

**LABOR AGREEMENT**

**BETWEEN**

**LODI BOARD OF EDUCATION**

**AND**

**REGISTERED NURSES**

**2013-2014, 2014-2015, 2015-2016**

## **PREAMBLE**

WHEREAS, the Lodi Board of Education ("Board") desires to establish employment guidelines for those employees in the school district who are employed as Registered Nurses, and

WHEREAS, the Board does not give up any of its managerial rights as an employer, and

WHEREAS, it is understood that the employment of the Registered Nurses will continue to be guided by the terms and conditions of their individual employment contracts, and

WHEREAS, it is understood that these guidelines do not convey any additional rights upon the Registered Nurses other than what they already possess by virtue of their individual employment contracts, and

WHEREAS, it is further understood that the Registered Nurses remain at will employees of the Board,

NOW THEREFORE THE PARTIES AGREE that the Board will provide the Registered Nurses with the benefits detailed in these guidelines during their employment with the Lodi Public School District and for the period September 1, 2013 through June 30, 2016. All terms and conditions of this agreement are retro-active to September 1, 2013.

## **ARTICLE 1**

### **WORK YEAR**

1. The Registered Nurses shall be ten (10) month employees and shall work no more than 184 days. If the length of the work year changes for teachers, then the length of the work year shall also change for the Registered Nurses.
2. The Registered Nurses shall not be required to work on days when student attendance is not required due to inclement weather.
3. The Registered Nurses shall work the same calendar year as teachers.

## **ARTICLE 2**

### **SALARIES**

1. Registered Nurses shall be paid on a ten (10) month basis in twenty (20) equal payments on a semi-monthly basis.
2. Registered Nurses may individually elect to have ten percent (10%) of their monthly salary deducted from their pay. These funds shall be deposited in the South Bergen Teachers' Federal Credit Union.
3. When a pay day falls on or during a school holiday or vacation, the Registered Nurses shall receive their paychecks on the last previous working day.
4. Each Registered Nurse shall receive her final pay and the pay schedule for the following year on her last working day in June when all professional obligations are fulfilled.
5. Salaries for the Registered Nurses shall be as follows:

**2013-2014**  
\$44,252.00

**2014-2015**  
\$45,137.00

**2015-2016**  
\$46,040.00

## **ARTICLE 3**

### **SICK LEAVE**

1. Registered Nurses shall be entitled to ten (10) sick days per school year. Unused sick days may be accumulated from year to year with no maximum limit. Upon retirement, resignation or termination, the Registered Nurses shall not be entitled to any pay for any unused, accumulated sick days.
2. Attendance incentive: Any Registered Nurse who uses no sick leave days in any school year shall accrue an additional personal day for the following school year. If that additional day is not used in that school year, it will be lost.

## **ARTICLE 4**

### **TEMPORARY LEAVES OF ABSENCE**

#### **A. Personal Days**

Registered Nurses shall be entitled to two (2) days leave of absence for personal, legal business, household or family matters which requires absence during school hours. The Registered Nurses must apply for permission to use a personal business day to the principal of the school or other immediate supervisor at least five (5) days before taking such leave, except in case of emergency. No personal days may be used during the months of September or June. No personal days may be used on the day before or after a holiday or vacation. Any unused personal days shall be converted to sick time and subsequently added to the bank of sick leave.

#### **B. Bereavement Days**

Registered Nurses shall be entitled up to four (4) days at any one time in the event of death of the employee's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandmother, grandfather, stepchild, stepmother, stepfather, stepbrother, stepsister, alternative lifestyle partner, or any other member of the immediate household. One (1) funeral day shall be granted for aunts, uncles or grandparents-in-law. Those days termed "funeral days" shall be granted only on those days when school is in session.

## **ARTICLE 5**

### **INSURANCE PROTECTION**

#### 1. Health Care Coverage

The Board shall provide health insurance for all employees through the New Jersey School Employees Health Benefits Plan. The board will carry the obligation of providing health insurance coverage which is equal to or better than the SEHBP as of July 1, 2013. For the duration of this agreement, the employee contributions will be made in accordance with P.L. 2011, Chapter 78.

#### 2. Complete Annual Coverage

For each Registered Nurse who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1<sup>st</sup> and ending August 31<sup>st</sup>. When necessary, payment of premiums on behalf of the Registered Nurse shall be made retroactively or prospectively to assure uninterrupted participation and coverage.

#### 3. Prescription Plan

Effective July 1, 2013, the Board shall pay part of the premium in accordance with P.L. 2011, Chapter 78 for each employee, and in cases where appropriate, for family plan prescription coverage. Said plan shall be \$3.00 co-pay for generic prescriptions and \$10 co-pay for brand name prescriptions and expenses incurred by employees for prescriptions shall not be submitted to the Major Medical program. The level of benefits shall remain the same as those in effect on June 30, 2013.

#### 4. Dental Plan

The Board shall continue to provide dental coverage insurance and shall pay full premium costs in accordance with P.L. 2011, Chapter 78 for each Registered Nurse, and in cases where appropriate, for family coverage.

**ARTICLE 6**

**UNIFORM ALLOWANCE**

Registered Nurses shall be entitled to receive up to two hundred (\$200) dollars for the reimbursement of the purchase of uniforms or lab coats and nursing shoes annually.

**IN WITNESS WHEREOF**, the parties hereto have set their hands and seals, the day and year first above written.

**NURSES**

BY: Barbara Lucas BSN, RN

Barbara Lucas

Kerri Sanders P/B  
Kerri Sanders

Jennifer Chayka  
Jennifer Chayka

Edgar Mariano  
Edgar Mariano

**LODI BOARD OF EDUCATION**

BY: Joseph Licata

Joseph Licata, President

BY: Frank Quatrone

Frank Quatrone  
Superintendent of Schools

Date: May 29, 2013