

2630

CONTRACTUAL AGREEMENT  
BETWEEN THE  
GREENWICH TOWNSHIP BOARD OF EDUCATION  
AND THE  
CAFETERIA SUPPORT STAFF  
OF THE  
GREENWICH TOWNSHIP EDUCATION ASSOCIATION  
JULY 1, 1995 TO JUNE 30, 1998

TABLE OF CONTENTS

	<u>Page</u>
Greenwich Township Board of Education	i
Greenwich Township Education Association	ii
ARTICLES:	
I Preamble	1
II Recognition	1
III Duration	1
IV Definitions	1
V Negotiations	2
VI <b>Association Rights</b>	2
VII <b>Management Rights</b>	4
VIII Employee Rights	5
IX Employment	5
X Work Day/Week	6
XI Evaluation Procedures	7
XII Sick Leave	8
XIII Death Leave	9
XIV Child Rearing Leave	9
XV Personal Days	10
XVI Leave for Family Illness	11
XVII Salaries, Benefits, and Reimbursements	11
XVIII Grievances	13
XIX Miscellaneous Provisions	17
XX Criticism	17

**GREENWICH TOWNSHIP BOARD OF EDUCATION**

**Mr. David Salvatore, President**  
**Mr. Joseph Capasso, Vice President**  
**Mr. Frank Minniti, Member**  
**Mr. Frank Leone, Member**  
**Mrs. Celia Sorbello, Member**  
**Mr. Carmel Morina, Member**  
**Mr. Fred Weber, Member**

**ADMINISTRATIVE STAFF**

**Mr. William F. Carpenter, Superintendent**  
**Mrs. Nancy Lynn Cox Myers, Principal, Broad Street**  
**Mr. T. William Porreca, Principal, Nehaunsey**  
**Mr. Nicholas Girone, Business Admin./Board Secretary**  
**Mrs. Lois Handzus, Director, Special Services**

**BOARD SOLICITOR**

**Mr. Alan R. Schmoll, Esq.**

**NEGOTIATIONS COMMITTEE**

**Mr. Frank Minniti, Chairperson**  
**Mr. Joseph Capasso, Member**  
**Mr. Carmel Morina, Member**

GREENWICH TOWNSHIP EDUCATION ASSOCIATION

Mr. Robert Fetty, President  
Ms. Barbara Magazu, Vice President  
Mrs. Carol Yandach, Secretary  
Mrs. Joan Carty, Corresponding Secretary  
Mrs. Jeanne Donovan, Treasurer

NEGOTIATIONS COMMITTEE

Mrs. Lori Chiavoroli, Co-Chairperson  
Mr. George Schreyer, Co-Chairperson  
Mrs. Judith P. Tusler, Co-Chairperson

## Article I - PREAMBLE

This Agreement, entered into by the Greenwich Township Board of Education, hereinafter called the "Board", and the Cafeteria Support Staff of the Greenwich Township Education Association, hereinafter called the "Cafeteria Support Staff," represents and incorporates the complete and final understandings on all topics that were or could have been the subject of negotiations. The parties are bound only by the express language of this Agreement.

## Article II - RECOGNITION

- A. The Board recognizes the Greenwich Township Education Association as the exclusive representative for the purposes of negotiations as defined in Chapter 123, New Jersey Public Laws of 1974, for all full-time representative cafeteria employees of the Board.
- B. But excluding: Supervisory personnel, confidential employees, including secretary to the Superintendent and personnel working directly in the Business Office; teachers; bus drivers; custodial and maintenance employees; secretarial/ clerical employees; classroom and other aides; and substitute, part-time, hourly, and/or summer employees.
- C. The provisions of the Agreement shall be applied to all employees covered by it without discrimination on account of age, sex, race, color, creed, or national origin.

## Article III - DURATION

- A. This Agreement shall be effective July 1, 1995 and terminate June 30, 1998, provided that no successor Agreement has been adopted by that time, the terms of this Agreement shall remain in force until a new Agreement is ratified.
- B. This Agreement may be amended by mutual consent through an instrument in writing duly executed by both parties. Any amendment made thereto shall be binding on both parties from its agreed effective date.

## Article IV - DEFINITIONS

- A. Unless otherwise indicated, the term "employee(s)," when used in this Agreement, refers to Cafeteria Support Staff.
- B. All references to employees include male and female employees.

Both the Cafeteria Support Staff and the Board retain the right to approve or reject any tentative agreement reached by their respective committees. Any such tentative agreements in part or whole, reached by their committees are binding only after being reduced to writing, ratified by the Cafeteria Support Staff, adopted by the Board and signed by representatives of the Cafeteria Support Staff and the Board.

#### Article VI - ASSOCIATION RIGHTS

- A. The Board agrees to furnish to the Association, in response to reasonable requests from time to time, reasonable information which may be necessary for the Association to process any grievance or complaint.
- B. Representatives of the Association and the New Jersey Education Association shall be permitted to transact official Association business on school property at reasonable times, provided that this shall not interfere with or interrupt normal school operations. Permission of the Superintendent or his designee shall be required. Such permission shall not be withheld unreasonably.
- C. The Association and its representatives shall have the right to use school buildings at reasonable hours for meetings. Permission of the Superintendent or his designee shall be required. Such permission shall not be withheld unreasonably.
- D. The Association shall have access to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types audio-visual equipment at reasonable times, and when such equipment is not in use. No equipment shall be removed from school property without approval by the Building Principal. The Association will pay for any damage incurred, loss, or theft of borrowed property. Permission of the Building Principal or his designee shall be required. Such permission shall not be withheld unreasonably.
- E. The annual dues figures are to be given to the business office no later than September 1 of each year in order for the deductions to start with the September payroll.
- F. The Association shall refrain from using school equipment and supplies for demonstration or job action.

G. Representation Fee:

1. Purpose of Fee

If an employee does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

2. Amount of Fee/Notification

Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by nonmembers will be determined by the Association in accordance with the law.

3. Deduction and Transmission of Fee

a. Notification

On or about the 15th of September of each year the Board will submit to the Association a list of all employees in the bargaining unit. On or about January 1 of each year the Association shall notify the Board as to the names of those employees who are required to pay representation fee.

b. Payroll Deduction Schedule

The Board will deduct from the salaries of the employees referred to in Section G-1 the full amount of the yearly representation fee in equal installments beginning with the first paycheck in February.

c. Termination of Employment

If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

d. Mechanics

Except as otherwise provided in this Article, the mechanics for transmission of such fees to the Association will, as nearly as possible, be the same as those used for the transmission of regular membership dues to the Association.

e. Changes

The Association will notify the Board in writing of any changes in the last provided for in Section G-1 above and/or the amount of representation fee, and such changes will be reflected in any deductions made more than ten (10) days after the Board received said notice.

4. New Employees

On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, social security numbers, job titles, dates of employment and places of assignment for all such employees. The Board will also notify the Association of any change in the status of an employee regarding transfer, leave of absence, return from leave, retirement, resignation, separation from employment, death.

Article VII - MANAGEMENT RIGHTS

A. The Board reserves to itself sole jurisdiction and authority over matters of Policy and retains the right subject only to the limitations imposed by the language of this Agreement to:

1. Direct employees of the school district;
2. Hire, promote, transfer, assign, and retain employees in positions in the school district;
3. Suspend, demote, discharge, take other disciplinary actions against employees, or to relieve employees of duty because of lack of work or for other legitimate reasons;
4. Maintain efficiency of the school district operations and determine the methods, means, and personnel by which such operations are to be conducted; and



5. Take whatever actions may be necessary to carry out the mission of the school district in emergency situations.
- B. It is understood by all parties that under the rulings of the courts of New Jersey and the State Commissioner of Education, the Board is forbidden to waive any rights or powers granted it by law.

#### Article VIII - EMPLOYEES RIGHTS

- A. The Board and the Association hereby agree that employees have the right to freely organize, join, and support the Association, its activities and affiliates for the purpose of engaging in collective negotiations. The Board further agrees that it shall not directly or indirectly discourage or deprive or coerce any employees in the enjoyment of these rights.
- B. Whenever any employee is required to appear formally before the Superintendent, the Board, or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his office, position, or employment, of the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such a meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview.
- C. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates, provided that such pins or other identification shall be in good taste.
- D. Any criticism of an employee's job performance shall be made in confidence and not in the presence of students, parents, other employees, or at public gatherings except to the extent such confidence is contrary to law.

#### Article IX - EMPLOYMENT

- A. Employees shall be notified of their employment status for the ensuing year by June 1st.
- B. Either the employee or the Board may terminate employment providing two (2) weeks notification is given and such termination is in compliance with appropriate statutes.

- C. In the event of any reduction in non-tenured force, seniority and a record of satisfactory job performance shall be the criteria for determining such reduction. Recall shall be based upon the same seniority and satisfactory job performance, i.e., last reduced, first called back.
- D. All new employees shall serve a six (6) month probationary period of employment.
- E. No new employees shall be hired into the system at a higher rate of pay than someone presently employed and covered by the current contract with comparable experience and educational background.

#### Article X - WORK DAY/WEEK

- A. The normal work day shall be as follows:
  - 1. Kitchen coordinators - seven (7) consecutive hours
  - 2. Cafeteria workers - six and one-half (6-1/2) consecutive hours
  - 3. Dishwashers - four (4) consecutive hours, effective 9/9/93.
- B. The normal work day shall include the following:
  - 1. A duty free lunch break for thirty (30) minutes.
  - 2. One (1) Fifteen (15) minute break each working day.
    - a. The times that such breaks can be taken will be identified for the employees.
    - b. The breaks may not be combined nor are they to be taken to extend lunch/dinner break.
    - c. Exceptions may be made by the administration with breaks rescheduled when possible.
- C. The number of work days for each school year is one hundred seventy-three (173) days.
  - 1. Included in the above are two (2) days without food service to open the cafeterias and two (2) days without food service to close the cafeterias.

- D. Substitutes will be provided for all employees if possible.
  - 1. Because of the lack of sufficient substitutes, the Business Office should have a reasonable pool at all times. If it decreases, an advertisement should be posted immediately until new substitutes are employed to maintain the correct amount in the pool.
- E. A work week will normally be from Monday through Friday including holidays, personal days, etc.
  - 1. An attempt will be made to fill/work all cafeteria positions at all times, except in extreme emergencies.
  - 2. After two years employment, there will be no rotating of positions between schools for learning purposes.
- F. In the event there is an opening in the Cafeteria, the person with the highest seniority within the Cafeteria will be given first consideration for the position.

#### Article XI - EVALUATION PROCEDURES

- A. Each employee shall be formally evaluated at least once each year using the appropriate instrument.
- B. An evaluation conference between the employee and the evaluator must be held after a formal evaluation.
- C. At the completion of the evaluation conference, the employee must sign his evaluation report. Such signature shall indicate only that the material has been reviewed.
- D. Within fourteen (14) calendar days of the evaluation conference, the employee may attach a written comment to the evaluation report. Such comment(s) shall become part of the employee's permanent file only if requested by the employee.
- E. An evaluation report may be submitted to the central office, placed in the employee's file or otherwise acted upon only after the employee has had the opportunity to attach his written comment(s) or indicated in writing that no comment(s) will be made.

Article XII - SICK LEAVE

- A. Cafeteria Support Staff shall be entitled to ten (10) days sick leave with pay for each fiscal year (July 1 to June 30).
- B. Unused sick leave shall be cumulative.
- C. Cafeteria Support Staff who begin employment in the district after the start of the fiscal year (July 1) shall receive one (1) day for every month remaining in the fiscal year, including one (1) day for the month in which employment begins.
- D. Each employee covered by this contract shall be apprised of the number of accumulated sick days by October 1, tabulated as of July 1, including the current year.
- E. When absence exceeds the annual and accumulated sick leaves, the Board may pay any such person each day's salary less the cost of a replacement for a period of not to exceed thirty (30) days. Such payment shall be determined by the Board on a case-by-case basis. A day's salary is 1/173 of the annual salary.
- F. Whenever an employee is absent from his job as a result of a personal injury caused by an accident arising out of and in the course of his employment, the Board shall pay to such employee the full salary or wages for the period of such absence for up to one (1) calendar year without having such absence charged to the annual sick leave or the accumulated sick leave. In the event there has been a Workman's Compensation Award, the salary paid to the employees shall be reduced by the amount of compensation in that award.
- G. Any member of the Cafeteria Support Staff excluded from work because of contact with a communicable disease in the school system will not have any accumulated sick days deducted (not to exceed sixth (60) days).
- H. Unused Sick Leave Upon Retirement
  - 1. Cafeteria Support Staff shall be paid for unused sick leave upon retirement according to the following schedule:
    - a. \$15.00 per day for the first fifty (50) days
    - b. \$20.00 per day for days in excess of fifty (50) days.

- c. In order to be eligible for this benefit, Cafeteria Support Staff shall have:
  - (1) completed twenty (20) or more years of service in the district
  - (2) have at least fifty (50) days of accumulated sick leave
- d. There shall be a \$3,000.00 maximum payment.
- e. Any Cafeteria Support Staff employee planning to retire shall notify the Board prior to December of that school year.

#### Article XIII - DEATH LEAVE

- A. Up to five (5) calendar days shall be granted for a death in the immediate family. This includes mother, father, sister, brother, mother- and father-in-law, wife, husband, children, brother- and sister-in-law, grandparents, and grandchildren.
- B. One (1) day for any other member of the family shall be granted.

#### Article XIV - CHILD REARING LEAVE

- A. All employees who become pregnant or who are adopting a child shall be eligible for child rearing leave.
- B. The date of commencement for such leave shall be at the election of the employee with the following provisions:
  - 1. The employee shall inform the Board of the intent to take child rearing leave at least sixty (60) calendar days before commencement of such leave.
  - 2. Any eligible employee adopting a child may commence the leave upon receiving actual, legal custody of said child.
- C. Duration of Child Rearing Leave
  - 1. The duration of child rearing leave shall be no less than six (6) months but shall not exceed two (2) consecutive years.
  - 2. Notification to extend child rearing leave to a second year shall be given no less than ninety (90) calendar days prior to the beginning of the second year of leave.

- D. No salary shall be paid to any employee on child rearing leave, nor shall any rights or benefits accrue during the period of leave be granted. Existing employee benefits shall be restored to the employee upon return to full employment. The Board cannot guarantee the employee will return to the position vacated, but will make every effort to do so when in the best interests of the school program.
- E. If a pregnancy is terminated before the term of the birth of the child, the employee may apply for termination of leave, allowing at least ninety (90) calendar days for fair notice to her replacement and for her own health. Such return must be accompanied by a certificate of physical fitness from her personal physician.

#### Article XV - PERSONAL DAYS

- A. Each employee shall be granted no more than three (3) days of personal leave of absence with pay per fiscal year, for personal business reasons.
- B. Employees who begin employment in the district after the start of the fiscal year (July 1) shall have their personal days pro-rated as follows:
  - 1. Three (3) days for those hired between July 1 and October 31.
  - 2. Two (2) days for those hired between November 1 and February 29; and
  - 3. One (1) day for those hired between March 1 and the end of the fiscal year (June 30).
- C. Personal leave days are to be utilized for personal business that cannot be conducted outside the normal work day.
- D. Procedures:
  - 1. An application form for personal leave must be submitted to the Superintendent for approval through the normal chain of command beginning with the immediate supervisor at least four (4) work days in advance.

- 2. In cases of extreme emergency, requests may be granted immediately by the immediate supervisor, with the application being submitted through the normal chain of command within two (2) days after the employee's return to work, in order to be paid.
- E. The unused second and third days of personal leave are accruable up to a maximum of twenty (20) days and may be used with reason provided and Board approval, for the following purposes:
- 1. Extensions of sick leave after annual and accumulated sick leave is exhausted.
  - 2. Emergency situation requiring absence from duties after annual personal days are exhausted.

F. Each employee covered by this contract shall be apprised of the number of accumulated personal days by October 1, tabulated as of July 1, excluding the current year.

Article XVI - LEAVE FOR FAMILY ILLNESS

A. Leave may be taken pursuant to the New Jersey Family Leave Act. Any leave granted under the terms of this agreement relating to the same leave available under said New Jersey Family Leave Act shall be deemed to incorporate leave under that Act.

Article XVII - SALARIES, BENEFITS, AND REIMBURSEMENTS

A. Salaries for all Cafeteria Support Staff shall follow this hourly rate guide:

	1995-96	1996-97	1997-98
A	\$ 9.30	\$ 9.30	\$ 9.37
B	9.57	9.57	9.64
C	9.84	9.84	9.91
D	10.11	10.11	10.18
E	10.36	10.36	10.43
F	11.76	11.76	11.83
G	13.19	13.19	13.26
H	14.96	14.96	15.03
I	16.74	16.74	16.81

- B. Increases to above hourly rate guide for:
1. Kitchen Coordinators will receive an additional \$0.75 per hour.
  2. Dishwashers will receive an additional \$0.25 per hour.
  3. \$0.50 per hour for employees who substitute as Head Cook.
- C. The Board agrees to pay for Blue Cross/Blue Shield, Major Medical, and Rider J insurance coverage for employees and their families.
- D. The Board shall provide the following plans at its expense:
1. Prescription Plan - Blue Cross/Blue Shield prescription card, or equivalent, with \$5.00 co-payment for the employee, and if applicable, for the family;
  2. Delta Dental Plan IIA - Family Coverage
 

Co-Payment:	Preventative/Diagnostic	- 100%
	Remaining Basic	- 70%/30%
	All Other	- 50%/50%
- E. Travel reimbursement for use of personal vehicles for authorized school business shall be at the current IRS rate.
- F. Tuition reimbursement:
1. The Board shall reimburse any employee up to a maximum of two courses per fiscal year for courses related to job duties.
  2. Courses must be approved in advance by the Superintendent.
  3. Reimbursement shall be made after submission of proof of amount of tuition payment and verification of a passing grade.
- G. Uniforms:
1. All Cafeteria Support Staff shall wear the following:
    - a. Food Handlers - white bottom and tops.
    - b. Dishwashers - blue and/or white pants and shirts.



- c. Non-skid white shoes.
  - d. Such other protective devices (safety glasses, gloves, head coverings, etc.) as situations warrant.
2. The Board will provide three (3) initial uniforms for the cafeteria support staff the first year of a newly effective contract. In addition, reimbursement for 1.a, 1.b, and 1.c. above shall be:
- a. \$150.00 for clothing per person excluding aprons and the reimbursement shall be made once each fiscal year in September.
  - b. Three (3) aprons shall be provided by the Board per fiscal year.
  - c. For a maximum of \$50.00 per year, per person; such shall be granted for white non-skid shoes and shall be granted only upon submission of a receipt. If the cost is below \$50.00, reimbursement will be made for the cost as listed on the submitted receipt.
3. Uniforms are to be kept clean by the employee. Frayed, excessively worn, or permanently dirtied uniforms, as determined by the administration, shall not be permitted.

#### Article XVIII - GRIEVANCES

- A. A "grievance" shall mean a claim that there has been a misinterpretation, misapplication, or a violation of this Agreement or of an administrative decision or Board Policy affecting terms and conditions of employment.
- B. A grievance, to be considered under this procedure, must be initiated within thirty (30) calendar days of the time the employee(s) knew or should have known of its occurrence.
- C. A grievance may be initiated by an employee or, if affecting a group of employees, the Association may submit such grievance. A group grievance, once resolved, may not be reopened by individuals.
- D. All grievances shall be filed on the District grievance form. This form shall be provided by the Superintendent or his designee after consultation with the Association.

- E. The grievant shall include on the form(s) all pertinent information relating to the grievance including the following:
1. The nature of the grievance.
  2. The approximate date of the alleged occurrence.
  3. Citation of the portion of the contract allegedly misapplied, misunderstood, or violated, if appropriate.
  4. The nature and extent of injury, loss, or inconvenience.
  5. The remedy sought.
- F. Any aggrieved person may be represented at all stages above the first level of the grievance procedure by the representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.
- G. Time Limits:
1. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievance to proceed to the next step.
  2. Failure to file a grievance or to appeal a grievance to the next step within the specified time limits shall be deemed to be an acceptance of the decision rendered at that step.
  3. By mutual consent of the parties, time limits may be extended.
- H. Grievance Procedure:
1. Level One: Within thirty (30) calendar days of this occurrence or knowledge of its occurrence, any employee who has a grievance shall discuss the matter with his immediate supervisor in an attempt to resolve the matter informally.
  2. Level Two: If the matter is not resolved, the grievant may set forth his grievance in writing to the appropriate administrator on the approved grievance form.
    - a. This appeal must be filed within seven (7) calendar days after the informal meeting.
    - b. The administrator shall communicate his decision to the grievant in writing within seven (7) calendar days after receipt of the written grievance.

3. Level Three: If the grievant is not satisfied with the Administrator's decision, a written appeal on the appropriate form may be filed with the Superintendent.
    - a. This appeal must be filed within seven (7) calendar days after receipt of the administrator's decision.
    - b. The Superintendent shall issue a written decision within seven (7) calendar days after receipt of the appeal.
  4. Level Four: If the grievant is not satisfied with the Superintendent's decision, a written appeal on the appropriate form may be filed with the Board no later than seven (7) calendar days after receipt of the Superintendent's decision.
    - a. This appeal shall be made through the Superintendent who shall attach all the related papers and forward the request to the Board within seven (7) calendar days after receipt of the appeal.
    - b. The Board shall review the grievances and shall, at its option or at the request of the grievant, hold a hearing.
    - c. The Board shall issue a written decision within thirty-five (35) calendar days after receipt of the grievance by the Board.
  5. If the decision of the Board does not resolve the dispute and the grievance concerns the interpretation, application, or alleged violation of this Agreement, and is not excluded by the provisions of Section I (following), the Association, no later than seven (7) calendar days after receipt of the Board's decision may notify the Board, through the Superintendent, that it wishes to appeal the matter to arbitration.
- I. Limits on Arbitration - The decision of the Board in the following matters shall be final and shall not be subject to arbitration.
1. Any matter arising out of an alleged violation of statute or of any statute referred to in this contract.
  2. Any rules or regulations of the State Board of Education.
  3. Policies of the Board of Education or administrative decisions.

4. Any matter, which according to law, is either beyond the scope of Board authority or limited to action by the Board alone.
5. A complaint of any employee which arises by reason of not being re-employed.
6. Any provision of this Agreement that is contingent upon the approval of the Administration or the Board of Education, if reasons are given for the failure to approve a request.

J. Arbitration

1. Within seven (7) calendar days after the notice to the Board, the Association shall request a roster of persons qualified to serve as an arbitrator from the American Arbitration Association (AAA).
  - a. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list within ten (10) days, the Association will request the AAA to submit a second roster of names.
  - b. If the parties are unable to determine a mutually satisfactory arbitrator within ten (10) calendar days after receipt of the second roster of names, the AAA may be requested by either party to designate an arbitrator.
2. The arbitrator shall limit himself to the issues submitted and shall consider nothing else. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law, or which violates, adds, subtracts, or modifies the terms of this Agreement.
3. The decision of the arbitrator shall be binding.
4. The cost of the arbitrator shall be shared equally by the parties.

M. Miscellaneous

1. These proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure. All meetings and hearings shall not be conducted in public, and shall include only such parties concerned or their designated representative(s) unless required by the Sunshine Legislation of the State of New Jersey.

2. A grievant shall, during the pendency of a grievance, continue to observe all assignments and all applicable rules and regulations of employment with the Board.

#### Article XIX - Miscellaneous Provisions

- A. The commercial cost of printing this Agreement shall be shared equally by the parties and a copy of this Agreement shall be presented to all Cafeteria Support Staff within a reasonable amount of time after receipt from the printer.
- B. Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, or by rules and regulations of an appropriate administrative agency, such invalidation of such part or provision of this Agreement shall not invalidate the remaining portions hereof, and they shall remain in full force and effect.
- C. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party may do so by telegram or registered letter to the following address:  

Greenwich Township School District  
Nehaunsey Middle School  
415 Swedesboro Road  
Gibbstown, New Jersey 08027
- D. The Cafeteria Support Staff shall meet one time per month with the Business Administrator for no more than 60 minutes without additional compensation, to discuss cafeteria support staff issues.

#### ARTICLE XX - Criticism

Any criticism of Administrator or the Board shall be made in confidence and not in the presence of students, parents, teachers or at school functions.

In witness whereof, the parties  
to be signed by their respective president, attested by their  
respective secretaries, and their corporate seals to be placed  
hereon, this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_.

GREENWICH TOWNSHIP BOARD OF EDUCATION

BY \_\_\_\_\_  
President

BY \_\_\_\_\_  
Secretary

GREENWICH TOWNSHIP EDUCATION ASSOCIATION, INC.

BY \_\_\_\_\_  
President

BY \_\_\_\_\_  
Secretary

BOE. APPROVED  
SALARY GUIDE

Salary Quick Analysis

GREENWICH TOWNSHIP BOARD OF EDUCATION CAFETERIA SALARY SCALE									
Step	1994/1995	1994/1996	1996/1996	1996/1997	1996/1997	1996/1998	1997/1998	1997/1998	1997/1998
	District Exp	District Exp	District Exp	District Exp	District Exp	District Exp	District Exp	District Exp	District Exp
A	0-1	8.90	0	9.30	0	9.30	0	9.37	9.37
B	2.3-4.5	10.34	1	9.57	1	9.57	1	9.64	9.64
C	6.7-8.9-10	11.74	2	9.84	2	9.84	2	9.91	9.91
D	11-12-13-14-15	13.17	3	10.11	3	10.11	3	10.18	10.18
E	16-17-18-19-20	14.94	4-5	10.36	4-5	10.36	4-5	10.43	10.43
F	21-99	16.72	6-10	11.76	6-10	11.76	6-10	11.83	11.83
G		11-15	13.19	11-15	13.19	11-15	13.26	13.26	13.26
H		16-20	14.96	16-20	14.96	16-20	15.03	15.03	15.03
I		21-99	16.74	21-99	16.74	21-99	16.81	16.81	16.81
QUICK ANALYSIS									
Minimum Salary:	8.90	9.30	9.30	9.30	9.30	9.30	9.37	9.37	9.37
Maximum Salary:	16.72	16.74	16.74	16.74	16.74	16.74	16.81	16.81	16.81
Range:									
Dollar	7.82	7.44	7.44	7.44	7.44	7.44	7.44	7.44	7.44
Percentage	87.87%	80.00%	80.00%	80.00%	80.00%	80.00%	79.40%	79.40%	79.40%
Increments:									
Number	5	8	8	8	8	8	8	8	8
Average \$	1.56	0.93	0.93	0.93	0.93	0.93	0.93	0.93	0.93
Average %	26.88%	15.25%	15.25%	15.25%	15.25%	15.25%	15.16%	15.16%	15.16%
Largest \$	1.78	1.78	1.78	1.78	1.78	1.78	1.78	1.78	1.78
Largest %	11.91%	11.90%	11.90%	11.90%	11.90%	11.90%	11.84%	11.84%	11.84%

*Quick Analysis*  
*George Johnson*







# Greenwich Township School District

415 Swedesboro Road, Gibbstown, NJ 08027-1798

WILLIAM F. CARPENTER  
Superintendent  
(609) 224-4913

TO: NICHOLAS J. GIRONE

FROM: WILLIAM F. CARPENTER *WFC*

DATE: FEBRUARY 6, 1996

RE: CAFETERIA SUPPORT STAFF CONTRACT

My interpretation of the contract agreement between the Greenwich Township Board of Education and Cafeteria Staff, Article 17, Section G.2. is as follows:

1. The Board will provide three (3) initial uniforms for the cafeteria support staff the first year of a newly effective contract. In addition to that the Board will also provide each worker \$150.00 for each year of that contract. In addition, three (3) aprons per year each, and one pair of white non-skid shoes not to exceed a reimbursement amount of \$50.00.

To be more precise, each cafeteria worker will receive for the following school years:

- 1995-96 - 3 uniforms plus \$150.00, three aprons, and one pair of white non-skid shoes (not to exceed a reimbursement amount of \$50.00).
- 1996-97 - \$150.00 (without uniforms), three aprons, and one pair of white non-skid shoes (not to exceed a reimbursement amount of \$50.00).
- 1997-98 - \$150.00 (without uniforms), three aprons, and one pair of white non-skid shoes (not to exceed a reimbursement amount of \$50.00).

WFC/lw