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A G R E E M E N T

Between the

PARAPROFESSIONALS,

INTERNATIONAL UNION OF ELECTRICAL,

RADIO & MACHINE WORKERS, AFL-CIO,

LOCAL NO. 423

and the

TRENTON BOARD OF EDUCATION (Employer)

September 1, 1984 - August 31, 1987

x September 1, 1984 - August 31, 1987

A G R E E M E N T

AGREEMENT made this

day of

by and between:

TRENTON, NEW JERSEY BOARD OF EDUCATION  
(Hereinafter referred to as the "BOARD")

- and its -

PARAPROFESSIONALS, represented by the  
INTERNATIONAL UNION OF ELECTRICAL, RADIO  
AND MACHINE WORKERS, AFL-CIO, LOCAL #423,  
having its offices at 900 Beatty Street,  
Trenton, New Jersey; (hereinafter referred  
to as the "UNION").

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ARTICLE I

PURPOSE

It is the intent and purpose of the parties hereto to set forth in this Agreement rates of pay, hours of work, and conditions of employment, to be observed by the parties, and to secure a closer and more harmonious relationship.

ARTICLE II

RECOGNITION

The Board recognizes the Union as the exclusive bargaining agent for all Teacher's Aides, Community Agents, Reading Aides, Medical Aides, Social Work Aides, Math Aides, Learning Disability Aides, Video-Tape Operators (hereinafter referred to as Paraprofessionals) including all covered employees on approved leave of absence for the purpose of collective negotiations with respect to wages, rates of pay, hours of employment, and other conditions of employment.

ARTICLE III  
ASSOCIATION DUES

A. The Board agrees to deduct from the salaries of its Paraprofessionals, dues for any one or combination of associations as said Paraprofessionals individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with N.J.S.A. 52:14-15.9e and under rules established by the State Department of Education. The person designated by the Administration shall distribute such monies to the appropriate association or associations.

Each of the associations shall certify to the Board in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

B. Any such written authorization may be withdrawn by a Paraprofessional at any time by the filing of notice of such withdrawal with the Board or its designee. The filing of notice of a Paraprofessional's withdrawal shall become effective to halt deductions as of January 1 or July 1 next succeeding the date on which such notice of withdrawal is filed. Local No. 423 shall be given notification of a member's notice of withdrawal.

C. An agency fee procedure, with usual "safeguards" in accordance with N.J.S.A. 34:13A-5.5 et seq., shall be instituted at the 85% fee arrangement.

ARTICLE IV  
MANAGEMENT RIGHTS

Subject to the provisions of this Agreement, the Union agrees that supervision, management and control of the Board's operations are exclusively the function of the Board and that the Board has the exclusive prerogative and right to make such reasonable rules and regulations as it considers necessary or advisable for the orderly and efficient conduct of its operations.

Further, it is the exclusive prerogative of the Board from time to time to modify, change or add to such rules and regulations; to select and assign all executives, staff, and supervisory personnel; to determine all qualifications of new employees, and the methods by which such qualifications are to be determined; to assign Union members as the Board shall in its exclusive judgment determine proper; to fix all or any assignments as to wages and hours, which need not be uniform.

Subject always to the right of the Union to bargain collectively with the Board with respect to salary guides, grievances, and other terms and conditions of employment, the exercise by the Board of any one or more of its exclusive prerogatives, as set forth above, shall not at any time be subject to collective bargaining, or to review pursuant to the grievance and arbitration procedure provided in this Agreement.



ARTICLE V

STRIKES & LOCKOUTS

A. During the term of this Agreement there shall be no strike, stoppage, refusal to work, sitdown, picketing, boycott or any other interference with or interruption of the normal conduct of the Board's operations by the Union or its members, nor shall there be any lockout by the Board.

B. Should an unauthorized strike or stoppage of work by Union members occur, the Union obligates itself, within thirty-six (36) hours after receipt of notice thereof from the Board, to endeavor in good faith to order an immediate return to their work of its members who have stopped work. Upon failure of the workers to return to work within the said thirty-six (36) hours, the Board may, at its option, consider that the workers have abandoned their employment. Compliance by the Union with this provision in good faith should be deemed full compliance with the Union's obligation hereunder.

ARTICLE VI  
PROBATIONARY PERIOD

A. An employee hired on or after the effective date of this Agreement shall be considered probationary for one (1) year from date of hire. At the completion of his/her probationary period, the employee's seniority shall be computed back to his/her original date of hire.

B. During the probationary period an employee may be discharged or disciplined by the Board without recourse by the Union.

C. The Board and the Union, by mutual consent, may extend in any given case, the probationary period, which in no event shall exceed thirty (30) additional calendar days.

D. Probationary employees shall be allowed all rights under the terms and conditions of this Agreement, except as set forth above. All probationary employees will start at minimum salaries or beginning salaries.

ARTICLE VII

NOTICE OF DISCHARGE

A. Employees shall be discharged only for just cause.

B. The school representative and the Union shall be notified in writing of all discharges, together with the reason at the time of such discharge.

C. If the Union claims that a discharge is improper, it must file a written complaint with the Board within five (5) working days after receipt of notice of such discharge.

D. Any dispute with respect thereto shall be taken up in accordance with the Grievance and Arbitration procedure hereinafter set forth.

E. If any discharge is found to be unfair or discriminatory, the employee shall be reinstated with full seniority rights and retroactive pay for all time lost, unless the parties agree or the Arbitrator rules otherwise.

F. In the event of any suspension or other matters involving retroactive pay, the procedures shall be the same as above.

ARTICLE VIII

WORKING CONDITIONS

A. Paraprofessionals shall indicate their presence for duty by placing their signature in the appropriate column on the faculty sign-in, sign-out roster, or in the case of the high school by use of the automatic or manual check-in and check-out procedure.

B. The regular school day for Paraprofessionals including arrival and departure shall consist of no more than seven (7) hours which shall include a lunch period.

C. Any Paraprofessional who is required to work in a regular assignment beyond the in-school work day, as defined in paragraph B above, except when required to attend staff meetings, shall be compensated.

D. Paraprofessionals may be used to supervise students. However, consistent with the regulations of the county superintendent, they shall not be required to accept responsibility for the primary instruction of the students.

ARTICLE IX

SALARIES

A. The Salary Guides attached hereto and made a part hereof shall be in effect as of September 1, 1984 to August 31, 1987.

B. Paraprofessionals shall receive their letter of intent and salary status for the next successive year no later than April 30th.

C. In determining the step of each employee, if regular work has been performed prior to February 1 in any year, the employee shall have credit as if he/she had worked the full year. If an employee is employed subsequent to February 1 in any one year the work performed until June 30 of that year shall not count toward qualifying the employee to the next step on the Salary Guide.

ARTICLE X  
GRIEVANCE PROCEDURE

A. Definition

A "grievance" shall mean a claim that there has been an alleged violation, misunderstanding, misinterpretation or misapplication of any term of this Agreement pertaining to wages, hours, benefits or working conditions.

B. Structure

The Paraprofessionals Grievance Committee shall consist of not more than five (5) Paraprofessionals elected by the Paraprofessionals' Union. They will be afforded such time off, with pay, as may be required:

1. To attend regularly scheduled grievance meetings with the Administration and/or the Board;
2. To attend meetings with the Administration and/or the Board pertaining to discharge or other urgent matters which cannot be reasonably delayed;
3. To visit schools for the purpose of transacting legitimate business of the Paraprofessionals' Grievance Committee, provided permission is first given by the employee's Principal, which permission shall not be unreasonably withheld.

C. Procedure

Filing a Grievance

If the written grievance is not filed in writing within thirty (30) calendar days after the Paraprofessional or the Association knew or should have known of the act or condition upon which the grievance is based, then the grievance shall be waived.

STEP I - Informal Attempt to Resolve Grievance

A. An individual Paraprofessional who has a grievance, shall discuss it first with his/her immediate supervisor (Principal) in an attempt to resolve the matter informally. If the grievant is the Association, the initial discussion shall be at Step 2, the Superintendent of the School, or his designee.

B. If an individual Paraprofessional's grievance is not resolved within twenty-four (24) hours of the discussion with his/her immediate supervisor, then the Paraprofessional may undertake to resolve the grievance through an informal discussion of same with the Assistant Superintendent for Personnel/Support Services, or his designee. If the grievance is not resolved within forty-eight (48) hours of its presentation to the Assistant Superintendent for Personnel/Support Services, or his designee, it shall be reduced to writing, signed by the aggrieved party and school representative, and filed with the Superintendent of Schools, or his designee.

STEP 2 - Superintendent of Schools or his Designee

The appeal to the Superintendent, or his designee, must be in writing and must explain the matter submitted to the immediate supervisor and the supervisor's decision and/or response. The Superintendent shall notify the grievant, and the Union, in writing, of his decision within seven (7) working days.

STEP 3 - Board of Education

In the event the grievance is not resolved to the grievant's satisfaction at Step 2, he/she may request a review by the Board of Education within five (5) working days after the receipt of the Superintendent's decision. The Board, or a Committee thereof, or its designee, shall review the grievance and may, at the sole option of the Board, hold a hearing with the grievant. The Board shall render a decision in writing within thirty (30) calendar days from the receipt of the grievance.

STEP 4 - Arbitration

(1) If the decision of the Board does not resolve the grievance to the satisfaction of the grievant, he/she may, within ten (10) working days after the receipt of the Board's decision, submit the matter to arbitration. Written notices of intention to proceed to arbitration shall be given to the Board through the Superintendent, and/or his designee.

(2) The parties agree to adhere to the rules of the American Arbitration Association in the initiation and conduction of the Arbitration.



(3) The Opinion and Award of the Arbitrator shall be final and binding.

D. Costs

The costs for the services of an arbitrator, including per diem expenses, if any, and the actual and necessary travel and subsistence expenses, shall be borne equally by the Board and the Association.

E. Grievant's Rights

No reprisal of any kind shall be taken by the Board, or any member of the Administration, against any grievant, any party in interest, any school representative, any member of the Paraprofessional's Union, or any participant in the Grievance Procedure by reason of such participation.

ARTICLE XI

SENIORITY

A. Seniority shall be defined as the employee's length of continuous service in the Paraprofessional Unit beginning with his date of hire.

B. Seniority shall cease upon voluntary termination, discharge for cause, and failure to return to work when called within seven (7) calendar days by registered mail to the employee's last known address.

C. All layoffs and recalls shall be in accordance with seniority.

D. Employees shall be eligible for recall when on layoff for a period of up to two (2) years or twenty-four (24) months from the date of layoff.

E. All Union Officers and School Representatives shall be deemed to have super seniority insofar as layoffs are concerned during the term of office to which they are elected. They will return to their regular standing on the seniority list upon termination of office.

F. The Board shall send notification to the Union each month of all new hires, resignations, layoffs, and recalls, showing name, address, date of hire, job title and rate.

G. Seniority shall mean that the employee last hired shall be the first person to be laid off.

H. The Board will not hire new workers until all workers with seniority rights, who have been laid off, have been offered employment as provided above.

I. Layoffs shall be conducted as follows:

- (a) The Board shall determine which positions are to be affected by a layoff;
- (b) The Board shall give the Union and the employee (s) to be laid off written notice thereof thirty (30) calendar days prior to the layoff;
- (c) The affected Paraprofessional (s) shall then displace the least senior Paraprofessional (s) in the Bargaining Unit.

ARTICLE XII

VACANCIES, PROMOTIONS

A. All vacancies shall be posted in every school, clearly setting forth a description of and the qualifications for the position, including the duties and the filing dates for application.

B. When school is in session, such notices shall be posted as far in advance as practicable, ordinarily at least fifteen (15) school days before the final date when applications must be submitted and in no event less than five (5) school days before such date.

C. Paraprofessionals who desire to apply for such vacancies shall submit their application in writing to the Assistant Superintendent for Personnel/Support Services within the time limit specified in the notice. All applications shall be acknowledged in writing by the Assistant Superintendent for Personnel/Support Services.

D. All jobs shall be filled by qualified employees. The Board shall consider employees for vacancies and promotions in order of seniority and shall consider full-time employees before part-time employees or employees outside the Bargaining Unit.

Seniority shall prevail in the event of multiple applicants whose qualifications are relatively equal.

Employees whose qualifications may be in dispute may avail themselves of the Grievance Procedure excluding binding arbitration.

The Union shall have the right to make recommendations to the Board in the filling of vacancies and promotions and the Board agrees to meet with the Union to hear and consider the Union's recommendations.

E. Effective September 1, 1984 , those persons who are promoted from a ten (10) month position to a twelve (12) month position shall receive a promotional increment plus two-tenths (2/10) of the present ten (10) month salary or the minimum starting salary of the new position, whichever is greater.

ARTICLE XIII  
LEAVE POLICIES

A. Sick Leave

1. Paraprofessionals shall be allowed fifteen (15) days' leave because of personal illness per year. Twelve (12) month employees shall be allowed eighteen (18) days' leave because of personal illness per year. The unused portion of such sick leave at the end of any year shall be cumulative.
2. In case of continued illness, the Board of Education may grant an additional leave under such circumstances and conditions as they determine.
3. Paraprofessionals returning to the Trenton Public School System from leave shall be entitled to previously accumulated unused sick leave.
4. Paraprofessionals shall be given a written accounting of accumulated sick leave days no later than September 30th of each school year.

B. Illness in Immediate Family

Up to a total of three (3) days per year shall be allowed for illness in the immediate family with no loss of pay. Immediate family shall mean spouse, child, parent, brother, sister, or other relative living in the same household.

C. Caring for Sick Member of Immediate Family

A Leave of absence, without pay, of up to one (1) year shall be granted for the purpose of caring for a sick member of the Paraprofessional's immediate family, as defined above, after the Paraprofessional has submitted proof, satisfactory to the Superintendent, that such leave is necessary.

D. Death in Family

All employees shall be allowed five (5) days without loss of pay at the time of death in the immediate family. Immediate family shall mean spouse, child, parent, brother, sister, or other relative living in the same household at the time of death.

E. Death of Others

With the approval of the Superintendent of the Schools, an employee shall be allowed an absence of one (1) day with no loss of pay for the death of others.

F. Personal Business or Religious Holidays

Three (3) days per year shall be allowed for either personal business or religious holidays. Personal business days shall be approved, in advance, by the Assistant Superintendent for Personnel/Support Services, or his designee.

G. Marriage of Employee or in Immediate Family

One (1) day shall be allowed with no loss of pay.

H. Court Order

Absence by reason of subpoena shall result in no deduction from salary provided the subpoena is filed with the Assistant Superintendent, Business Administration and Secretary to the Board, except where the employee is a party to the suit, in which case full deduction shall be made.

I. Jury Duty

Employees subpoenaed for jury duty shall receive full pay less fee received for such service.

J. Maternity Leave

1. Any female Paraprofessional shall, upon request, be granted a leave of absence without pay for maternity purposes or adoption of a child for a period of not more than two (2) years.



2. Any pregnant Paraprofessional shall be entitled to continue working as long as she is physically able. At the beginning of the seventh (7) month of pregnancy, the Paraprofessional's personal physician shall issue a certificate stating that the Paraprofessional is physically able to continue her duties. Concurrence of the personal physician and the school medical director may be required by the Board to establish the initial date for the maternity leave.

3. Any paraprofessional adopting an infant child may receive similar leave which shall commence upon her receiving de facto custody of said infant.

4. The Paraprofessional requesting such leave as stated above shall indicate a tentative return-to-work date on a leave request form provided, and reconfirmation of such return-to-work date shall occur at least thirty (30) days prior to such return.

K. Leave of Absence

An employee may, upon written request, be granted by the Board of Education a leave of absence, without pay, for a definite period not to exceed one (1) year.

Employees on unpaid leave of absence may apply for an extension of their leave, provided such extension does not extend the leave beyond one (1)

year limitation, by making written application at least thirty (30) days prior to the expiration of their leave.

A Paraprofessional on an approved, unpaid sick leave shall continue to receive medical benefits, pursuant to Article XV, and under the following conditions. The unpaid, approved sick leave shall not exceed twelve (12) months from the date the Paraprofessional actually commences the leave, even if the Board meets at a later date to approve the leave as a body. Verification for a bona fide sick leave must be provided by the employee's physician. Coverage under this provision shall be capped at the premium in effect September 1, 1985.

L. Military Leave

All military leaves shall be dealt with in accordance with applicable Federal and/or State law.

M. Educational Conferences - Workshops and Conventions

Designated Paraprofessionals upon request shall be allowed, with no loss of pay, nor charge to leave, to attend the above-mentioned programs when scheduled by the Paraprofessional Union, provided that not more than a total of thirty (30) working days are used for such requests in any one school year. The Board shall be notified in advance of which members will be attending.

ARTICLE XIV

Vacation & Holidays

A. Paraprofessionals who work as twelve (12) month employees annually, shall take their annual vacation between the close of school in June through the Friday preceding Labor Day, at times approved by their immediate supervisor. Exceptions due to seasonal necessities in school business must have the approval of the immediate supervisor.

B. The number of annual vacation days allowed to Paraprofessionals who work as twelve (12) month employees shall be based on the total number of years of employment with the Trenton Public School System. However, leave time granted by the Board of Education shall not be calculated in years of employment for vacation purposes.

C. Annual vacation allowances for Paraprofessionals who are twelve (12) month employees shall be made according to the following schedule:

<u>Length of Employment</u>	<u>Number of Annual Vacation Days</u>
6 months to 1 year	6 days
1 year to 5 years	10 days
5 years to 15 years	15 days
Over 15 years	20 days

D. Paraprofessionals attaining their years of service during the months of June, July, and August shall be eligible for vacation days.

E. Each Paraprofessional shall be entitled to the specified holidays outlined on the approved school calendar.

F. If a holiday falls during a Paraprofessional's vacation period, the employee shall be entitled to an extra vacation day.

ARTICLE XV

MEDICAL BENEFITS

For the term of this Agreement, the Board shall pay the premium, as follows, for:

A. Individual and family coverage under the New Jersey Blue Cross Hospital Service Plan, and the New Jersey Blue Shield Medical-Surgical Plan. (1420 Series, Rider J and Major Medical for each type plan.)

B. Individual dental insurance, in accordance with the plan benefits provided under the September 1, 1979-August 31, 1982 Agreement.

C. Prescription Drug Plan; \$1.00 co-pay, family, dependent to age 25.

ARTICLE XVI

PARAPROFESSIONAL PERFORMANCE EVALUATION & PERSONNEL FILES

A. Paraprofessional performance shall be regularly evaluated by members of the supervisory and administrative staff, authorized and competent to make such evaluations. When such evaluation involves visitation, it shall be done openly and with the knowledge of the employee being observed. Every written evaluation of the performance of any employee shall be signed by the individual who makes the evaluation.

B. Paraprofessionals shall be rated Satisfactory or Unsatisfactory. If rated Unsatisfactory, it is the obligation of the supervisor to make specific recommendations for improvement and provide assistance to the Paraprofessional. After a reasonable time, the supervisor shall reevaluate the Paraprofessional. In the event of a strong difference of opinion, the Paraprofessional evaluated Unsatisfactory may request evaluation be made by another supervisor from within the system.

C. The Board will not use any type of mechanical or electronic device for the purpose of monitoring or recording the performance of any employee.

D. Evaluations shall not be placed in the Paraprofessional's files unless the Paraprofessional has had the opportunity to

read the material. The Paraprofessional shall acknowledge that he has read such material by affixing his signature on the copy to be filed. Such signature shall merely signify that he has read the material and is not to be construed that he agrees with its contents, and shall be given a carbon copy of such evaluation. In the event that Paraprofessional does not agree with contents of his evaluation, he will have the right to pursue the grievance procedure for adjustment of his dispute regarding his evaluation.

E. Any employee represented by the Union shall have the right to inspect all items in his personnel file. He shall also have the right to include in his file any information or material which he considers germane.

F. The Board agrees to treat these personnel files confidential.

ARTICLE XVII  
PROFESSIONAL PROTECTION

A. The Board assumes responsibility for any assault to the Paraprofessional or his person while acting properly in the discharge of his duties or within the scope of his employment under the direction of the Board or its designee.

B. The Board shall render all reasonable assistance to the Paraprofessional in connection with the incident by law enforcement and judicial authority.

C. Paraprofessionals shall immediately report cases of assault suffered by them in connection with their employment to their Security Coordinator in writing.

D. This report shall be forwarded to the Board which shall comply with all reasonable requests from the Paraprofessional for information in its possession relating to the incident or the persons involved, and shall act in appropriate ways as liaison between the Paraprofessional, the police and the courts.

E. If criminal or civil proceedings are brought against a Paraprofessional alleging that he committed an assault in connection with his employment, such Paraprofessional may request the Board to furnish legal counsel to defend him in such proceeding. If the Board does not approve such counsel and the Paraprofessional prevails in the proceeding, then the Board shall reimburse the



Paraprofessional for reasonable counsel fees incurred by him in defending the proceedings.

F. Whenever a Paraprofessional is absent from school as a result of personal injury, caused by an assault arising out and in the course of his employment, compensable under the New Jersey Workers Compensation Laws, he shall be paid in full salary for the period of such absence charged to the annual sick leave or accumulated sick leave. Salary payments allowable under this section with reference to such injury shall be made for absence during the waiting period for which no temporary disability compensation is allowed under New Jersey Workers Compensation Laws, and during but not beyond the period for which the Paraprofessional is entitled to receive such injury a temporary disability benefit under the said Workers Compensation Laws. Any amount of salary payable pursuant to this section shall be reduced by the amount of any Workers Compensation award for temporary disability due to the said assault injury for the period for which such salary is paid. The Board shall have the right to have the Paraprofessional examined by a physician designated by the Board for the purpose of establishing the length of time during which the Paraprofessional is temporarily disabled from performing his duties; and, in the event there is no adjudication in the appropriate Workers Compensation proceeding of the period of temporary disability, the opinion of the said physician as to the said period shall control.

ARTICLE XVIII

MISCELLANEOUS

Wherever an employee during his working day is required to move from school to school he or she as the case may be shall, in accordance with the Board policy, be paid at the rate per mile consistent with Board policy for use of his or her car in so moving from school to school.

This Agreement shall remain in full force and effect from September 1, 1984 through August 31, 1987, and shall thereafter be continued in full force and effect unless notice of modifications or termination is given by registered mail by either party at least sixty (60) days before the expiration of this Agreement. Negotiations shall begin no later than fifteen (15) days after such notice.

BOARD OF EDUCATION OF  
THE CITY OF TRENTON

INTERNATIONAL UNION OF ELECTRICAL  
RADIO AND MACHINE WORKERS, AFL-CIO  
LOCAL #423

\_\_\_\_\_  
President

\_\_\_\_\_  
President

Attest:

Attest:

\_\_\_\_\_  
Assistant Secretary

\_\_\_\_\_  
Negotiation Chairperson

PROPOSAL FOR MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE TRENTON BOARD OF EDUCATION  
AND  
THE PARAPROFESSIONALS LOCAL NO. 423

1. Article XIII, F, 2 shall be amended to provide that unused personal days beginning with the '89-90 school year shall be added as unused sick days in calculating reimbursement for retirement on a one for three basis as is presently provided. In no case shall this clause be interpreted to allow accumulation of unused personal days from one year to the next.

2. Article XV, A shall be changed starting at "Surgical Plan" to read: 14/20 Series including Rider J and coverage of dependent children to age twenty-five or ~~Medigroup~~ <sup>HMO</sup> with ~~Medigroup~~ <sup>HMO</sup> Supplemental or HealthWays, and Article XV, A-1 shall provide for unlimited Major Medical coverage with Blue Cross/Blue Shield. The medical expenses incurred over \$2,500 that are submitted to Major Medical shall be paid at the rate of 100%. ~~Medigroup~~ <sup>HMO</sup> participants shall not be included within the Blue Cross/Blue Shield Major Medical plan.

3. Salary Guides/Duration

The contract will be a three-year contract covering the period September 1, 1989 through August 31, 1992. Over the period of the contract, the steps on the guides will be increased from 20 to 25 as follows: from 21 to 22 in 1989-90 year, from 23 to 24 in 1990-91 year and to 25 in the 1991-92 year.

4. Effective September 1, 1989, ten month paraprofessionals will receive an increment of \$300 and an additional \$ 650.00 for a total of \$ 950.00 applied to existing salaries.

Effective September 1, 1990, ten month paraprofessionals will receive an increment of \$300 and an additional \$ 700.00 for a total of \$ 1,000.00 applied to existing salaries.

Effective September 1, 1991, ten month paraprofessionals will receive an increment of \$300 and an additional \$ 700.00 for a total of \$ 1,000.00 applied to existing salaries.

5. Effective September 1, 1989, twelve month paraprofessionals will receive an increment of \$360 and an additional \$ 780.00 for a total of \$ 1140.00 applied to existing salaries.

Effective September 1, 1990, twelve month paraprofessionals will receive an increment of \$360 and an additional \$ 840.00 for a total of \$ 1200.00 applied to existing salaries.

Effective September 1, 1991, twelve month paraprofessionals will receive an increment of \$360 and an additional \$ 840.00 for a total of \$ 1200.00 applied to existing salaries.

*AWG*  
*SS*  
6. Effective September 1, 1989, all paraprofessionals shall be placed on the appropriate step on their salary guide.

Subject to ratification by the members of Paraprofessional Local No. 423 and the Board of Education of the City of Trenton.

TRENTON BOARD OF EDUCATION

PARAPROFESSIONAL LOCAL NO. 423

BY: *[Signature]*  
DANIEL J. GRAZIANO, JR.

BY: *Beatrice C. Shelton Pres*  
BY: *Barbara A. McLaughlin Sec*  
BY: *Gina Lupatella Vice Pres*  
*Loe M. Nourse*  
*Norma McKinley*  
*Zuena Harris*  
*Arthur Dorst*