In addition to the Board of Education providing the items set for herein, the Board of Education shall reimburse each employee the sum of \$650 each year as an allowance for uniform maintenance. This sum shall be payable quarterly with the first paycheck in the months of July, October, January, and April.				
SALARY ADVANCEMENT	Annual reappointment and increases in salary shall not be automatic but are subject to recommendation by the Superintendent or his/her designee				
SERVICE ADJUSTMENT	<table> <tr> <td>After fifteen (15) years:</td> <td>\$1,500</td> </tr> <tr> <td>After twenty (20) years</td> <td>\$3,500</td> </tr> </table>	After fifteen (15) years:	\$1,500	After twenty (20) years	\$3,500
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After twenty (20) years	\$3,500				
TERMINATION NOTICE	Thirty (30) days				

Board approved: 6/23/2026