

747

AGREEMENT

Between

THE WEST MILFORD TOWNSHIP BOARD OF EDUCATION

and

THE WEST MILFORD TOWNSHIP CAFETERIA WORKERS

Covering the Period of

July 1, 1990, through June 30, 1993

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PREAMBLE

Pursuant to the provisions of Chapter 303, Laws of the State of New Jersey, 1968, this Agreement is entered into this twenty-third day of October, 1990, by and between the BOARD OF EDUCATION OF WEST MILFORD TOWNSHIP, in the County of Passaic, hereinafter called the "BOARD," and the WEST MILFORD TOWNSHIP CAFETERIA WORKERS, hereinafter called the "ASSOCIATION."

ARTICLE I

RECOGNITION

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for cafeteria personnel, exclusive of supervisory staff, under contract with the Board.

ARTICLE II

SALARY GUIDE

	<u>1990-91</u>	<u>1991-92</u>	<u>1992-93</u>
A. <u>Regular Workers:</u>			
1st Year	7.36	7.69	8.04
2nd Year	7.78	8.13	8.50
After 2nd Year	8.48	8.86	9.26
B. <u>Assistant Cook/Business Aide:</u>			
1st Year	8.81	9.21	9.62
After 1st Year	9.04	9.45	9.88
C. <u>Cook Manager/High School Cook:</u> (190 Days/1330 Hours)			
1st Year	10.40	10.87	11.36
After 1st Year	10.56	11.04	11.54
D. <u>Macopin Manager:</u> (190 Days/1330 Hours)			
1st Year	10.82	11.31	11.82
After 1st Year	11.03	11.53	12.05
E. <u>High School Cook Manager:</u> (190 Days/1330 Hours)			
1st Year	10.82	11.31	11.82
After 1st Year	11.03	11.53	12.05

ARTICLE III

LONGEVITY

A. Employees eligible for longevity as of June 30, 1990, shall receive longevity payments as follows:

\$200 for 10 years contractual service

\$275 for 15 years contractual service

\$430 for 20 years contractual service

B. Employees receiving longevity payments as of June 30, 1990, shall remain at the same longevity payment rate for the duration of their employment in the school district.

C. No longevity benefits will be available for employees not receiving longevity payments as of June 30, 1990, and this benefit will not be available to new employees hired after June 30, 1990.

ARTICLE V

MEDICAL BENEFITS

A. Hospitalization--Employees of 20 or more hours per week shall have Board paid benefits available to them at a rate certified by the Business Administrator.

B. Dental Program--Employees of 20 or more hours per week shall have Board paid benefits available to them at a rate certified by the Business Administrator--July 1, 1987. The employee is to pay balance of coverage indicated for plan participation.

C. Any employee who voluntarily relinquishes or diminishes coverage shall be entitled to re-establish the relinquished or diminished coverage during the next open enrollment period. Any employee who voluntarily acts under this provision shall be reimbursed for the cost of coverage obtained under COBRA in the event same becomes necessary during the relinquished or diminished period until the next open enrollment opportunity.

D. Medical benefits to remain as in current contract for first year of Agreement, with the understanding that this provision may be re-opened for negotiations by either party for the second and third years of the contract.

ARTICLE V

SICK LEAVE

- A. All employees who are regularly employed by the Board of Education shall be entitled to ten (10) sick days per year. All days of sick leave not utilized within the year shall be cumulative.
- B. Physician's certificate may be requested after 3 consecutive sick leave days.
- C. The number of unused sick days accumulated by an employee as of June 30, 1990, will be the maximum number of days paid at the time of the employee's certified retirement at the rate of \$10.50 per day.
- D. No retirement benefit for unused sick days will be available for employees hired after June 30, 1990.

ARTICLE VI

PERSONAL LEAVE

- A. All regular employees shall be entitled to the following personal leave schedule:

- 1 Personal business day.
- 2 Illness in immediate family* days.
- 5 Death in immediate family* days.

- B. *Immediate Family shall be defined as follows: father, mother, spouse, child, brother, sister, mother-in-law, father-in-law, son- or daughter-in-law, sister- or brother-in-law, any other members of the household, and grandparents.

ARTICLE VII

UNIFORM ALLOWANCE

- A. Aprons: During the school year, each employee shall receive one apron September 1, a second apron January 1, and a third apron if necessary.

- B. Each employee shall be reimbursed for work uniforms according to the following schedule:

1990-91:	up to \$120
1991-92:	up to \$125
1992-93:	up to \$130

ARTICLE VIII

MISCELLANEOUS

- A. Payment will be made for 5 snow days.
- B. Certified employees will be reimbursed \$100 for a current certificate.
- C. If a cook or assistant cook is unable to perform his/her duties, the worker of the next seniority shall be paid cook or assistant cook's entry level pay based on their previous status after five days of assignment to this level. Said worker shall continue to be paid at this rate until return of the cook or assistant cook. The five day absence period will accumulate once per school year by said worker and will not have to be duplicated the next time an absence in the same position occurs. If the worker of seniority refuses this position, it shall be offered to regular contract workers according to seniority. Any worker assuming this position must be willing and able to assume the hours and responsibilities of the position.

ARTICLE IX

DURATION OF AGREEMENT

This Agreement shall be for a three-year period effective July 1, 1990, through June 30, 1993.


ARTICLE X

CERTIFICATION OF AGREEMENT

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representatives all on the 23rd day of October, 1990.

BOARD OF EDUCATION OF THE TOWNSHIP
OF WEST MILFORD, IN THE COUNTY OF
PASSAIC

ATTEST:


Edward F. Vogel
Board Secretary

by Corinne Walker
Corinne Walker, President
West Milford Board of Education

WEST MILFORD CAFETERIA WORKERS
ASSOCIATION

ATTEST:


Edward F. Vogel
Board Secretary

by Emma Carlson
Emma Carlson, Representative
West Milford Cafeteria Workers

by Shirley Ciarella
Shirley Ciarella, Representative
West Milford Cafeteria Workers

DATE: October 23, 1990

