

AGREEMENT  
BETWEEN  
THE BOROUGH OF PARAMUS  
AND  
THE SCHOOL CROSSING GUARDS  
JANUARY 1, 2011 TO DECEMBER 31, 2014

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**ARTICLE I**

**RATE OF COMPENSATION**

- A. The starting salary for a school crossing guard shall be \$10.50 per hour as per the Borough's salary ordinance.
- B. School crossing guards shall not receive an increase during the same year of hire but will receive increases as set forth below.
- C. School crossing guards hired prior to January 1, 2011 shall receive an hourly increase as set forth in the following schedule.

<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
0	.75	.50	.50

**ARTICLE II**

**LONGEVITY**

School Crossing Guards who presently receive longevity shall stay at the longevity amount they received in 2010 and shall not receive any further longevity increases. All other school guards shall not be entitled and shall not receive longevity benefits.

**ARTICLE III**

**VACATIONS**

All School Crossing Guards shall not receive vacation benefits.

**ARTICLE IV**

## **BEREAVEMENT**

A. Every permanent employee, upon the death of a member of the immediate family, shall be granted leave with pay not to exceed a maximum of three (3) working days from the date of the death to the day after interment.

B. A "member of the immediate family," would be parents, grandparents, parents-in-law, spouse, children, brothers, sisters, brothers-in-law, sisters-in-law, grandchildren, or any persons residing in the employee's home other than a tenant.

**ARTICLE V**

**HOSPITALIZATION**

No school crossing guard will receive hospitalization benefits paid by the Borough.

**ARTICLE VII**

**PARAMUS EMPLOYEES' ASSOCIATION**

It is understood and acknowledged by the parties hereto that the School Crossing Guards and Matrons covered under the terms of this agreement are not members of the Paramus Employees' Association.



**ARTICLE XIII**

**FILLING VACATED POSTS**

Vacated posts will be offered to current employees by seniority, but the Traffic Supervisor shall make the final decision as to which School Crossing Guard will be assigned to which post.

ARTICLE XIV

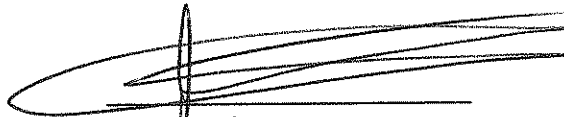
DURATION OF AGREEMENT

The term of this Agreement, as set forth below, will become effective January 1, 2011 and continue to December 31, 2014.

BOROUGH OF PARAMUS



RICHARD A. LaBARBIERA, MAYOR

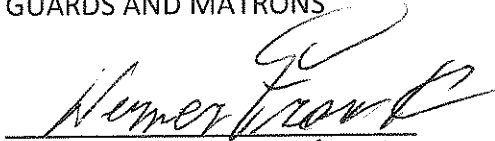


JOSEPH D'ARCO  
MUNICIPAL ADMINISTRATOR



TONI FALATO  
BOROUGH CLERK

PARAMUS SCHOOL CROSSING  
GUARDS AND MATRONS



Member Werner Frank



Member Nicholas LaGratta

**R E S O L U T I O N**  
**B O R O U G H O F P A R A M U S**

Resolution No. 12-7  
Date: July 17, 2012  
 Approved on Consent Agenda

496  
408

Council Member	Motion	Second	Yea	Nay	Abstain	Absent
Amato			✓			
Arslanian			✓			
Bellinger			✓			
Lagana			✓			
Nazziola		✓	✓			
Rohdieck	✓		✓			
Mayor LaBarbiera						

**A RESOLUTION AUTHORIZING THE MAYOR AND BOROUGH CLERK  
TO SIGN A COLLECTIVE BARGAINING AGREEMENT WITH THE  
SCHOOL CROSSING GUARDS AND MATRONS**

**WHEREAS**, the Borough and the School Crossing Guards and Matrons have negotiated a successive bargaining agreement; and

**WHEREAS**, the Mayor and Council feel that same is in the best interests of the Borough.

**NOW, THEREFORE, BE IT RESOLVED**, by the Mayor and Council of the Borough of Paramus that the Mayor and Borough Clerk are hereby authorized to execute the Collective Bargaining Agreement between the Borough and the School Crossing Guards and Matrons.

Approved: July 17, 2012 by roll call vote.

**CERTIFICATION**

I, Toni Falato, Municipal Clerk of the Borough of Paramus in the County of Bergen and the State of New Jersey do hereby certify that the foregoing resolution is a true copy of the original resolution duly passed and adopted by the Governing Body at the meeting of July 17, 2012.

*Toni Falato*  
TONI FALATO, RMC  
BOROUGH CLERK

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I HEREBY CERTIFY THIS DOCUMENT  
TO BE A TRUE AND EXACT COPY  
*Toni Falato*  
BOROUGH CLERK