

AGREEMENT BETWEEN

THE

EAST ORANGE LUNCH PERIOD SUPERVISORY AIDES' ASSOCIATION

AND THE

EAST ORANGE BOARD OF EDUCATION

FOR THE SCHOOL YEARS

2004-2006

LUNCH PERIOD SUPERVISORY AIDES

SALARY

All aides shall be paid according to the following schedule for the 2004-2006 school years:

1 - 2 Years	\$ 8.50 per hour, for the first two years
3 - 6 Years	\$11.00 per hour, at the start of the 3rd year
7 - 10 Years	\$13.00 per hour, at the start of the 7th year
11 - 14 Years	\$14.75 per hour, at the start of the 11th year
15 - 19 Years	\$16.00 per hour, at the start of the 15th year
20 - 24 Years	\$16.75 per hour, at the start of the 20th year
25 + Years	\$18.00 per hour, at the start of the 25 th year

All salary increases shall become effective at the beginning of the 3rd, 7th, 11th, 15th, 20th, and 25th years of service. A year of service represents at least seven (7) months of work; i.e., a start date prior to December 1.

PAID HOLIDAYS

All aides employed for nineteen (19) years or less shall be paid for fourteen (14) holidays during each year of this agreement, effective September, 2004. Said aides shall be issued a check for nine (9) holidays prior to the holiday recess in December and a check for five (5) holidays prior to the Winter recess in February.

All aides employed for twenty (20) years or more shall be paid for twenty (20) holidays during each year of this agreement, effective September, 2004. Said aides shall be issued a check for ten (10) holidays prior to the holiday recess in December, a check for five (5) holidays prior to the Winter Recess in February and a check for five (5) holidays prior to the Spring Recess in April.

SICK LEAVE

All aides shall be entitled to ten (10) days each year for reasons of personal illness; sick days shall be accumulative without limit. New hires shall be entitled to ten (10) sick days per year, but shall be permitted to use such days at the rate of only one (1) per month during their first year of employment.

EMERGENCY DAYS

Aides shall receive their regular daily pay for any day during the school year when school is closed due to an emergency.

IDENTIFICATION BADGES

THE Board agrees to provide identification badges for all employees.

WORK DUTIES INCLUDE

Assisting with eating area setup, takedown, clean up (table cleaning, sweeping, wet mopping).

GRIEVANCE PROCEDURES

The Board and the Association agree to a two (2) step grievance procedure covering terms and conditions of employment.

STEP 1: The grievance must be presented to the building administrator.

STEP 2: The aide may appeal the decision of the principal to the Superintendent.

FOR THE ASSOCIATION

Ms. Dorothy A. Sparrow

Ms. Donnie Lewis

FOR THE BOARD

Mr. Everett J. Jennings

Dr. Kenneth King

November 15, 2004

1/05gmc