

## MEMORANDUM OF AGREEMENT

The undersigned representatives for the Randolph Township Board of Education (the **BOARD**) and the IBT Local 97 (the **UNION**), which represents a bargaining unit consisting of non-supervisory employees of the School District's Transportation Department, having entered into negotiations concerning a possible amendment of the current Collective Negotiations of the parties which runs from July 1, 2008 through June 30, 2011, herewith agree and are agreed, subject to ratification by the **BOARD** and the bargaining unit membership, as follows:

1. Article XIII, Sections XIII.1 and XIII.14, of the Agreement shall be amended to provide that all bargaining unit members shall be paid at the same hourly and daily rates for the 2010-2011 school year as they received in the 2009-2010 school year. Drivers newly hired for the 2010-2011 school year shall be paid at the 2009-2010 rates for first and second year drivers.
2. It is agreed and understood by the parties that this Agreement constitutes an amendment to the 2008-2011 Agreement and does not constitute an entire new Agreement.
3. The Board shall make every reasonable effort, to the extent permitted by law, to apply the savings resulting from this Agreement to the preservation of bargaining unit jobs.
4. In the event that layoffs become necessary the Union will be given advanced notice before any public action is taken.
5. Employees shall be given at least thirty (30) days' notice of layoff.
6. All contractual provisions concerning layoff shall be observed.
7. All other provisions of the 2008-2011 Agreement shall remain in full force and effect.

**IN WITNESS WHEREOF**, the undersigned put their signatures on this day of April, 2010.

For Local 97 International Brotherhood  
of Teamsters

*Jill Litman*

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For Randolph Township Board of  
Education

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