

ADDENDUM TO AGREEMENT
BETWEEN
MONTGOMERY TOWNSHIP BOARD OF EDUCATION
AND
THE COMMUNICATIONSWORKERS OF AMERICA, AFL-CIO, LOCAL 1040

WHEREAS, the Montgomery Township Board of Education ("the Board") and the Communications Workers of America, AFL-CIO, Local 1040 ("the CWA") are parties to a Collective Bargaining Agreement ("the Agreement") for the 2020-2021 to 2024-2025 school years; and

WHEREAS, said Agreement provides that the CWA shall provide transportation services on behalf of the Board; and

WHEREAS, the Board and the CWA acknowledge the need for additional bus drivers and bus aides during this current statewide shortage of bus drivers and bus aides.

WHEREAS, the Parties have agreed to increase the hourly salaries for bus drivers and bus aides in an effort to incentivize prospective hires to provide these transportation services on behalf of the Board.

WHEREAS, the Parties wish to amend and supplement the terms and conditions contained within the Agreement by memorializing modifications and additional provisions as set forth herein.

NOW, THEREFORE, BE IT RESOLVED, based on the foregoing premises and the mutual promises and covenants contained herein, the Parties hereby agree to amend and supplement the Agreement as follows:

1. Appendix A. Replace Appendix A with the following:

**APPENDIX A -BUS DRIVER SALARY GUIDES
AND PLACEMENT CHARTS**

Bus Driver Hourly Salaries

Step	2020-2021	July 1, 2021 – December 31, 2021	January 1, 2022 – June 30, 2022	2022-2023	2023-2024	2024-2025
1	\$22.31	\$22.91	\$28.00	\$29.78	\$30.81	\$30.90
2	\$22.53	\$23.14	\$28.00	\$29.78	\$30.81	\$30.90
3	\$22.86	\$23.48	\$28.00	\$29.78	\$30.81	\$30.90
4	\$23.09	\$23.71	\$28.00	\$29.78	\$30.81	\$30.90
5	\$23.61	\$24.25	\$28.00	\$29.78	\$30.81	\$30.90
6	\$23.86	\$24.50	\$28.00	\$29.78	\$30.81	\$30.90
7	\$24.15	\$24.80	\$28.00	\$29.78	\$30.81	\$30.90
8	\$24.50	\$25.16	\$28.00	\$29.78	\$30.81	\$30.90
9	\$25.39	\$26.07	\$28.00	\$29.78	\$30.81	\$30.90
10A	\$29.17	\$29.95	\$29.95	\$32.16	\$33.54	\$35.07
10	\$32.38	\$33.25	\$33.25	\$35.64	\$37.12	\$38.77

Bus driver salaries for each year covered by the Agreement (2020-2021, 2021-2022, 2022-2023, 2023-2024, 2024-2025) are set forth above. No employee shall advance any steps during the term of this Agreement.

Bus drivers will also receive an additional \$1.00 (one dollar) per hour for every five (5) years of driving service with the Montgomery Township School District according to the following table effective January 1, 2022 through June 30, 2025:

Years of Service	Additional Hourly Compensation
0-4	\$0.00
5-9	\$1.00
10-14	\$2.00
15-19	\$3.00
20-24	\$4.00
25+	\$5.00

Salary Guide Advancement Chart -Bus Drivers

2019-20		2020-21		2021-22		2022-23		2023-24		2024-25
Step		Step		Step		Step		Step		Step
1	⇒	1	⇒	1	⇒	1	⇒	1	⇒	1
2	⇒	2	⇒	2	⇒	2	⇒	2	⇒	2
3	⇒	3	⇒	3	⇒	3	⇒	3	⇒	3
4	⇒	4	⇒	4	⇒	4	⇒	4	⇒	4
5	⇒	5	⇒	5	⇒	5	⇒	5	⇒	5
6	⇒	6	⇒	6	⇒	6	⇒	6	⇒	6
7	⇒	7	⇒	7	⇒	7	⇒	7	⇒	7
8	⇒	8	⇒	8	⇒	8	⇒	8	⇒	8
9	⇒	9	⇒	9	⇒	9	⇒	9	⇒	9
10A	⇒	10A	⇒	10A	⇒	10A	⇒	10A	⇒	10A
10	⇒	10	⇒	10	⇒	10	⇒	10	⇒	10

Notes: Read across to track advancement from year to year.

2. Appendix B. Replace Appendix B with the following:

APPENDIX B BUS AIDE SALARY GUIDES AND PLACEMENT CHARTS

Bus Aide Hourly Salaries

Step	2020-2021	July 1, 2021 – December 31, 2021	January 1, 2022 – June 30, 2022	2022-2023	2023-2024	2024-2025
1	\$14.38	\$14.77	\$19.77	\$20.50	\$21.24	\$22.06
2	\$14.69	\$15.08	\$20.08	\$20.82	\$21.58	\$22.41
3	\$14.90	\$15.31	\$20.31	\$21.05	\$21.81	\$22.65
4A	\$15.93	\$16.36	\$21.36	\$22.14	\$22.93	\$23.80
4	\$17.72	\$18.19	\$23.19	\$24.02	\$24.86	\$25.76

Bus aide salaries for each year covered by the Agreement (2020-2021, 2021-2022, 2022-2023, 2023-2024, 2024-2025) are set forth above. No employee shall advance any steps during the term of this Agreement.

Salary Guide Advancement Chart -Bus Aides

2019-20		2020-21		2021-22		2022-23		2023-24		2024-25
Step		Step		Step		Step		Step		Step
1	⇒	1	⇒	1	⇒	1	⇒	1	⇒	1
2	⇒	2	⇒	2	⇒	2	⇒	2	⇒	2
3	⇒	3	⇒	3	⇒	3	⇒	3	⇒	3
4A	⇒	4A	⇒	4A	⇒	4A	⇒	4A	⇒	4A
4	⇒	4	⇒	4	⇒	4	⇒	4	⇒	4

Notes: Read across to track advancement from year to year.

BE IT FURTHER RESOLVED that all of the remaining terms and conditions in the Agreement not specifically addressed herein shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have caused this Addendum to the Agreement to be approved on their behalf by duly authorized officers on the date written below.

WITNESS:

MONTGOMERY TOWNSHIP
BOARD OF EDUCATION

Alicia Schauer
ALICIA SCHAUER
Board Secretary/Business
Administrator

BY: [Signature]
ZELDA SPENCE-WALLACE
President

Dated: 1/26/2022

Dated: 1/26/22

WITNESS:

THE COMMUNICATIONS WORKERS
OF AMERICA, AFL-CIO, LOCAL
1040

Jean M. Busker

BY: [Signature]
CWA National Staff

Dated: 2/9/22

Dated: 2/9/22