

**Monroe County Community School Corporation
Salary Schedule and Benefits – 2005 and 2006**

Corporation Bus Drivers and Bus Monitors

On September 29, 2005, bus drivers and bus monitors voted to be represented by AFSCME Local 3995. Although specific contract language has not been determined, these employees are officially members of AFSCME bargaining unit.

BUS DRIVER (Corporation) SALARY SCHEDULE

Effective January 1, the salary schedule shall be:

<u>Category</u>	<u>Years of Experience</u>	<u>2005 Hourly Rate</u>	<u>2006 Hourly Rate</u>
I	1-2	\$11.214	\$11.438
II	3-4	11.893	12.131
III	5-9	12.248	12.493
IV	10-14	12.384	12.632
V	15-24	12.488	12.738
VI	25+	12.613	12.865

Hospitalization, Medical and Dental:

Effective January 1, 2005, the school corporation will contribute the following to annual insurance costs: **Family Medical** - \$4,989.90; **Single Medical** - \$1,996.04; **Family Dental** - \$483.55; and **Single Dental** - \$141.22.

Effective January 1, 2006, the school corporation will contribute the following to annual insurance costs: **Family Medical** - \$5,588.69; **Single Medical** - \$2,235.57; **Family Dental** - \$541.58; and **Single Dental** - \$158.17

- a. Employees with a spouse working for the MCCSC in a benefited position will pay \$1,598 per year for a family medical plan if at least one of the two qualifies as 1.0 FTE for insurance benefits. If neither qualifies as 1.0 FTE for insurance benefits the \$1,598 will be prorated based upon the FTE of the employee with the greater full time equivalency.
- b. Two employees working for the MCCSC and participating in the family dental plan will receive one family dental contribution.

Benefit Qualifications - The six (6) hours benefit qualification for 1.0 FTE for bus drivers are hours assigned to daily bus route assignments and do not include trips, shuttles, and other transportation assignments.

Paid Leave Days - Bus drivers are to be compensated for paid leave days the number of hours assigned to daily bus route assignments and does not include trips, shuttles, and other transportation assignments.

Full Time Status - Bus drivers, who work minimum of five (5) hours per day and have served ten (10) or more years of bus driving service in the MCCSC, will qualify for 1.0 FTE, full time status, in the benefit areas of sick and personal business leave.

Experience Factor - New employees shall be granted experience credit only for previous years experience in driving a school bus. As vacancies occur in routes, drivers presently employed will be given preferential treatment in filling such positions. All other factors being equal, seniority will prevail. Bus drivers will have their bus route seniority, for route selection, determined by the most recent date of employment within the Transportation Department.

Retirement Qualifications - Bus drivers who work a minimum of five (5) hours per day qualify for the provisions of Article 23.5, continuation of Board contributions for medical/dental insurance following retirement, if they meet the listed criteria of Article 23.5.

BUS MONITOR SALARY SCHEDULE

Effective January 1, the salary schedule shall be:

2005 – \$8.230

2006 – \$8.395

Hospitalization, Medical and Dental:

Effective January 1, 2005, the school corporation will contribute the following to annual insurance costs: **Family Medical** - \$4,989.90; **Single Medical** - \$1,996.04; **Family Dental** - \$483.55; and **Single Dental** - \$141.22.

Effective January 1, 2006, the school corporation will contribute the following to annual insurance costs: **Family Medical** - \$5,588.69; **Single Medical** - \$2,235.57; **Family Dental** - \$541.58; and **Single Dental** - \$158.17

- a. Employees with a spouse working for the MCCSC in a benefited position will pay \$1,598 per year for a family medical plan if at least one of the two qualifies as 1.0 FTE for insurance benefits. If neither qualifies as 1.0 FTE for insurance benefits the \$1,598 will be prorated based upon the FTE of the employee with the greater full time equivalency.
- b. Two employees working for the MCCSC and participating in the family dental plan will receive one family dental contribution.

Benefit Qualifications - The six (6) hours benefit qualification for 1.0 FTE for bus monitors are hours assigned to daily bus route assignments and do not include trips, shuttles, and other transportation assignments.

Paid Leave Days - Bus monitors are to be compensated for paid leave days the number of hours assigned to daily bus route assignments and does not include trips, shuttles, and other transportation assignments.

Full Time Status - Bus monitors who work a minimum of 4.5 hours per day and have served ten (10) or more years of bus monitoring service in the MCCSC will qualify for 1.0 FTE, full time status, in the benefit areas of sick and personal business leave.

Retirement Qualifications - Bus monitors who work a minimum of 4.5 hours per day qualify for the provisions of Article 25.5, continuation of Board contributions for medical/dental insurance following retirement, if they meet the listed criteria of Article 25.5.