

**Sidebar Agreement**  
**Between the**  
**Hunterdon Central Regional High School Board of Education**  
**Flemington-Raritan Regional Board of Education**  
**And**  
**Hunterdon Central Bus Drivers Association/NJEA/NEA**

**WHEREAS**, Hunterdon Central Regional High School Board of Education (“Board”) and Hunterdon Central Bus Drivers Association (“Association”) are parties to a collective negotiations agreement effective July 1, 2021 through June 30, 2024; and

**WHEREAS**, due to a shortage in bus drivers the Board desires to offer additional incentives to recruit potential employees in the position of Bus Driver; and

**WHEREAS**, the Board and Association have agreed to expand the benefits afforded to individuals employed in the position of Bus Driver for the 2021-2022 school year; and

**WHEREAS**, the Board and Association agree that all other terms of employment shall be governed by the applicable Agreement between the parties;

**NOW THEREFORE BE IT RESOLVED** that the Board and Association agree to the following:

1. The Board will offer a “new hire incentive” for all new full time bus drivers as follows:

- Each individual hired with a CDL – \$500.00 incentive stipend upon employment
- Each individual hired without CDL - \$500.00 incentive stipend upon obtaining CDL. The Board agrees to train, provide vehicle and pay for CDL
- Completion of five (5) months - \$1,250.00 incentive stipend
- Completion of ten (10) months - \$1,250.00 incentive stipend

2. The Board will also afford all current employees an “employee referral incentive” per employee referred as follows:

- Upon employment of each new bus driver - \$500.00 stipend incentive
- Completion of five (5) months by referred employee - \$500.00 incentive stipend

- Completion of ten (10) months by referred employee - \$500.00 incentive stipend

3. The Board will also offer a “new substitute incentive” for all new substitute drivers that are available to work a minimum of three (3) days per week as follows:

- Upon employment of each individual with a CDL – \$500.00 incentive stipend
- Completion of five (5) months - \$500.00 incentive stipend
- Completion of ten (10) months - \$500.00 incentive stipend

4. The Board will also afford all current employees an “employee referral incentive substitutes” per employee referred as follows if the new substitute is available to work a minimum of three (3) days per week:

- Upon employment of each new bus driver - \$250.00 stipend incentive
- Completion of five (5) months by referred employee - \$250.00 incentive stipend
- Completion of ten (10) months by referred employee - \$250.00 incentive stipend

5. The Board will also afford all Bus Drivers a retention stipend. Any Bus Driver employed on September 1, 2021 will be afforded a one-time three thousand dollar (\$3,000) stipend if the individual remains employed as of June 30, 2022. If the Bus Driver is employed after September 1, 2021, the three thousand dollar (\$3,000) stipend will be prorated based on his/her start date. This stipend will be paid on the last payroll in June, 2022.

6. This Sidebar Agreement and the terms contained herein shall only be effective for the 2021-2022 school year and will expire June 30, 2022, after which no incentives will be paid;

7. This Sidebar Agreement is not precedent setting and shall not create any form of practice nor be used to try to prove a past practice in the future.

**Hunterdon Central Regional  
High School Board of Education**

**Hunterdon Central Bus Drivers  
Association**

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**Dated:**

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**Dated:**