

AGREEMENT  
BETWEEN THE  
PITTSGROVE CENTRAL OFFICE  
SUPPORT STAFF UNIT  
AND THE  
PITTSGROVE TOWNSHIP BOARD OF  
EDUCATION

JULY 1, 2005 TO JUNE 30, 2008

**2005-2008 TERMS OF FINAL AGREEMENT – CENTRAL OFFICE UNIT**

- Recognition Clause – to include Donna Hiles only
- Article VII - A.1.j. *Sick Leave*: Convert 20 sick days yearly to pensionable pay..... @ 10 years: \$32/day; @20 years \$45/day  
(Increase of \$5/day for each)
- Bereavement to include 2 days for Grandparent – Same as Support Staff
- 10 and 12 month employees shall have three personal days – Same as Support Staff  
(Increase from two personal days)
- A.3.d. payment for unused personal - \$100/day with no sick day restriction.  
(Increase of \$25/day)
- Columbus Day to be added as a holiday – Same as Support Staff
- Vacation Schedule: Same as Support Staff  
(Extends vacation day scheduled from 15 years to 25 years)
- Article VII - C.9. conversion of 5 vacation days to non-pensionable salary, annuity, or payable in two lump payments.
- Article X - H. *In Service Training* Change to read as follows:  
All Unit employees will complete required in-service training. The employee will be given at least 14 days notice of the in-service training time. This training may be held inside or outside the regular contracted day depending on the nature of training and provider. Failure to meet this requirement may result in disciplinary action.
- Article XII - *Insurance Benefits* A:  
Eliminate dental insurance \$700 cap.
- Article XI I - *Insurance Benefits*. H.2. BOE contribution for FT=\$350;  
PT=\$175.  
(Increase of \$100 for FT – Same as Support Staff increase)
- Article XII - *Insurance Benefits* E. *New Hire Steps & Co-Pays*.

75% of salary for position	20% Co-pay
80%	25%
85%	30%
90%	35%
95%	40%

**2005-2008 TERMS OF FINAL AGREEMENT – CENTRAL OFFICE UNIT**

100%  
(Same as Support Staff)

50%

- Employees who leave with 10 or more years....multiply by 2/3 of total sick/personal days x \$50.00/day.  
(Increase of \$10/day – Same as Support)
- Employees who retire with 20 or more years ....multiply  $\frac{3}{4}$  of total sick/personal days x \$75.00/day  
(Increase of \$25/day - Same as Support Staff)
- New: EMERGENT CLOSINGS - The Superintendent will determine if Central Office location will be open when schools are closed. All Unit employees scheduled to report to work if Central Office location is open.
- Salary:

2005-2006	4.0%
2006-2007	4.25%
2006-2008	4.25%
- Central Office Clerk rate will be brought up \$.50 per year over the three year contract in addition to the percentage increase per year.
- Technology Specialist will be brought up \$.10 per year over the three year contract in addition to the percentage increase per year.
- Average hourly increase among six Central Office secretaries
- Article XII - Insurance Benefits - *I. Payment in Lieu Of*  
This amount is pensionable.