

2532

AGREEMENT

BETWEEN

SHORE REGIONAL HIGH SCHOOL BOARD OF EDUCATION

AND

SHORE REGIONAL HIGH SCHOOL SECRETARIAL ASSOCIATION

1995 - 1996

1996 - 1997

1997 - 1998

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ARTICLE I

RESOLUTION RECOGNIZING THE SHORE REGIONAL
SECRETARIAL ASSOCIATION (December 21, 1972)

BE IT RESOLVED by the Board of Education of the Shore Regional High School District that the Board of Education hereby recognizes the Shore Regional Secretarial/Clerk Association as the exclusive representative for negotiations pursuant to provisions of Chapter 303, Public Laws 1968, for the period covered by this contract.

BE IT FURTHER RESOLVED that a copy of this resolution shall be forwarded by the Board Secretary to the President of the Shore Regional Secretarial/ Clerk Association, and a certified copy of this resolution shall be filed with the Public Employment Relations Commission, State of New Jersey, Trenton, New Jersey 08625.

ARTICLE II

NEGOTIATION OF A SUCCESSOR AGREEMENT

A. Consistent with Chapter 303, p. 1 of N.J. 1966, the Board shall not effect any change in policy concerning conditions and terms of employment except those so negotiated and included as part of this Agreement and contained herein.

B. Not later than October 1, 1997, the Board agrees to initiate negotiations with Association over a Successor Agreement in accordance with the procedure set forth herein in good faith effort on both sides to reach continuing agreement on salaries and other conditions of employment. By the above date the Association agrees to present to the Board its proposals for the Successor Agreement. Both parties will include in said proposals an estimate of overall costs. Any agreement so negotiated shall apply to all members of the negotiating unit and shall be reduced to writing and signed by all parties.

C. Meetings as mutually agreed upon by both parties shall take place until agreement is reached. During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counter-proposals. Each party shall promptly make available to the other, upon request, information which is within its possession which is not privileged under law and which is relevant to the subject and may call upon professional and lay representatives to assist in the negotiations.

D. No negotiations shall take place during the regularly scheduled work day unless both parties agree to same.

E. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

F. The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in Article I of this Agreement with any organization other than the Association for the duration of this Agreement.

G. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or executed this Agreement.

ARTICLE III

GRIEVANCE PROCEDURE

A. DEFINITION

1. A grievance shall mean a complaint by a person represented by the association that there has been as to him a violation or misinterpretation of any of the provisions of the within Agreement or that he has been treated unfairly by reason of any act or condition which is contrary to established Board policy or established administrative practice governing or affecting employment; provided, however, that the term "grievance" and the procedure relative thereto is not applied to the following matters:

(a) Matters for which a method of review is required either by law or by any rule or regulation of the State Commissioner of Education.

(b) In matters where the Board is without authority to act.

(c) any matter which, according to law, is exclusively within the jurisdiction of the Board.

B. RIGHT OF REPRESENTATION

1. The employee shall have the right to present his own appeal or to designate a representative or representatives of the Association to appear with him in any step in his appeal.

C. PROCEDURE

1. The employee shall present, in writing, to his immediate superior, his grievance, which writing shall be signed by the one making the complaint.

2. The person to whom the written grievance is presented shall acknowledge receipt of it on the date it is received, which acknowledgment shall be in writing and endorsed on a copy of the written grievance.

3. Within five (5) working days of the date the grievance is made, the immediate superior served shall have the right to schedule a meeting with the employee filing the grievance. The immediate superior shall render his decision on the grievance within said five (5) working day period, which decision shall be in writing and a copy of same shall be handed to the grievant.

4. If the employee wishes to appeal the decision of the immediate superior, he shall do so to the next higher authority, filing with that person a copy of the original grievance and the decision. A decision shall be made on this step of the grievance procedure within five (5) working days, in writing, and a copy of the decision shall be given to the grievant.

5. If any question arises as to whom the next higher authority or superior is, the Superintendent shall be consulted and he shall supply the grievant with the name or names of the person or persons to whom the grievance shall be referred in proper order.

6. The employee shall have the right to continue his appeal through successive steps to the Board of Education where the appeal will be lodged with the Board Secretary with the request that the Board consider the grievance and set a date for a hearing. The hearing shall be held within two (2) weeks of the date of the request. The Board agrees to render a decision and to supply a copy of the decision to the grievant, in writing, within one (1) month of the date of the hearing.

7. In requesting the Board of Education to consider an appeal, there shall be submitted with the request all prior written statements and decisions.

8. An individual's grievance shall be considered to be confidential and shall be so respected by the Board of Education and the Association and, therefore, all meetings, hearings, statements and decisions pertaining to this procedure shall be conducted among the parties involved in private session.

9. A failure on the part of any next higher authority to respond within the prescribed time period shall result in automatic movement of the grievance to the next step. Failure on the part of the grievant to adhere to the time limits outlined in this procedure shall result in termination of the procedure and dismissal of the complaint.

ARTICLE IV

EMPLOYEE RIGHTS AND PRIVILEGES

A. As a duly selected body exercising governmental power under the law of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968 or other laws of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate against any employee with respect to hours, or wages, or any terms or conditions of employment by reason of his membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, collective negotiations with the Board, or his institution of any grievance or complaint or proceeding under the Agreement or otherwise with respect to any terms or conditions of employment.

B. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

C. No employee shall be disciplined or reduced in rank or compensation or deprived of any due advantage without prior notice and the right to representation at a conference prior to the official actions indicated herein. Any such action asserted by the Board, or any agent or representative thereof, shall not be made public and shall be subject to the provisions of Article III.

D. Whenever any employee is required to appear before the Board of Education or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his position, employment or the salary or any increments pertaining thereto, then he or she shall be given prior written notice of the reasons for such 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.

E. No employee shall be prevented from wearing pins or inconspicuous identification of membership in the Association or its affiliates.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the district.

B. No representative of the Association shall be scheduled by the parties to this Agreement to meet or confer on contractual matters during the regular work day, unless said representatives so agree.

C. Representatives of the Association, the New Jersey Education Association and the National Education shall be permitted to transact official business on school property subject to the prior approval of the superintendent.

D. The Association and its representatives shall have the right to use the school building outside of the regularly scheduled work day at all reasonable hours. The principal shall be notified in advance of the time and location of said meeting, providing same is consistent with Board policy.

E. The Association shall have the right to use the school mailboxes as it deems necessary and without the approval of the building principal or other members of the administration.

ARTICLE VI

WORK YEAR

It is agreed that the work year for ten month employees shall be based on the teacher calendar which consists of 187 work days.

It is agreed that the work year for twelve month employees will be from July 1 through June 30. Holidays will include July 4th and all days that school is closed as indicated on the teacher calendar.

ARTICLE VII

DAILY WORK HOURS

A. Each office will be covered by a secretarial employee during the lunch break of the work day, which will necessitate a rotation schedule, to be formulated by the Secretarial Association.

B. The hours during the days when school is in session will be 7 1/2 hours per day, including a duty free lunch period of 30 minutes.

C. The hours during the days when school is not in session and all holidays shall be 7 hours including a duty free lunch period of 60 minutes.

D. The starting and dismissal time shall be as scheduled by the administration.

The starting time shall be scheduled between the hours of 7:30 a.m. and 9:00 a.m. and the working hours shall be continuous to a quitting time scheduled no later than 4:30 p.m. in winter and 4:00 p.m. in summer.

E. No employee will be required to work on a day that the district is closed due to inclement weather.

ARTICLE VIII

OVERTIME

Any employee requested to work more than 40 hours in any one week shall be paid overtime at the rate of time and one half, or shall be granted compensatory time to be used in the same manner as a vacation.

ARTICLE IX

VACATIONS

1. Eligibility shall be determined as of July 1 of each year.

2. Vacation times shall be scheduled to coordinate with the work schedule and shall be subject to the approval of the immediate supervisor. Such approval shall be free from arbitrary and capricious judgment. Conflicts shall be resolved on the basis of seniority.

3. Employees shall be eligible for vacations on the following basis:

(a) First year personnel shall receive one (1) working day for each full month of service up to a maximum of ten (10) working days, which shall be usable after six (6) continuous months employment.

(b) An employee who has one (1) year through five (5) years experience shall receive ten (10) days vacation.

(c) An employee with six (6) years through twelve (12) years experience shall have fifteen (15) days vacation.

(d) An employee with thirteen (13) years and over shall receive twenty (20) days vacation.

4. No vacations are to be scheduled two (2) weeks prior to the opening of school and two (2) weeks after the opening of school. Also, no vacations are to be scheduled two (2) weeks prior to the closing of school. However, said vacations may be granted during this time if said employee receives the approval of his/her immediate supervisor.

5. Vacation days may be used only after the close of the school year in which they were earned. If the employee reaches the next step for vacations, the additional time may not be used until after the completion of that work year. (Vacation days may not be accrued.)

ARTICLE X

COMPLAINT PROCEDURE

A. Any complaints regarding an employee made to any member of the administration by any parent, student, or other person which does or may influence the evaluation of an employee shall be brought to the attention of the employee by the principal or immediate supervisor and they shall attempt to resolve the matter informally.

B. The employee shall have the right to be represented by the Association at any meetings or conferences regarding such complaint.

ARTICLE XI

SICK LEAVE

A. All employees shall be entitled to one (1) sick day per calendar month of said employees contractual year. Unused sick leave days shall be accumulated from year to year with no maximum limit.

B. All employees newly employed by the Board shall be granted all of their sick days, if any, which they have accumulated in their previous public schools to a maximum of twelve (12) for 12 month employees and ten (10) for 10 month employees. It shall be the responsibility of the employee to initiate the request for his previously accumulated sick days and to present written proof to the Superintendent from the school system(s) in which he was previously employed before July 1 of the first year employed at Shore Regional High School.

C. Additional sick leave may be granted by the Board on an individual basis pursuant to the provisions of N.J.S.A. 18A:30-1 and following.

D. Employees shall be given written accounting of accumulated sick leave days no later than October 1 of each year.

E. In accordance with retirement as defined by the N.J. Public Employees Retirement System regulations, sick leave retirement benefit will be \$25 per day for unused, accumulated leave accrued while employed by Shore Regional High School District Board of Education. This benefit may not exceed a figure of \$5,000.

ARTICLE XII

TEMPORARY LEAVES OF ABSENCE

A. Three personal days will be granted for the school years 1995-96, 1996-97 and 1997-98. Unused personal days will be credited to the following year's sick leave accumulation.

B. Bereavement leave of five (5) days will be granted in the case of death of a husband, wife, mother, father, brother, sister, son, daughter, mother-in-law, father-in-law, grandparents, son-in-law, daughter-in-law, aunt, uncle or any relative making permanent home with employee

C. The following policies pertaining to employee absence from duty shall be in effect:

1. No time will be granted to any employee in order that he may accept another position, unless he has been released from this contract in accordance with the provisions of his contract or by special action of the Board.

2. Employees may be allowed a minimum of three (3) days for attendance at a course or grant if:

this course is necessary for certification or approved by the Board. In such cases, no deduction shall be made in salary.

3. All employees will be granted leave for court appearances pertaining to school business. Legal appearance stemming from a disciplinary matter or a discharge shall not be considered a day wherein a secretary receives any salary whatsoever.

ARTICLE XIII

EXTENDED LEAVES OF ABSENCE

A. Maternity leave provisions shall be in accordance with mandatory State of New Jersey Statutes and rulings.

B. Military leave without pay shall be granted to any employee who is inducted or enlists in any branch of the armed forces of the United States for the period of said service and three (3) months thereafter, or three (3) month after recovery of any wound or sickness at time of discharge. A similar leave shall be granted to the spouse of any employee who is so inducted or who enlists to join him for the period of special training in preparation for duty overseas in combat zones.

C. Other leaves of absence without pay may be granted by the Board for good reason.

ARTICLE XIV

PROTECTION OF EMPLOYEES

A. Employees shall not be required to perform tasks which endanger their health, safety or well-being.

B. An employee may use reasonable force as is necessary to protect himself from attack at the Shore Regional High School property.

C. 1. Employees shall immediately report cases of assault suffered by them in connection with their employment to their principal or other immediate superior.

2. Such notification shall be immediately forwarded to the superintendent who shall comply with any reasonable request from the employee for information in the possession of the superintendent relating to the incident or the persons involved, and shall act in appropriate ways as liaison between the employee, the police and the courts.

D. The Board shall reimburse employees for any loss, damage, or destruction of clothing or personal property of the employee while on duty in the premises, on the school premises, or on school sponsored activities, provided, that the loss, damage or destruction arises out of and in the course of the performance of his duties; that school policy has not been violated by the employee and that such is not the result of negligence of the employee.

E. The Board shall render legal defense to an employee as follows in accordance with N.J.S.A. 18A:16-6 and N.J.S.A. 18A:16-6.1:

N.J.S.A. 18A:16-6. Indemnity of officers and employees against civil actions.

"Whenever any civil action has been or shall be brought against any person holding any office, position or employment under the jurisdiction of any board of education, including any student teacher, for any act of omission arising out of and in the course of the performance of the duties of such office, position, employment or student teaching, the Board shall defray all costs of defending such action, including reasonable counsel fees and expenses, together with costs of appeal, if any, and shall save harmless and protect such

person from any financial loss resulting therefrom; and said Board may arrange for and maintain appropriate insurance to cover all such damages, losses and expenses."

N.J.S.A. 18A:16-6.1. Indemnity of officers and employees in certain criminal actions.

"Should any criminal action be instituted against any such person for any such act or omission and should such proceeding be dismissed or result in a final disposition in favor of such person, the Board of Education shall reimburse him for the cost of defending such proceeding, including reasonable counsel fees and expenses of the original hearing or trial and all appeals."

F. When absence of an employee arises out of or from an assault upon an employee, on Shore Regional High School property, the employee shall not forfeit any sick leave or personal leave. The Board shall give full support including legal and other assistance for any assault upon the secretary while acting in the discharge of her duties, providing injury or legal proceeding was not determined to be the fault of the secretary.

ARTICLE XV

INSURANCE PROTECTION

A. Fully paid family medical coverage will be provided for Blue Cross, Blue Shield, Major Medical and Dental insurance.

B. In accordance with retirement as defined by the N.J. Teachers Pension and Annuity Fund regulations, health insurance coverage may be continued at retirement through reimbursement to the Board of premium payments on a quarterly basis. Such payment is to be remitted to the Board office at least 30 days prior to the due date of the quarterly premium.

ARTICLE XVI A

SALARIES

Salaries will be paid in accordance with Schedule A as attached and made a part herein. Employees hired after January 1 will not be eligible for a step increase until July 1 of the year following the year employed.

Longevity will be based on the initial date of employment. All current employees, both ten and twelve month, will be paid longevity when eligible on the twelve month longevity guide. All ten month employees hired after February, 1993 will be paid longevity when eligible on the ten month longevity guide. Longevity payment will be added to salary and divided into 20 or 24 equal payments. Eligibility begins the first full month following the month when the employee completed the required number of years. The amount will be prorated if the employee was not hired on July 1 for twelve month employment or September 1 for ten month employment.

ARTICLE XVI B

DEDUCTION FROM SALARY

A. 1. The Board agrees to deduct from the salaries of its employees due for the Shore Regional High School Secretaries Association, the New Jersey Education Association, or the National Education Association, or any one or any combination of such Associations as said employee individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 N.J. Public Laws of 1969 (N.J.S.A. 52:14-15.9e) and under rules established by the State Department of Education. Such monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Association as of the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.

2. Each of the associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

B. The Board agrees to deduct from employees' salaries money for local, state and/or national association services and programs as said employees individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to such association or associations. Any employee may have such deductions discontinued at any time upon sixty (60) days written notice to the Board and the appropriate association.

C. If an employee does not become a member of the Association, said employee will be required to pay a representation fee to the Association equal to 85% of the annual membership fee.

ARTICLE XVII

MISCELLANEOUS PROVISIONS

A. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile or marital status.

B. For the protection of the employers and secretarial unit, all newly hired secretaries should be evaluated by their supervisors, after a three (3) month period. At this time an employee with an unsatisfactory review will be terminated or suggestions for improvements will be made. If recommendations are made, the employee will have the following three (3) months to improve their performance. If, however, there is no improvement, a decision should be made promptly on whether to continue employment.

C. The Board shall carry out the commitments contained herein and give them full force and effect.

D. If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

E. Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

F. Copies of this Agreement shall be printed at the expense of the Board after agreement with the Association on format with reasonable time after the Agreement is signed. The Agreement shall be presented to all employees now employed, hereafter employed, or considered for employment by the Board.

G. 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 shall do so by telegram or registered letter at the following addresses:

1. If by Association, to Board at Office of Board Secretary, Shore Regional High School, Monmouth Park Highway, West Long Branch, New Jersey 07764.

2. If by Board, to Association, Shore Regional High School Secretarial Association, Monmouth Park Highway, West Long Branch, New Jersey 07764.

ARTICLE XVIII

DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1995 and shall continue in effect until June 30, 1998 subject to the Association's right to negotiate over a successor Agreement as provided in ARTICLE II. This Agreement shall not be extended orally, and it shall expire on the date indicated, unless it is extended by the parties in writing.

B. IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents and attested by their respective secretaries.

SHORE REGIONAL HIGH SCHOOL
SECRETARIAL ASSOCIATION

Linda J. Conway
President

Debra Pesca
Secretary

2/7/95
Date

SHORE REGIONAL HIGH SCHOOL
BOARD OF EDUCATION

[Signature]
Board President

[Signature]
Board Secretary

9/29/94
Date

SHORE REGIONAL SECRETARIAL ASSOCIATION

STEP	SALARY 94-95	STEP 95-96	SALARY 95-96	STEP SALARY 96-97	SALARY 96-97	STEP SALARY 97-98	SALARY 97-98
B-6	\$26,650	B-6	\$27,810	B-6	\$28,940	B-6	\$30,314
A-4	\$20,875	A-5	\$22,460	A-6	\$24,020	A-6	\$25,161
A-6	\$22,120	A-6	\$23,082	A-6	\$24,020	A-6	\$25,161
A-6	\$22,120	A-6	\$23,082	A-6	\$24,020	A-6	\$25,161
B-4	\$25,150	B-5	\$27,060	B-6	\$28,940	B-6	\$30,314
A-6	\$22,120	A-6	\$23,082	A-6	\$24,020	A-6	\$25,161
B-6	\$26,650	B-6	\$27,810	B-6	\$28,940	B-6	\$30,314
	\$165,685		\$174,387		\$182,901		\$191,584

GUIDE A - TEN MONTHS

STEP	1995-96	1996-97	1997-98
1	\$19,970	\$20,908	\$22,048
2	\$20,592	\$21,530	\$22,671
3	\$21,215	\$22,153	\$23,293
4	\$21,837	\$22,775	\$23,916
5	\$22,460	\$23,398	\$24,538
6	\$23,082	\$24,020	\$25,161

GUIDE B - TWELVE MONTHS

STEP	1995-96	1996-97	1997-98
1	\$24,060	\$25,190	\$26,564
2	\$24,810	\$25,940	\$27,314
3	\$25,560	\$26,690	\$28,064
4	\$26,310	\$27,440	\$28,814
5	\$27,060	\$28,190	\$29,564
6	\$27,810	\$28,940	\$30,314

(.83 of twelve month guide)

LONGEVITY	After 10	After 15	After 20	After 25
	\$250	\$500	\$750	\$1,000

LONGEVITY	After 10 years -	After 15 years -	After 20 years -	After 25 years -
	\$300	\$600	\$900	\$1,200

longevity figures not included:
 8/92 *** 9/93 **** 10/95 ***** 1/96 ***** 8/97 ***** 10/97

AGREEMENT

THIS AGREEMENT entered into the *29th* day of *September* 1994, by and between the Board of Education of Shore Regional High School, Borough of West Long Branch, hereinafter referred to as the "Board", and the Shore Regional High School Cafeteria Unit, hereinafter referred to as "workers".

ARTICLE I - It is understood and agreed between the parties hereto that this contract shall run from July 1, 1995 through June 30, 1998.

ARTICLE II - The salaries are agreed upon for the following school years:

1995-96 Hourly Rate	-	\$ 9.45
1996-97 Hourly Rate	-	\$ 9.75
1997-98 Hourly Rate	-	\$10.05

It is further understood and agreed between the parties that the cafeteria workers will be paid on the basis of days actually worked in the respective school years.

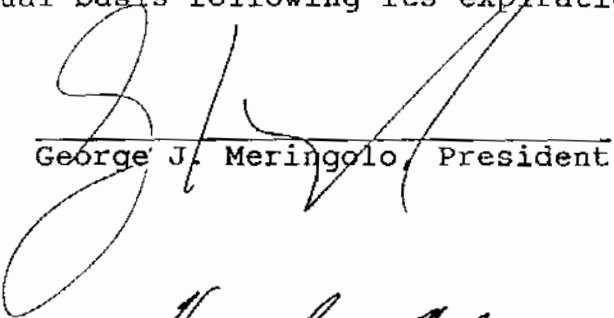
ARTICLE III - It is understood and agreed between the parties that cafeteria workers shall have available to them ten (10) sick days. Unused sick days shall accrue and be accumulative. The parties herewith understand and agree that the sick days shall not accrue as a retirement benefit in any way to the cafeteria workers, and that upon retirement, the same shall not be considered a benefit to the workers and the workers shall not be paid for same.


ARTICLE IV - Cafeteria workers will be provided Blue Cross-Blue Shield, Major Medical and Dental Coverage.

ARTICLE V - The cafeteria workers will not be entitled to personal days. However, bereavement leave not to exceed three (3) days may be granted based upon the Superintendent's discretion or authority when an application is made for said bereavement leave.

Bereavement leave shall only be applicable to a cafeteria worker when a member of said cafeteria worker's immediate family passes away.

ARTICLE VI - It is understood and agreed between the parties hereto that this agreement may be terminated by either party upon thirty (30) days notice to the other party at the appropriate cafeteria worker's home address that is supplied to the Board Secretary/Business Administrator, or to the Shore Regional High School at Highway No. 36, West Long Branch, New Jersey 07764. Under no circumstances will this contract be extended or renewed without being reduced to writing on an annual basis following its expiration.


George J. Meringolo, President


Valerie Goger Malo
Business Administrator/
Board Secretary

9/29/94 Date

AGREEMENT

THIS AGREEMENT entered into the *29th* day of *September* 1994, by and between the Board of Education of Shore Regional High School, Borough of West Long Branch, hereinafter referred to as the "Board," and the Shore Regional High School Cafeteria Cashier/Workers hereinafter referred to as "cashiers."

ARTICLE I - It is understood and agreed between the parties hereto that this contract shall run from July 1, 1995 through to June 30, 1998.

ARTICLE II - The salaries are agreed upon for the following school years:

1995-96 Hourly Rate	-	\$8.45
1996-97 Hourly Rate	-	\$8.70
1997-98 Hourly Rate	-	\$8.95

It is understood and agreed that all cashiers will be considered hourly employees. It is further understood and agreed that the number of days worked in each school year shall be determined by the Cafeteria Manager and/or the Business Administrator.

ARTICLE III - Cashiers may purchase group plan health benefits through the Board. Purchase of these benefits will be on an annual basis and subject to prevailing rates. Any premium increases received by the Board during a benefit year are payable by the employee. Requests to purchase must be made to the Business Administrator in writing. Premium payments are to be made to the Board through the office of the Business Administrator on a quarterly basis fifteen days prior to the beginning of each quarter. Failure to submit payment by the first day of the beginning of a quarter will result in coverage cancellation.

ARTICLE IV - It is understood and agreed between the parties hereto that this agreement may be terminated by either party upon thirty (30) days notice to the other party at the appropriate cashier's home address that is supplied to the Board Secretary/Business Administrator, or to the Shore Regional High School at Highway No. 36, West Long Branch, New Jersey 07764. Under no circumstances will this contract be extended or renewed without being reduced to writing on any annual basis following its expiration.

Ann Bonpua
Ann Bonpua

Helen Clayton
Helen Clayton

Margaret Pierce
Margaret Pierce

Frances Scalise
Frances Scalise

Katherine Wettermark
Katherine Wettermark

October 6, 1994
Date

George J. Meringolo
George J. Meringolo, President
Board of Education

Valerie Gogey Malo
Valerie Gogey Malo
Business Administrator/
Board Secretary

9/29/94
Date