

**AGREEMENT**  
**BETWEEN**  
**VINELAND BOARD OF EDUCATION**  
**AND**  
**AMALGAMATED LOCAL NO. 2327 – UAW, AFL/CIO**  
**JULY 1, 2013 – JUNE 30, 2016**

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## ARTICLE I

### RECOGNITION

- A. Pursuant to N.J.S.A. 34:13A-1 et seq., the New Jersey Employer-Employee Relations Act, and in accordance with the Certification of Representation dated April 24, 2014 under Docket No.: RO-2014-022, the Board recognizes Amalgamated Local No. 2327 - UAW, AFL/CIO, hereinafter referred to as the Union, as the sole and exclusive bargaining agent for all members covered by this agreement in all matters pertaining to wages and other terms and conditions of employment.
- B. More specifically, the parties agree that the provisions of this agreement shall apply to all of the following full-time and part-time members; excepting substitute/temporary employees.
1. **FOOD SERVICE**
    - a) Senior Cooks
    - b) Assistant Cooks
    - c) Food Service Workers
  2. **PUPIL TRANSPORTATION**
    - a) School Bus Drivers
    - b) Mechanics
    - c) Mechanic Helpers
    - d) Bus Attendants
    - e) Diesel Mechanics; Senior Diesel Mechanics
  3. **MAINTENANCE**
    - a) Building Maintenance Workers; Senior Building Maintenance Workers
    - b) Maintenance Worker 1, Grounds; Senior Maintenance Worker 1, Grounds
    - c) Plumbers; Senior Plumbers
    - d) Maintenance Repairers; Senior Maintenance Repairers
    - e) Carpenters; Senior Carpenters; Electricians; Senior Electricians
    - f) Supervisor of Building Services
    - g) HVAC Mechanic; Senior HVAC Mechanic; Supervising HVAC Mechanic
    - h) Equipment Operator
    - i) Locksmith
    - j) Custodian; Senior Custodian
  4. **Warehouse**
    - a) Clerk Driver
    - b) Inventory Control Clerk
    - c) Supervisor Inventory Control Clerk
  5. **AIDES**
    - a) School Aides (cafeteria and playground)
    - b) Non-instructional Aides
    - c) Instructional Aides: Preschool Kindergarten, Resources Room, SLD, Autistic, BD, One-on-One, Braille, Bi-Lingual
  6. **SECURITY GUARDS, ATTENDANCE COUNSELORS, ATTENDANCE OFFICER**

7. AIDES/EDUCATIONAL INTERPRETERS FOR THE AUDITORILY HANDICAPPED

8. EDUCATIONAL INTERPRETERS FOR THE AUDITORILY HANDICAPPED

9. Technology

- a) Electronic Systems Technician
- b) Communications Systems Technician II
- c) Computer Service Technician; Sr. Computer Service Technician
- d) Network Administrator I

C. The provisions of this agreement shall not apply to the following employees:

- 1. Managerial Executives
- 2. Professional Employees
- 3. Supervisors within the meaning of the New Jersey Employer-Employee Relations Act.
- 4. Substitute/Temporary

D. Definitions

1. MEMBER

Unless otherwise indicated, the term "member" when used hereinafter in this agreement, shall refer to all members represented by the Union in the negotiating unit as above defined and references to male members shall include female members.

2. SUBSTITUTE/TEMPORARY MEMBERS

Substitute/Temporary workers shall be considered as any member(s) doing unit work on a per diem or hourly basis. Substitutes/Temporary shall not be permitted to fill vacant positions for more than ninety (90) consecutive days unless a written agreement is reached between Local UAW 2327 and the Executive Director of Personnel to extend the temporary assignment. Substitute/temporary workers shall not accrue or earn seniority while serving in substitute/temporary assignments.

3. PERMANENT MEMBER

A member who has acquired Civil Service permanent status in his/her position after the satisfactory completion of a probationary period.

4. PROVISIONAL MEMBER

A member appointed to a permanent position pending the regular appointment of an eligible person from a special re-employment, regular re-employment or employment list.

5. PART-TIME MEMBER

A member whose regular hours of duty are less than the regular or normal work week for that class of work.

## ARTICLE II

### Negotiations Procedures

- A. Collective negotiations concerning terms and conditions of employment shall begin on or before ninety (90) days prior to the expiration date of the agreement.
- B. During negotiations the Board and the Union negotiating teams shall have the right to present relevant data to exchange points of view and to make proposals and counter proposals.
- C. This agreement shall not be modified in whole or in part by the parties, except in writing duly executed by both parties.
- D. The parties agree to conduct themselves in accordance with Chapter 123-PL1974 on matters affecting terms and conditions of employment.
- E. The Board of Education shall retain all rights consistent with Civil Service Laws and Regulations.
- F. The Board of Education reserves the right to establish new positions and their salary ranges.
- G. In the event that during the contract period any changes occur affecting terms and conditions of employment, said changes shall be negotiated according to PERC regulations.

## ARTICLE III

### Grievance Procedures

#### A. Definitions

- 1. A grievance is an allegation by a member, members or the Union that there is a violation in the interpretation, application or administration of the terms of this agreement. A grievance may also be an allegation by a member, members or the Union concerning an administrative decision of the principal or immediate supervisor. Such grievance may be appealed up to and including Level Three; the decision of the Superintendent shall be final with respect to grievances concerning administrative decisions.
- 2. An "aggrieved person" is the person or persons making the claim.
- 3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

#### B. Purposes

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting members. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

### C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. If at any level a response from the appropriate party is not rendered within the specified time limits of that level, the grievance shall automatically proceed to the next level. The time limits specified may, however, be extended by mutual agreement.
2. In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
3. (a) Any aggrieved person may be represented at all stages of the grievance procedure beyond Level One, at his/her option, with a representative selected or approved by the Union.  
  
(b) If a grievance affects a group or class of members, the Union may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Three.
4. (a) Level One  
  
A member with a grievance shall first discuss it with his/her principal or immediate superior with the objective of resolving the matter informally at this level.  
  
(b) Level Two  
  
If, as a result of the discussion, the matter is not resolved to the satisfaction of the member, within five (5) school days the member shall set forth his/her grievance in writing to the principal, specifying:
  - 1) the nature of the grievance
  - 2) the contract article, work rule, school policy, extent of injury, loss or inconvenience.
  - 3) the remedy that the member is seeking to resolve his/her grievance.  
The supervisor or principal shall render his/her decision to the member in writing within five (5) school days of receipt of the written grievance.
- (c) Level Three  
  
If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, he/she shall file the grievance with the Executive Director of Personnel or his/her designee within five (5) days. The Executive Director of Personnel or his/her designee will render his/her decision within ten (10) days after receipt of the grievance.
- (d) Level Four  
  
If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Three, he/she shall file the grievance with the Superintendent within ten (10) school days.

The Superintendent, at its sole option, shall conduct a hearing. A decision shall be rendered by the Superintendent within thirty (30) days of referral of the grievance. Only one (1) grievance will be presented at the meeting with a thirty (30) minute limitation to the grievance presentation.

(e) Level Five

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Four, the Union may request a review by a third party. Such request must be made in writing to the Superintendent within ten (10) days of the said Union's receipt of the Superintendent's decision. The Superintendent shall not be required to give reasons for his/her decision and the Superintendent's decision in the following matters shall be final and not subject to appeal to an arbitrator:

- 1) Any matter subject to any N.J. Civil Service Laws, rules or regulations or any matter within the jurisdiction of the N.J. Civil Service Commission. If Civil Service determines that it has jurisdiction, there shall be no further appeal under the grievance procedure. The matter will be subject to a Civil Service Settlement Conference and if not resolved at that level shall proceed to a formal Civil Service Hearing.
- 2) A complaint of a probationary member who has not been offered permanent employment.
- 3) If the matter is not subject to NJ Civil Service, the aggrieved person will proceed with his/her grievance to arbitration as set forth in Section 5.

5. (a) The following procedure will be used to secure the services of an arbitrator:

The parties will secure the services of an arbitrator, through the Public Employment Relations Commission, in accordance with the rules and regulations of the Public Employment Relations Commission, found at Title 19, Chapter 12, subchapter 5 of the New Jersey Administrative Code (N.J.A.C. 19:12-5, et seq.)

- (b) The arbitrator shall limit himself/herself to the issues submitted to him/her and shall consider nothing else. He/she can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The recommendation of the arbitrator shall be advisory on the parties until such time that the Board of Education rejects the decision of the arbitrator. Grievances submitted to Level Five subsequent to such rejection shall be binding on the parties.

C. Miscellaneous

1. Each party will bear the total cost incurred by themselves.
2. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.
3. (a) Failure at any level of the procedure to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.



(b) It is understood that members shall, during and notwithstanding the pendency of any grievance, continue to function in their duties until such grievance or any effect thereof shall be fully determined.

#### ARTICLE IV

##### MEMBER RIGHTS AND PRIVILEGES

- A. Pursuant to Chapter 123, Public Laws 1974, the Board hereby agrees that it shall not discriminate against any member with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Union or the processing of any grievance.
- B. Whenever any member is required to appear before any administrator, supervisor or the Board of Education concerning any matter which will adversely affect the continuation of that member in his/her position, employment or the salary or any increments pertaining thereto, then she/he shall be given prior written notice of the meeting and the reasons for such meeting or interview and shall be entitled to have a representative present to advise her/him and represent her/him during such meeting or interview. Any suspension of a member pending charges shall be in accordance with State Laws and regulations. This does not apply to informal conferences involving administrative directives.
- C. No member shall be prevented from wearing pins or other identification of membership in the Union or its affiliates except if it becomes a safety hazard.
- D. Members who are suspended without pay but found innocent at the conclusion of the Civil Service disciplinary process shall be reimbursed for withheld pay.
- E. If the Superintendent, or his/her designee, determines that involuntary transfer(s) of members should be implemented, it will provide the Union with advance notice before any such proposed change(s) are scheduled to take effect. At the request of the Union, the Superintendent, or his/her designee, will meet to discuss the proposed change(s), alternatives to proposed change(s) and minimizing the effects on senior members and the effects of such change(s) on members. However, the Superintendent, or his/her designee, retains the right to transfer members provided the transfer is not for disciplinary reasons.

Transfers may occur to address incidents between members and their co-workers, students or other staff which the Superintendent or his/her designee determines to be in the best interest of all parties. Unless deemed an emergency by the Superintendent, such transfers shall require a two-week notice.

#### ARTICLE V

##### UNION RIGHTS AND PRIVILEGES

- A. The Board, subject to law and subject to its policies, agrees to furnish to the Union in response to a reasonable request such available information that may assist said Union and the Board in the determination of proper subject matter for negotiations or grievances.
- B. Whenever any representative of the Union or any member is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in pay. Only those members with an interest in or with direct knowledge pertinent to subject matter shall be present at any meeting or conference.

- C. Subject to the approval of the Superintendent of Schools, the Union and its representatives shall have the right to use school buildings at reasonable times and reasonable intervals in accordance with existing Board policy concerning the use of school buildings. No such activities of the said Union or its direct or indirect representative shall interfere with or in any way interrupt normal school activities.
- D. The Union shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary subject to the approval of the Superintendent of Schools. Said Union shall have access and use of existing bulletin boards within the immediate work areas of affected members.
- E. The rights and privileges of the Union and its representatives as set forth in this Agreement shall be granted only to the said Union as the exclusive representative of the unit members.
- F. Leave to Conduct Union Business  
Members(s) appointed by the Union shall, upon written request from the Union, be permitted to receive a leave of absence without pay to perform Union activities for a period not to exceed one year. While on such leave, member(s) will continue to accrue seniority and to receive PERS credit pursuant to Chapter 368, P.L. 2005 and Division of Pension regulations regarding leave for Union service. The Union shall be responsible for the cost of the Employer's portion of the pension contributions during the leave of absence. The Union shall also be responsible for the cost of the member's costs associated with the member's health benefits coverage during the leave of absence, if said member is enrolled in a Health Benefit Plan. Such leave may be extended for additional time periods by agreement of the parties. No more than one member shall be granted such leave of absence at one time. The minimum period of leave to conduct Union business pursuant to this paragraph shall be ninety (90) days. All leaves pursuant to this paragraph shall be without pay by the Vineland Board of Education.

## ARTICLE VI

### ANNIVERSARY DATE

All member anniversary dates shall be effective as of July 1 of each year.

## ARTICLE VII

### PROMOTIONAL INCREASES

When a member is granted a promotion, as is defined as an advancement to a title having a higher class code and higher salary range than the former permanent title, the member shall receive an increase of four percent (4.0%) or the minimum salary for the new range, whichever is greater. The date of promotion shall then be considered the anniversary date for the purpose of future salary increments in the new classification.

## ARTICLE VIII

### JUST CAUSE PROVISIONS

No member shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall not be made public, unless required by the Open Public Records Act, Open Public Meetings Act or Common Law Right to Know Law, and shall be subject to the grievance procedures herein set forth.

## ARTICLE IX

### OVERTIME

- A. All members shall be paid time and one-half for all hours actually worked beyond forty (40) hours in any one (1) week. In calculating said forty (40) hours per week, all vacation days, holidays and personal leave days shall be counted and included for purposes of calculating overtime. All sick days shall not be counted and included for the purposes of calculating overtime.
- B. All overtime will be rounded off to the nearest 15 minutes at the end of each day period. This will be remunerated at the rate of time and one-half the hourly salary.
- C. All overtime remuneration shall be at the proper rate and payment made no later than the second regular pay day if possible.
- D. Overtime that is available shall be allocated based upon seniority on a rotating basis within each school or work location and within each job classification within each school or work location on each separate shift.

## ARTICLE X

### EMPLOYMENT PROCEDURES

- A. Employment of personnel will be in accordance with applicable provisions of the Civil Service Statute as enacted and amended by the Legislature and applicable regulations now in effect or hereafter promulgated by the Civil Service Commission.
- B. Promotional Posting  

Vacancies in promotional positions in the maintenance department, which the Board intends to fill, are to be posted with notice to the office of Amalgamated Local 2327 UAW. Maintenance members who desire to apply for the open position shall apply for such within five (5) working days of the date of announcement. In filling the positions, the Board shall utilize experience, ability, aptitude, qualification, attendance, and special job description qualification as the criteria for promotion. When all of the aforementioned items are substantially equal, seniority will be considered. The selection of the member to be promoted shall be made by the Board and shall not be subject to the Grievance Procedure.
- C. Posting of aides/food service full-time vacancies. Whenever a full-time position becomes vacant or available in the aide or food service classification, where less than full-time positions exist, part-time

aides and food service members shall be notified of the full-time vacancies so that those individuals, should they so elect, may apply for the full-time positions in accordance with established Board procedures.

- D. All full-time job vacancies shall be posted by way of notice on bulletin boards in each building office with a copy of each job posting to be sent to a Union designee through the inter-school mail system and a copy to Local 2327 UAW.
- E. Food service workers. During the life of this contract, the number of food service workers working less than five (5) hours per day shall not exceed forty (40) for the first year of the contract; Forty-five (45) for the second year of the contract; and fifty (50) for the third year of the contract. Increases to 45 and 50 shall not take place until new school(s) are built.

As the Board constructs new facilities, the parties to this contract agree to negotiate the ratio of full-time to part-time food service workers.

The Board will offer full time Food Service positions, if available, to part time Food Service Workers, based on seniority.

- F. The Board of Education shall furnish the Union each pay day, the names and addresses and job positions of all new hires and the Board shall further advise each new hire that it is important for him/her to report to the Local 2327 UAW within ten (10) days of employment.
- G. Snow Day: When the Board of Education District Office is closed due to snow/inclement weather, twelve-month members called in will receive their regular rate of pay.
- H. Classroom Aides will assist students with food items.

## ARTICLE XI

### FACILITIES AND EQUIPMENT

All members where applicable shall be provided with the appropriate equipment necessary to do a high quality of work.

1. Bus drivers shall be provided with the necessary implements and available space for washing and cleaning vehicles.
2. All members shall be provided proper lavatory and rest room facilities.
3. Return of Buses

Bus drivers returning from field trips later than 10:00 p.m. will be permitted to take their buses home provided said buses are parked on the driver's property and not on a public street, and returned the next calendar day not later than 7:00 a.m. This procedure shall apply unless due to special circumstances, different instructions are provided by the Coordinator of Pupil Transportation Services.

4. Bus drivers who are required to drive a school bus to the New Jersey State Inspection Station and who are required to spend more than one and one-half (1 1/2) hours at the inspection station, shall be compensated at their normal hourly driving rate for all time spent at the

inspection station in excess of one and one-half (1 1/2) hours. The individual bus driver must provide proof of time spent at the inspection station.

5. Transportation department to assign school buses without regard to seniority in order to permit uniform wear and tear of bus fleet. If the assignment is done for any other purpose it shall be subject to the grievance procedure.

#### **SECURITY GUARDS AND ATTENDANCE OFFICERS:**

1. The Board shall pay for the cost of Security Guard uniforms.
2. Attendance officers to be provided a jacket identifying them as school district employees.

#### **MAINTENANCE PERSONNEL**

The Board shall provide an annual allowance for steel-toed shoes in the amount of \$200.00. These members will be required to wear steel-toed shoes on the job. Failure to comply with this requirement will result in disciplinary action.

In order to receive the annual allowance for steel-toed shoes, the member must present an original receipt for reimbursement, not a copy. The original receipt will be maintained by the Board. Should the member require use of the receipt, the receipt will be made available to the member.

#### **UNIFORM ALLOWANCE GARAGE MECHANICS**

Garage Mechanics shall receive \$150.00 per year for steel toed shoes. The Board shall also purchase one winter work jacket per year, five pairs of uniform pants per year, and five uniform shirts per year for Garage Mechanics.

#### **FOOD SERVICE WORKERS:**

The Board shall provide an annual allowance for supportive work shoes in the amount of \$100.00. These members will be required to wear supportive work shoes while on the job. Failure to comply with this requirement will result in disciplinary action.

In order to receive the annual allowance for supportive work shoes, the member must present an original receipt for reimbursement, not a copy. The original receipt will be maintained by the Board. Should the member require use of the receipt, the receipt will be made available to the member.

### **ARTICLE XII**

#### **SEPARATIONS AND DEMOTIONS**

The separation, lay-off, demotion, suspension, removal, resignation and/or reinstatement of unit personnel shall be in accordance with applicable provision of the Civil Service Statute as enacted and amended by the Legislature and applicable regulations now in effect or hereinafter promulgated by the Civil Service Commission.

## ARTICLE XIII

### MEMBER PERFORMANCE EVALUATION

#### A. Frequency and Review

Evaluation shall be made at least once each year for all members who have worked at least three (3) months during the rating period. Each member shall be given a copy of his/her performance evaluation and shall have the opportunity to review such evaluation with the supervisor who made the evaluation prior to its being placed in his/her personnel file. In the event a member disagrees with his/her performance evaluation, the member may note his/her objection or provide a rebuttal which shall be placed in his/her personnel file together with the performance evaluation.

#### B. No Separate File

A member shall have the right to inspect his/her official file kept in the personnel office. Although the Board agrees to protect the confidentiality of personnel references and other similar documents, it shall not establish any separate personnel file which is not available for the member's inspection. Such confidentiality protection shall entitle the Board to remove reference, screening and other similar materials used during the process to recruit, interview and select the member for employment prior to the member's review of his/her personnel file.

## ARTICLE XIV

### WORK YEAR

#### A. Ten (10) month members

The work year for the following shall be in accordance with the teachers' work year (185 days):

1. Aides
2. Educational Interpreters for the auditorily handicapped
3. Attendance Officers
4. Bus Attendants

The above members' work year shall be the same as the teachers' work year, which shall include any in-service days required pursuant to the teachers' calendar. On days that students are not in school, such as in-service days, these members shall work a normal workday which shall not be less than four (4) hours in duration.

The following ten-month members shall work 184 days per year:

1. All food service personnel
2. School bus drivers
3. Security Guards

- B. Twelve (12) month members (July 1 - June 30)
1. Mechanics and helpers
  2. Plant operations and maintenance personnel
  3. Technology

ARTICLE XV

SALARY GUIDE

A. SALARIES.

1. Effective July 1, 2013, salary guides shall be replaced with salary ranges for each classification. The ranges and classifications shall be attached to this Agreement as Exhibit A and are hereby fully incorporated as terms and conditions of this Agreement.
2. Effective July 1, 2013, members shall receive an increase in their base salary of 2.0%. This increase should be applied to the member's base salary only.
3. Effective July 1, 2014, members shall receive an increase in their base salary of 2.0%. This increase should be applied to the member's base salary only.
4. Effective July 1, 2015, members shall receive an increase in their base salary of 2.0%. This increase should be applied to the member's base salary only.
5. Any other salary adjustments shall be effective on July 1<sup>st</sup> of each respective year.
6. Personnel employed less than full time shall be paid a pro-rated amount based on the scheduled work period within the appropriate classification.

B. New Employees – Placement in Salary Range

Any employee who enters the UAW Unit on or after July 1, 2013 shall be assigned a salary for the position within the established minimum and maximum salary established by the Board. The assignment of salary for those employees shall be determined by the Executive Director of Personnel in consultation with the Superintendent. In placing those employees, the employees' education, experience and any other relevant factors shall be considered. The employee's salary shall be subject to Board approval. In no event shall the new employee's salary be more than seven percent (7%) higher than the minimum salary. No new employee shall be placed at a salary which is higher than a current member in the same title with the same in-district years of experience.

C. Working in Higher Classification

All members working outside of their job classification shall receive five percent (5.0%) higher than the member's current rate of pay, only after working in said higher classification for a period of six (6) days in any one contract year. This higher rate shall be paid for time actually worked at the higher classification beginning with the seventh (7<sup>th</sup>) day and shall not be retroactive.

**D. Aides Wage Range Assignment**

Any Aide hired without sixty (60) college credits shall be assigned to the Aide's #1 Wage Range.

**E. Additional Pay for Black Seal Boiler License**

Qualified members who possess a valid, current Black Seal Boiler License, and who verifies such to the Executive Director of Personnel shall be entitled to \$1,000.00 per year added to his/her annual salary. Members who apply for such entitlement after the start of the fiscal year shall be eligible for a prorated portion of the amount shown. Initial payments shall begin in the month following the month in which verification is made. It is the member's responsibility to renew such license and to apply for the entitlement. Payments shall terminate on the date of expiration of licenses not properly renewed and verified.

Those members currently receiving a stipend for Black Seal Boiler license as of September 1, 2001, shall be grandfathered and shall continue to receive said stipend. The parties have agreed to a list of said grandfathered members.

Those members not listed on the grandfather list and all future hires after September 1, 2001, obtaining a Black Seal License will receive the \$1,000.00 per year stipend only if working in the job titles of Custodian, Supervisor of Building Services, Building Maintenance Worker, Senior Building Maintenance Worker and Senior Custodian.

Effective July 1, 2014, qualified members working in the job titles of Custodian, Supervisory of Building Services, Building Maintenance Worker, Senior Building Maintenance Worker and Senior Custodian who possess a verified, valid, current Black Seal Boiler License shall be entitled to \$1,200 per year added to their annual salary.

Effective July 1, 2015, qualified members working in the job titles of Custodian, Supervisory of Building Services, Building Maintenance Worker, Senior Building Maintenance Worker and Senior Custodian who possess a verified, valid, current Black Seal Boiler License shall be entitled to \$1,300 per year added to their annual salary.

Members who apply for such entitlement after the start of the fiscal year shall be eligible for a prorated portion of the amount shown. Initial payments shall begin in the month following the month in which verification is made. It is the member's responsibility to renew such license and to apply for the entitlement.

Payments shall terminate on the date of expiration of licenses not properly renewed and verified.

**F. Seven-Hour Instructional Aides(Educational Aides)**

All new hires as seven-hour classroom aides shall be required to possess a high school diploma, plus a minimum of sixty (60) college credits or an Associate's degree. The sixty (60) college credits shall be in education related courses only.



**G. Bilingual Interpreters**

The parties recognize that there are certain aides who on occasion are utilized as English/Spanish translators. During those times when said aides serve as translators, they shall receive their normal hourly rate of pay and shall receive an additional one-half (1/2) of their hourly rate of pay. Said additional compensation shall be received only for that time when the aide actually serves as a translator and shall be with the approval and verification of the school principal.

**H. Aides/interpreters for the Auditorily Handicapped**

Those members working part-time as aides and part-time as interpreters for the auditorily handicapped shall be paid at the rate of four (4) hours per day as interpreter, and three (3) hours per day as aide.

**I. Shift Differential**

Effective July 1, 2014, all members working during the second shift shall be compensated an additional forty five (\$0.45) cents per hour worked during the second shift. All members working during the third shift shall be compensated an additional fifty five (\$0.55) cents per hour for each hour worked during the third shift.

Effective July 1, 2015, all members working during the second shift shall be compensated an additional fifty (\$0.50) cents per hour worked during the second shift. All members working during the third shift shall be compensated an additional sixty (\$0.60) cents per hour for each hour worked during the third shift.

**J. Shift Differential for Maintenance Personnel (PoolMaintenance)**

The maintenance personnel who are responsible for the swimming pool maintenance at the High School work a shift from 3:30 a.m. until 12:00 noon. These individuals shall receive the shift differential applicable to the third shift for all hours worked during the period of time from 3:30 a.m. until 7:00 a.m. All hours worked after 7:00 a.m. shall be paid at the normal rate of pay.

**K. Diesel Mechanics**

Those Diesel Mechanics receiving an ASE certification shall receive a stipend of \$500.00 per year. In order to receive said stipend, the member must pass three of the six ASE tests, not including the air conditioning test. The member will pay for the ASE test, however, if the member successfully completes the tests, the Board shall reimburse the member a sum not to exceed \$250.00.

**L. Certified Pool Operator**

Those individuals designated as Certified Pool Operator by the Board of Education shall receive a stipend of \$300.00 per year.

**M. Seniority for Shift Preference**

If a member satisfies all job title qualifications, then in that event; seniority shall control for selection of shift preference.

N. Advance Degrees for Instructional Aides

Those Instructional Aides (on Aides Salary Ranges No. 2 and No. 5) shall receive an additional stipend of \$400.00 per year for an Associate's Degree. Those Aides on Salary Range No. 2 and No. 5 having a Bachelor's Degree shall receive a stipend of \$600.00 per year.

Effective September 1, 2014, Instructional Aides (on Aides Salary Ranges No. 2 and No. 5) shall receive an additional stipend of \$500.00 per year for an Associate's Degree. Those Aides on Salary Range No. 2 and No. 5 having a Bachelor's Degree shall receive a stipend of \$700.00 per year. The Associates Degree or Bachelors Degree must be related to the member's job title. The member must present a copy of the transcript or diploma in order to receive the stipend as noted.

Those Instructional Aides seeking payment pursuant to this paragraph shall have the responsibility of providing the Board of Education with proof of either an Associate's Degree or a Bachelor's Degree as noted above. Payment pursuant to this paragraph shall not begin until the member has presented proof of degree completion. There shall be no retroactive payments.

- O. In order to receive the wage increase set forth in paragraph A above, a member must have worked more than 50% of the work year as required for that job title in the year immediately preceding the anticipated increase. In the event the member does not work the requisite 50% of the work year, that member shall only receive one half of the anticipated wage increase. For the purposes of this provision, the work year shall include any paid status of the employee.

P. Instructional Aides:

Any instructional aide who obtains either a Bachelor's degree or Associate's degree in education shall be placed in the Aides Range #6 and shall receive a flat increase to his or her base salary of \$1,000 or the minimum salary for that range, whichever is greater.

Q. Special Education Aides:

Effective July 1, 2014, Special Education Aides on Guide 6 shall receive a \$400 annual stipend. Effective July 1, 2015, Special Education Aides on Guide 6 shall receive a \$450 annual stipend. In all cases, Special Education Aides must meet all performance criteria for Special Education needs under Guide 6 to receive the annual stipend.

## ARTICLE XVI

### WORK HOURS

Except for part-time personnel whose working hours are prorated, the work day of members covered by this agreement shall be as follows:

1. AIDES

- a) Aides working a seven (7) hour day shall receive a thirty (30) minute uninterrupted lunch period to be included within the seven (7) hour day, including "legal attendance" days.

2. **FOOD SERVICE PROGRAM**

- a) Senior Cooks - Eight (8) hours excluding a thirty (30) minute uninterrupted lunch period. All Senior Cooks must possess a Serve Safe Certification. (Also, note that applicable Wage Guide shall be adjusted to reflect eight (8) hour work day.)
- b) Assistant Cooks - Seven (7) hours excluding a thirty (30) minute uninterrupted lunch period. (This language is intended to match up with a Wage Guide to be based upon seven (7) hours).
- c) Food Service Workers - the work day for food service workers shall either be 8, 7, 6, or 3.5 hours per day, excluding a thirty (30) minute uninterrupted lunch period.

3. **PUPIL TRANSPORTATION SERVICES**

- a) Mechanics and helpers - eight (8) hours excluding a thirty (30) minute uninterrupted lunch period.
- b) School Bus Drivers - Bus drivers shall be paid on an hourly basis as per the salary guides attached hereto. Bus drivers shall be paid in accordance with a package based upon hours driven. The package hours shall include 1.25 hours per day which includes completion of pre-trip bus inspections; refueling bus; maintaining route sheets and seating charts on file; cleaning and washing bus; meetings and parent conferences not to exceed thirty (30) minutes per day; completing required reports; lateness due to bad weather breakdowns; or disciplinary problems.  
  
Four (4) bus driver workshops shall be held annually. The length of the workshop shall coincide with the driver's hourly package.
- c) Pension Credit. All additional run hours for school bus drivers which are continuous during the school year shall be calculated into the base salary such that pension credit is provided, contingent upon approval of the pension bureau.

4. **MAINTENANCE**

- a) Maintenance - eight (8) hours excluding a thirty (30) minute uninterrupted lunch period.

Work schedules showing the members' shifts, work days and hours shall be established and posted in work locations by the school principal and/or immediate supervisor.

One (1) uninterrupted ten (10) minute break period shall be permitted each work day for all full-time members.

5. **SECURITY/ATTENDANCE COUNSELOR/ATTENDANCE OFFICER**

Seven (7) hours including a thirty (30) minute lunch period.

6. **TECHNOLOGY**

Eight (8) hours excluding a thirty (30) minute uninterrupted lunch period.

## ARTICLE XVII

### HEALTH CARE INSURANCE PROGRAM

#### 1. New Jersey Health Benefits Plan

At the option of each eligible full-time, permanent member whose regular work week is twenty (20) hours or more, the Board of Education agrees to provide hospitalization insurance which includes traditional coverage, preferred provider organization and health maintenance organization through New Jersey State Health Benefits Plan as exists or as modified by the State Health Benefit Program (or and substantially equal health benefit plan), including any changes in co-pays or deductibles that may be implemented by the State Health Benefits Program for all members and eligible dependents covered by this Agreement. In order for a member hired after May 21, 2010 to be eligible for coverage, he or she will be required to work not less than twenty-five (25) hours per week.

In compliance with the Affordable Care Act, in order for a member hired on or after July 1, 2013 to be eligible for coverage, he/she will be required to work not less than twenty-nine and one half (29.5) hours per week.

#### 2. Prescription Drug Plan

The Board of Education shall furnish an individual employee/spouse, parent/child and/or family full premium prescription-drug insurance policy to all eligible and desirous members whose regular work week is twenty (20) hours or more.

Plan to be a formulary plan with a \$10.00 generic co-pay/ \$20.00 preferred brand co-pay and \$35.00 non-preferred brand co-pay. All mail ordered co-pays shall be identical as the above.

The Board to pay the full premium costs for such insurance for the duration of this contract.

UAW Local 2327 members hired on or after July 1, 2013 must be assigned at least twenty-nine and one half (29.5) hours per week to be eligible for prescription drug coverage.

#### 3. Dual Health Insurance Coverage:

Subject to the Rules and Regulations of the New Jersey State Health Benefits Commission, eligible Members enrolled in the health insurance coverage plan provided in Article VII Section 1 may elect, if eligible, to waive all coverage, provided proof of coverage through another source can be demonstrated. Members who waive all coverage shall receive an end-of-year payment in the amount of twenty-five (25%) percent of the applicable premium for the insurance plan or \$5,000 whichever is less, in lieu of insurance, based on the number of months that the insurance was waived during the year. Effective July 1, 2015, in the event spouses or civil union partners are both employed by the Board, Health Insurance Coverages provided herein, including but not limited to the Prescription Plan, shall be afforded to only one designated spouse with the other spouse covered as a family member. Further, eligible children can only be covered by one participating subscriber. No waiver payment shall be paid to any employee whose spouse or civil union partner is also employed by the Board and receives his/her health insurance from the Board.

Should a change of life event occur, i.e., death of spouse or divorce from spouse, then in that event, the member shall be permitted to re-enroll in the Board's health insurance plan without penalty.

This plan option will be in compliance with Section 125 of the Internal Revenue Code, cash payments made pursuant to this are taxable to the member(s) electing cash in lieu of health and hospitalization insurance. This option is governed under the Vineland Board of Education Cafeteria Plan effective as of July 1, 1996. (Copy on File).

4. Any member who has reached sixty-five (65) years of age and is covered under Medicare shall receive the cost of Medicare payments equal to, but not exceeding the cost of insurance coverage granted to other members covered by this agreement.
5. For the duration of this agreement, the Union shall make available to permanent personnel whose regular work week is twenty (20) hours or more, disability insurance. Said insurance shall be Hartford Insurance Company, the premiums for which shall, during the period of this contract be two percent (2%) of the gross pay. UAW Local 2327 members hired on or after July 1, 2013 must be assigned at least twenty-nine and one half (29.5) hours per week to be eligible for insurance coverage.
6. Cost Contribution. All members shall pay a cost contribution for Health Insurance Plan coverages in accordance with P.L. 2011, Chapter 78, Pension and Health Benefits Reform Law adopted June 28, 2011. Payments shall be made by the way of withholdings from each member's payroll checks. The Board shall establish and adopt a Section 125 Plan so that said contribution would be 'pre-tax'."
7. Change of Insurance Provider. The Board may, at its option, change any of the existing insurance plans or carriers providing such benefits, so long as the level of benefits provided to the members and their eligible dependents is substantially equal to the coverages currently being provided. The Board further reserves the right, at its option, to self-insure any of said plans and coverages so long as the level of benefits provided to the members and their eligible dependents is substantially equal to the coverages currently being provided. Prior notice of intent to make the change must be made to members of any change in the above described within thirty (30) days.

## ARTICLE XVIII

### HOLIDAYS and VACATIONS

A. All members covered by this agreement shall be granted paid holidays according to the schedule listed below, except that hourly workers shall receive no compensation for these days:

#### Holiday

Independence Day  
Labor Day  
Columbus Day  
Election Day  
Veterans' Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Eve  
Christmas Day  
New Year's Eve  
New Year's Day  
M.L. King's Birthday  
Lincoln's Birthday  
President's Day

Good Friday  
Easter Monday  
Memorial Day

- B. Observance of legal holidays will be as above described except in any instance where the date for the declared holiday is changed by executive order or legislation. Said holiday shall be observed accordingly. As per statute, Sunday holidays are observed on Monday.
- C. Should a holiday fall on a Saturday, those members working forty (40) hours per week shall receive, in lieu of the holiday, a compensatory day to be taken during the annual Christmas holiday period while the schools within the District are closed to students, or during the summer vacation period while schools are not in session to include not in session for summer school.
- D. The holiday schedule may be adjusted by the Board of Education as required by the school calendar. The parties acknowledge that the exact dates of the above noted holidays may change based upon the school calendar.
- E. **Vacation Days:** Vacation for members covered by this contract shall be granted as follows:

12 Month Members:		10 Month Members	
Years	Days Awarded	Years	Days Awarded
0 to 10	one day per month (12 days max.)	0 to 10	one day per month (12 days max.)
11-15	15 days	11-15	12.5 days
16	16 days	16	13 days
17	17 days	17	14 days
18	18 days	18	15 days
19	19 days	19	16 days
20 or more	20 days	20 or more	17 days

All members will accrue one day's vacation for each month worked, posted at the beginning of each month. In order to accrue vacation days, members must be in a paid status.

The conditions under which vacation time may be taken are set forth in Board Policy 4433.1.

Twelve-month members shall be permitted to utilize vacation days during the first two years of employment only as accrued on a monthly basis; thereafter, in each succeeding year they will be granted vacation at any time after July 1st based upon completion of the years identified under vacation days. Vacation leave credited in advance is in anticipation of continued employment. Upon termination of employment, a member shall reimburse the Board for vacation days used in excess of his or her pro-rated and accumulated entitlements. Vacation allowance for twelve (12) month members must be taken during the months of July and/or August immediately following the year in which earned/granted, or at such times as directed by the Board, or when possible, at other mutually agreed times.

- F. Where in any calendar year the vacation or any part thereof is not granted by reason of pressure of school district business, members may request to carry such days into the succeeding year only. Such request must be approved by the Executive Director of Personnel. Members are encouraged to plan vacation leave schedules with their supervisors throughout the year to avoid the need for school-year-end absences or carry-over requests.

- G. Members working ten months per year may request payment for their unused (non-reserved) vacation accruals in January and/or June of each year. Pay for unused (non-reserved) vacation days must be requested, in writing, by the member, to his/her supervisor, at least 30 days in advance. Vacation days shall be paid out on the day of a scheduled payroll cycle.
- H. Members may also request payment for reserved (escrowed) vacation days. Effective with the 2014-2015 school year, payment for reserved (escrowed) vacation days shall be limited to 25 percent of the member's escrowed accrual, per year, until the accrued escrow amount is depleted. Requests must be made, in writing, to the Executive Director of Personnel, no later than November 1. Such payment shall be made on the first pay cycle in December.

## ARTICLE XIX

### LONGEVITY

All longevity is eliminated effective June 30, 2007.

## ARTICLE XX

### COMPLAINT PROCEDURE

#### A. Procedural Requirements

Any complaints regarding a member made to any members of the administration by any parent, student or other person which does or may influence evaluation of a member shall be processed according to the procedure outlined below.

#### B. Meeting with Principal or Immediate Supervisor

The principal or immediate supervisor shall meet with the member to apprise the member of the full nature of the complaint and they shall attempt to resolve the matter informally without the need to be represented by the Union.

#### C. Rights of Representation

The member shall have the right to be represented by the Union at any meetings or conferences regarding such complaint beyond the informal meeting referred to above.

## ARTICLE XXI

### DEDUCTION FROM SALARY

#### A. The Union Payroll Dues Deduction

1. The Board agrees to deduct from the salaries of its members dues for the Union, as said members individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 N.J. Public Laws of 1969 (NJSA 52:14-15.9e) as amended, and under rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by said Union within a reasonable time following the

monthly pay period in which deductions were made. The person designated shall disburse such monies to the Union.

2. The Union named above shall certify to the Board, in writing, the current rate of its membership dues. If said Union changes the rate of its membership dues, said Union shall give the Board written notice prior to August 1 of each school year.

**B. Credit Union Checkoff**

Members may individually elect to have monies deducted from their pay for deposit in the 65 Family Federal Credit Union and/or the Cumco Credit Union. Upon authorization by the Credit Union and the member, said deductions shall be made each pay period and transmitted to the credit union subsequent to said pay period. Deductions may be changed no more than two (2) times during a fiscal year.

The Board shall make payments by payroll deduction to the Cumco Credit Union, if requested by a member.

**C. Education Fund**

Effective July 1, 1991, the Board of Education agrees to pay one-half (1/2) of one percent (1%) of the total earnings of all members covered by this Agreement to the Local 2327 UAW Vineland Board Education Fund. The purpose of said Fund is to enable members of the Union to pursue their individual educational goals and for such other educational endeavors to be undertaken by the Union.

Payment shall be made by the Board of Education on a monthly basis on or before the 15th day of the month following each month for which the payment is being made.

Payments pursuant to this provision shall be directed to Local 2327 UAW, Vineland Board of Education Fund, 598-600 Shiloh Pike, Bridgeton, NJ 08303.

Each year, the Union shall provide an accounting to the Board of Education as to how the Education Fund was spent.

**D. UAW V-CAP**

During the life of this Agreement, the Board agrees to deduct from the pay of each member voluntary contributions to UAW V-CAP, provided that each such member executes or has executed the following "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form; provided further however, that the Board will continue to deduct the voluntary contributions to UAW V-CAP from the pay of each member for whom it has on file an unrevoked "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form.

Deductions shall be made only in accordance with the provisions of and in the amounts designated in said "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form, together with the provisions of this section of the Agreement.

A properly executed copy of the "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" form for each member for whom voluntary contributions to UAW V-CAP are to be deducted hereunder, shall be delivered to the Board before any such deductions are made, except as to members whose authorizations have heretofore been delivered. Deductions shall be



made thereafter, only under the applicable "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" forms which have been properly executed and are in effect.

Deductions shall be made, pursuant to the forms received by the Board from the member's first union dues period in the first month following receipt of the checkoff authorization card and shall continue until the checkoff authorization is revoked in writing. The Board agrees to remit said deductions promptly to UAW V-CAP, in the care of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

The Board further agrees to furnish UAW V-CAP with the name, address, social security number, and date of last Authorization of those members for whom deductions have been made. The Board further agrees to furnish UAW V-CAP with a monthly and year to date report of each such member's deductions.

E. The Union shall provide to the Board of Education an annual accounting on the Union Education and Union Disability Funds.

F. Indemnification

1. Liability

The Union agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this Article provided that:

- a) The Board gives the Union timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
- b) If the Union so requests in writing, the Board will surrender to the Union full responsibility for the defense of such claim, demand, suit or other form of liability and will cooperate fully with the Union in gathering evidence, security witnesses and in all other aspects of said defense.

2. Exception

It is expressly understood that paragraph 1 above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

## ARTICLE XXII

### SICK LEAVE

All members shall be entitled to sick leave with pay (based on their aggregate years of service).

A. Amount of Sick Leave

1. The minimum sick leave with pay shall accrue to any full-time member on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every fiscal year thereafter. It shall be accumulative with no maximum limit. Part-time permanent members and those members working less than 12 months shall be entitled to sick leave on a prorated basis.

2. A member who has been reemployed shall be credited with the total accrued sick leave at the termination of his/her previous employment.
3. Members on disability must exhaust all available sick time before going on disability leave, however, a member is not required to use vacation days or personal days.

**B. Definition of Sick Leave**

Sick leave is hereby defined to mean absence from post of duty of a member because of illness, accident, exposure to contagious disease, attendance upon a member of the member's immediate family seriously ill requiring the care or attendance of such member or absence caused by death in the immediate family of such member.

Immediate family means an employee's spouse, domestic partner (see section 4 of P.L. 2003, c. 246), child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law, and other relatives residing in the employee's household.

**C. Reporting of absence on Sick Leave**

1. A member is required to properly notify his or her immediate supervisor of an absence no later than his or her scheduled starting time. Failure to timely notify the employee's immediate supervisor shall be an improper notification and may result in disciplinary action. An improper notification shall be considered an absence without notice. Pursuant to Civil Service statutes and regulations, an absence without notice for five (5) consecutive work days shall constitute a resignation not in good standing.

An employee who shall be absent on sick leave for five (5) or more consecutive working day shall be required to submit acceptable medical evidence substantiating the illness. Normally this shall constitute a doctor's note.

In the event of an absence for more than five (5) work days, immediate documentation must be provided to the Executive Director of Personnel, or his designee, no later than the sixth missed work day. Failure to provide such notice by the sixth work day will immediately designate the employee as out on an "unauthorized leave" and, absent extraordinary circumstances, shall subject the employee to discipline.

2. In the case of leave of absence due to exposure to contagious disease, a certification from a doctor shall be required.
3. In the case of a member attending a member of the member's immediate family, reasonable proof of same shall be required.
4. In the case of death in the immediate family, reasonable proof of same shall be required.
5. The Board may require a member who has been absent because of personal illness, as a condition of his/her return to duty, to be examined at the expense of the Board, by a physician designated by the Board. Such examination shall establish whether the member is capable of performing normal duties and that his/her return will not jeopardize the health of other members.

**D. Accumulated Sick Leave Upon Retirement**

1. Any permanent member employed by the Board of Education for a minimum of fifteen (15) years immediately preceding retirement shall be granted a retirement or terminal payment according to the following:

- a) Ten month members shall receive payment equal to one-two hundredths (1/200) of the final annual salary based on the last three (3) years of employment multiplied by a weighted allowance of the accumulated sick leave days credited to the member.
- b) Twelve month members shall receive payment according to one-two hundredths and fortieths (1/240) of the final annual salary based on the last three (3) years of employment multiplied by a weighted allowance of the accumulated sick leave days credited to the member.

3. The weighted allowance mentioned above shall be computed as follows: fifty per cent (50%) of sick leave days accumulated, not to exceed a maximum of \$10,500.00 upon retirement.

**E. Absence Without Leave**

Any unauthorized absence of a member from duty shall be an absence without leave and may be cause for disciplinary action including removal.

**F. Sick Leave for Bus Drivers**

Bus drivers who have accumulated sick leave and are absent due to illness shall be paid on the basis of their total daily pay for regular runs permanently assigned to the drivers at that time.

**ARTICLE XXIII**

**LEAVES OF ABSENCE/PERSONAL DAY**

**A. Leaves of Absence Without Pay**

A leave of absence may be granted without pay to a member for a period not to exceed twelve (12) months at any one time. Such leave of absence may be renewed for an additional period not to exceed twelve (12) months.

A leave of absence without pay for a probationary member shall be restricted to exceptional situations and shall not exceed sixty (60) days nor be continued beyond the termination of the temporary appointment or position itself. In no case shall a member receive entitlements while on leave which she/he could not receive while in active employment.

1. **Military Leave**

(a) A permanent member who enters upon active duty with the military or naval service in time of war or emergency shall be granted a leave of absence for the period of such service and three months thereafter.

1) In case of service-connected illness or wound which prevents her/him from returning to her/his employment, such leave shall be extended until

three months after recovery, but not beyond the expiration of two years after the date of discharge.

- 2) A member who voluntarily continues in the military service beyond the time when he may be released or who voluntarily re-enters the Armed Forces or who accepts a regular commission shall be considered as having abandoned her/his employment and resigned.
- (b) A permanent member who enlists in a reserve component of the Armed Forces of the United States or is otherwise required to perform an initial period of active duty for training pursuant to the Reserve Forces Act of 1955 (Reserve Enlistment Program) shall be granted a leave of absence for such period of training. Such leave is not considered military leave.
- (c) A member with probationary status who enters upon active duty with the Armed Forces or who, pursuant to the Reserve Forces Act of 1955 (Reserve Enlistment Program) either enlists in a reserve component of the Armed Forces of the United States or is otherwise required to perform an initial period of active duty for training, shall be recorded as having resigned.
- (d) A permanent member who is a member of the National Guard or Naval Militia or of a reserve component of any of the Armed Forces of the United States who is required to undergo annual field training or annual active duty for training shall be granted a leave of absence with pay for such period as provided by regulation. Such leave shall be in addition to all regular approved leave.
- (e) A full-time temporary or provisional member who is a member of the National Guard or Naval Militia or of a reserve component of the Armed Forces of the United States who is required to undergo field training or annual active duty for training shall be granted a leave of absence with pay as provided by regulation.

2. **Maternity Leave**

A maternity leave of absence shall be treated as an extended leave which is granted for personal illness or disability with the following added stipulations:

- (a) As soon as a member becomes aware of her pregnancy, she shall forthwith notify the Superintendent of Schools in writing of the predicted date of birth and indicate the tentative schedule of the anticipated period of absence for maternity leave.

The member may continue to work until the state of her health or the welfare of the pupils determine that a leave of absence commence. This determination shall be made after a conference with the member and consultation between the immediate supervisor and the Superintendent of Schools. Where disagreement regarding the dates for the commencement of leave of absence arises, the Superintendent of Schools shall consult with the School Medical Officer prior to making a decision.

- (b) A period of one working month (20 school days) immediately preceding delivery of the child and one working month immediately following the birth date shall be

the maximum entitlement of sick leave days. There will be no allowance for days during the months of July and August for ten month members. All emoluments due to the individual member under sick leave provisions shall be provided during this period.

- (c) Prolonged absence before or after the authorized sick leave period, except when mitigated by continuing illness arising from or associated with child-bearing, shall be treated as extended leave and will be granted without pay.

## **B. Leaves of Absence With or Without Pay**

### **1. Educational Leave**

A permanent member may be granted an educational leave with or without pay as established by the Board regulations. The purpose of such leave is to permit a member to pursue special work or training related to his employment and which will improve his competence and capacity in the district. Such training must be of direct value to the Board and limited to increasing knowledge or skills not directly available through in-service training. The Board shall reimburse an member for tuition costs for any approved course or training.

### **2. Jury/Witness Leave**

A member shall be given time off when:

- (a) Performing jury duty
- (b) Summoned to appear as a witness before a court, legislative committee or judicial or quasi-judicial body unless the appearance is as a party to the litigation in a matter unrelated to his capacity as amember of the school district.
- (c) Performing emergency civilian duty in relation to national defense or other emergency when so ordered by the Governor or the President of the United States.

### **3. Disability Leave: Sick Leave Injury**

Any member who is disabled because of occupational injury or disease may be granted a leave of absence with full or partial pay. Any amount of salary or wages paid or payable to a member for disability leave shall be reduced by the amount of workmen's compensation award under the New Jersey Worker's Compensation Act for temporary disability.

- (a) Such leave shall not be granted beyond one (1) year from the date of injury or illness.
- (b) Medical or other proof relating to the injury or illness and the continued disability of the member shall be provided.
- (c) A workers' compensation claim, authorization, and coverage for such, shall be jeopardized if the member fails to follow district procedures for reporting, treatment and

follow-up care of the workers' compensation injury or illness. If injured on the job, a UAW member should:

- Immediately inform his/her nurse/principal/supervisor
- Complete the workers' compensation report
- Contact the workers' compensation vendor in the presence of the nurse if medical care is needed
- Not go to his/her own private doctor or chiropractor
- Go to the nearest hospital if it is an emergency and then report the incident to workers' compensation vendor within 24 hours
- Contact the Personnel Department and his/her principal/supervisor after each doctor's appointment

4. Union Business

A Union member may be granted a leave of absence without pay to hold an elected office in the U.A.W., Amalgamated Local #2327 for a minimum of six (6) months and a maximum of two (2) years.

C. Leave of Absence With Pay

A member may need to be absent from assigned duty due to a personal emergency situation or to attend to a personal matter which is, by its nature, of such pressing importance that it can only be performed during work hours. The total allowance of temporary leaves of absence under this Article shall not in the aggregate exceed three (3) days per year for ten (10) month members (two with no reason) and four (4) days per year for twelve (12) month members (three with no reason).

Said personal days without reason shall not be taken on the day before or the day after a school holiday, federal or state holiday. Additionally, the member must provide a minimum of three (3) days notice prior to taking said personal day without reason.

The Board will grant temporary leaves of absence with pay in order for the member to attend to an emergency or personal matter according to the following:

- 1) Any legal matter in which the member, the member's spouse, member's child or any member of the member's household is a party; at the time of said request, the member may be required to submit the name of the attorney and/or indicate the place where such business is to be conducted for purposes of verification.
- 2) Marriage of the member.
- 3) Death or illness of an immediate family member.
- 4) Death of a relative other than a member of the immediate family.
- 5) Observance of any religious holiday(s) mandated by one's faith where such observance prevents the member from working on said day(s).
- 6) Death of an intimate friend

- 7) Attendance at the marriage of a member of the immediate family.
- 8) Participation in graduation ceremonies or college orientation of self, spouse or child.
- 9) Home emergency, i.e., catastrophe, fire, storm damage.
- 10) Any other personal emergency at the discretion of the Superintendent of Schools.

Notice of a desire for temporary leave shall be filed with the Superintendent through the member's supervisor on the form provided for such purpose. The reason shall be indicated by the member checking the appropriate space on the form or by specifying a reason where the list does not provide for same. This must reach the office of the Superintendent of Schools not less than five (5) work days in advance of the date(s) requested. (A waiver of this time limit may be approved by the Superintendent in an emergency.)

Members may convert all unused temporary or personal leave days available in any school year to accumulated sick leave. Once such days are converted to accumulated sick leave, said days cannot later be utilized for temporary and/or personal leave days.

## ARTICLE XXIV

### SENIORITY ASSIGNMENT OF BUS ROUTES

#### A. BASIC ROUTE PACKAGES

- 1) Basic route packages which include kindergarten routes will be assigned before the beginning of the school year by seniority and consideration of the skill, ability and qualifications to perform the work.
- 2) Those drivers wishing to be placed on the list of those considered shall apply in writing to the transportation coordinator not later than August 1. Thereafter, the administration, at its discretion, shall determine the assignment of routes.
- 3) Selection made by the drivers shall be final and may not be changed by them. When the driver selects his/her route package for the coming school year, the driver will be notified whether or not this route package has a paid lay-over time. Should the route package have a paid layover time, and during the course of the year a driver is needed to drive an extra run, the driver will not be paid for that run. Extra routes will be assigned on a rotating basis between all drivers who do not have a middle school included in their route package.
- 4) Special education and handicapped routes shall be exempt from this seniority provisions, however, during the school year, notification shall be made to bus drivers of openings for these routes so that interested drivers may notify the transportation office of their desire to be considered. Final decision as to selection of drivers for these routes rest with the Board.
- 5) Once bus routes are selected by bus drivers, the bus routes shall not be changed between full-time drivers.

**B. ATHLETIC TRIPS AND FIELD TRIPS**

- 1) Athletic trips and field trips shall be assigned on a rotational basis according to seniority, providing the driver has a valid telephone number at their residence.
- 2) Drivers wishing to be placed on the list of those to be considered for such trips shall notify the transportation coordinator in writing not later than August 1.
- 3) If a trip is offered and rejected, for whatever reason, the driver's name will be placed at the bottom of the rotation list. However, if the driver has accepted a trip and then cancels that trip for whatever reason, that driver will forfeit the right to that trip and the next available trip.
- 4) In the event that a trip is canceled after the bus driver has reported for the assignment, the driver shall be paid for one hour and assigned the next scheduled trip.

**C. All bus trips within the City of Vineland and all bus trips outside the City of Vineland shall be paid at the same rate.**

**D. Bus drivers who are assigned field trips or extra-curricular trips shall be provided money in advance for payment of tolls and/or parking.**

**ARTICLE XXV**

**REPRESENTATION FEE (AGENCY SHOP)**

**A. PURPOSE OF FEE**

If a member does not become a member of the U.A.W., Amalgamated Local 2327, during any membership year (i.e. from July 1 to the following June 30) which is covered in whole or in part by this agreement, said member will be required to pay a representation fee to the Union for that membership year. The purpose of this fee will be to offset the member's per capita cost of services rendered by the Union as majority representative.

**B. AMOUNT OF FEE**

**1. Notification**

Prior to the beginning of each membership year, the Union will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Union to its own members for that membership year. The representation fee to be paid by non-members will be determined by the Union in accordance with the law.

**2. Legal Maximum**

In order to adequately offset the per capita cost of services rendered by the Union as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Union to its own members and the representation fee may be set up to 85% of that amount as the



maximum presently allowed by law. If the law is changed in this regard, the amount of the representation fee automatically will be increased to the maximum allowed, said increase to become effective as of the beginning of the Union membership year immediately following the effective date of the change.

## C. DEDUCTION AND TRANSPORTATION OF FEE

### 1. Notification

Once during each membership year covered in whole or in part by this Agreement, the Union will submit to the Board a list of those members who have not become members of the Union for the then current membership year. The Board will deduct from the salaries of such members, in accordance with paragraph 2 below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Union.

### 2. Payroll Deduction Schedule

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each member on the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first paycheck paid.

a) Ten (10) days after receipt of the aforesaid list by the Board; or

b) Thirty (30) days after the member begins his or her employment in the bargaining unit position, unless the member previously served in a bargaining unit position and continued in the employ of the Board in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first paycheck paid ten (10) days after the resumption of the member's employment in a bargaining unit position, whichever is later.

### 3. Termination of employment

If a member who is required to pay a representation fee terminates his or her employment with the Board before the Union has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said member during the membership year in question.

### 4. Procedure

Except as otherwise provided in this Article, the procedure for the deduction of representation fees and the transmission of such fees to the Union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Union.

### 5. Changes

The Union will notify the Board in writing of any changes in the list provided for in paragraph 1 above and/or the amount of the representation fee and such changes will be reflected in any deductions made more than ten (10) days after the Board received said notice.

6. New members

On or about the last day of each month, beginning with the month this agreement becomes effective, the Board will submit to the Union a list of all members who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles and dates of employment for all such members.

D. Indemnification

1. Liability

The Union agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this Article provided that:

- a) The Board gives the Union timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
- b) If the Union so requests in writing, the Board will surrender to the Union full responsibility for the defense of such claim, demand, suit or other form of liability and will cooperate fully with the Union in gathering evidence, securing witnesses and in all other aspects of said defense.

2. Exception

It is expressly understood that paragraph 1 above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

ARTICLE XXVI

MISCELLANEOUS PROVISIONS

A. NONDISCRIMINATION

The Board and the Union 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 members or in the application or administration of this agreement on the basis of race, creed, color, religion, national origin, nationality, ancestry, age, sex (including pregnancy), familial status, marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for military service and mental or physical disability, perceived disability, and AIDS and HIV status, unless it is a bona fide occupational requirement.

**B. BOARD POLICY**

This agreement constitutes Board policy for the term of said agreement and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

**C. TRAVEL ALLOWANCE**

Senior cook or authorized designated member shall be paid travel allowance in the amount of \$200.00.

The allowance shall be paid in two equal installments each year in February and in June.

**D. SEPARABILITY**

If any provision of this Agreement or any application of this agreement to any member or group of members 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. COMPLIANCE BETWEEN INDIVIDUAL CONTRACT AND MASTER AGREEMENT**

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

**F. COURT ATTENDANCE**

Attendance officers, security guards and/or bus drivers who are required to appear in municipal court because of employment related incidents, excluding traffic violations, shall be paid at their hourly rate of pay. An official document from the Court attesting to Court attendance must be provided by the member to receive payment.

**G. BUS BREAKDOWNS**

Bus drivers shall be reimbursed for additional time, verified by the Coordinator of Pupil Transportation Services, which is added to the normal daily runs due to breakdowns. This reimbursement shall be at the hourly rate of pay or \$14.15 per hour for members grandfathered pursuant to this contract.

**H. BUS LAYOVERS**

When an abbreviated session is scheduled for intermediate and primary schools only, bus drivers shall be reimbursed for layover time, verified by the Coordinator of Pupil Transportation Services, between their intermediate/primary afternoon runs and secondary afternoon runs. This reimbursement shall be at the member's hourly rate of pay.

**I. MEAL REIMBURSEMENT**

School bus drivers and aides shall be reimbursed for meals on field trips as per applicable New Jersey Statutes and regulations. This payment shall be limited to bus drivers and aides only.

The driver must leave by 11:30 a.m. in order to receive payment for lunch and return after 6:00 p.m. in order to receive payment for supper.

The bus driver or aide must present a paid receipt from the food vendor in order to be reimbursed for the lunch and dinner meals.

**J. PRINTING AGREEMENT**

Copies of this agreement shall be printed by personnel of the Board on in-house printing equipment within thirty (30) days after the agreement is signed.

**K. NOTICE**

Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provisions of this agreement, either party shall do so by registered letter or ordinary mail at the following address:

1. If by the Union to the Vineland Board of Education, at the Board of Education offices, 625 Plum Street, Vineland, New Jersey 08360.
2. If by the Board to U.A.W., Amalgamated Local #2327, 598-600 Shiloh Pike, Bridgeton, NJ 08302 Telephone: (856) 451-9900; Fax No. (856) 451-9911.

**L. HEALTH AND SAFETY**

The Vineland Board of Education shall endeavor to provide conditions of work which are both safe and healthy in conformity with all Federal, State and local laws.

**M. WORKSHOPS**

The Board of Education agrees to include topics regarding health, safety and training in its workshops. The Security Department shall make every effort to provide members employed within the Department with applicable public safety and Homeland Security training.

**N. EDUCATIONAL INTERPRETERS FOR THE AUDITORILY HANDICAPPED**

The parties recognize that the Board utilizes certain interpreters and the Board internally shall refer to those individuals as such. The parties further recognize that the Department of Personnel of the State of New Jersey may refer to these individuals by way of a different title, and the Board has no authority over the Department of Personnel.

**O. CERTIFICATION OF INTERPRETERS FOR THE AUDITORILY HANDICAPPED**

All individuals who provide educational interpreting services, sign language interpreting, oral interpreting or cued speech transliteration to students who are deaf, hard of hearing or deaf/blind in Grades Preschool through 12 shall hold the Educational Interpreter Endorsement as required by N.J.A.C. 6A:9-13.18.

**P. SURVEILLANCE CAMERAS**

Surveillance cameras which were installed by the Board in the work place shall not be used solely for the purposes of evaluating a members' work performance. The Board reserves the right to use the surveillance cameras for security purposes, discipline purposes or any other purpose as outlined in the

Board of Education Policies and Regulations. The parties agree to be bound by the Board of Education's Policies and regulations regarding the use of surveillance cameras.

**Q. CHAIRPERSON OF LOCAL**

The Chairperson of Local 2327 may be granted leave of absence with pay as requested during his/her term of office subject to approval by the Superintendent or his designee. Such approval shall not be unreasonably withheld.

**R. BOMB SCARES**

All bomb scares shall be handled in accordance with Board policy and by qualified personnel only.

**R. MEMBERS CARRYING DISTRICT CELLULAR PHONES**

Members carrying district-owned cellular phones shall be identified by name to receive two (2) additional hours per week. Should any member not respond to a cellular phone call three (3) times in any six (6) month period, that member will lose this additional stipend for a period of six (6) months. A list of members to be paid for carrying district-owned cellular phone shall be maintained in the Personnel Office.

**S. CIVIL UNIONS**

All benefits available to Association members, including certificated personnel and clerical staff, and their eligible dependents and all references in this Agreement to members of the families of Association members shall be deemed to cover those persons specifically referenced and/or protected under New Jersey statutes relating to domestic partners and civil unions, N.J.S.A.26:8A-1 et. seq. and N.J.S.A. 37:1-28 et. seq., respectively. All benefits and coverage extended by this Agreement shall be subject to such statutes and conditions set forth by third-party benefit providers in any agreements which the Board of Education maintains with said third-party benefit providers."

**T. BUS DRIVER EXTRA TRIPS**

Bus Drivers responsible for extra-curricular and/or sports trips will be permitted to attend the event and meals along with the school staff assigned to the students. The only exception would be if on-site parking is not available. At all times the driver will remain with their assigned group or the bus they are operating at the event.

High School Shuttle Drivers that work a full school day schedule and accept an evening field trip must be afforded a minimum of 30 uninterrupted minutes for a meal break at some point during the school day.

**V. PROFESSIONAL TRAINING**

The Board shall provide up to two half-day training sessions (four hours each) for skilled Maintenance Department personnel and Transportation Department garage mechanic personnel, annually. The content and dates of the training sessions shall be the sole jurisdiction of the Executive Director of Facilities and the Transportation Coordinator, respectively.

**W. TWICE MONTHLY SALARY DISTRIBUTION**

On or after January 1, 2014, the Board may elect to pay UAW members on a twice-monthly basis. If this election is made, UAW members shall receive their paychecks in equal amounts on the 15<sup>th</sup> day of each month and the last day of each month.

**X. DIRECT DEPOSIT**

On or about July 1, 2013, UAW members may elect to complete payment of salaries by "direct deposit" in which, upon request, each UAW member shall provide "direct deposit" wiring instructions to the Board's designated agent.

**ARTICLE XXVII**

**MANAGEMENT RIGHTS**

- A. The Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and the United States, including but without limiting the generality of the foregoing, the following rights:**
- 1. To the executive management and administrative control of the Board and its properties and facilities and to determine the methods of operation to be offered by its members and to direct the on-the-job activities of its Members;**
  - 2. To determine the standards of selection of employment and to hire all members and subject to the provisions of Law, to determine their qualifications and condition for continued employment or assignment and to promote and transfer members as defined in the Collective Bargaining Agreement;**
  - 3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to Law;**
  - 4. To relieve its members from duty because of lack of work, lack of funding or legal cause;**
  - 5. To maintain the efficiency of its operation;**
  - 6. To determine the amount of overtime to be worked;**
  - 7. To determine the methods, means and personnel by which its operations are to be conducted;**
  - 8. To determine the content of work assignments; and**
  - 9. To exercise complete control and discretion over its organization and the technology of performing its work.**

**The exercise of the foregoing powers, rights, authorities, duties and responsibilities of the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection herewith shall be limited only by the specific and express**

terms of the Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of the State of New Jersey and the United States.

ARTICLE XXVIII

DURATION OF AGREEMENT

This agreement shall remain in full force and effect for a three (3) year period from July 1, 2013 to and including June 30, 2016. This agreement may be extended by mutual consent of the employer and Union after the aforementioned termination date.

FOR THE EMPLOYER:

VINELAND BOARD OF EDUCATION

ATTEST:

*Allen S. Haley*  
SECRETARY OF THE BOARD

BY *Eugene Medico*  
PRESIDENT OF THE BOARD

FOR THE UNION:

*Sandra J. Ulsan*  
*Carol Belawsky*  
*Sheila Sales*

DATED: *October 1, 2014*

# EXHIBIT A



**AIDES**

**Ranges covering July 1, 2013 through June 30, 2014**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Aides #1	Aide Non-Instructional Bus Attendant	\$ 12,165.00	\$ 25,982.00
Aides #2	Aide Instructional	\$ 17,251.00	\$ 31,955.00
Aides #3	Interpreter Certified	\$ 32,190.00	\$ 49,837.00
Aides #4	Interpreter Non-Certified	<b>NO LONGER IN USE</b>	
Aides #5	Autistic, Behaviorally Disabled, One-on-One, Braille	\$ 19,408.00	\$ 33,439.00
Aides #6	Instructional Aides (Min. of Associates Degree in Education)	\$ 21,564.00	\$ 33,510.00

**AIDES**

**Ranges covering July 1, 2014 through June 30, 2015**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Aides #1	Aide Non-Instructional Bus Attendant	\$ 12,287.00	\$ 26,502.00
Aides #2	Aide Instructional	\$ 17,424.00	\$ 32,594.00
Aides #3	Interpreter Certified	\$ 32,512.00	\$ 50,834.00
Aides #4	Interpreter Non-Certified	<b>NO LONGER IN USE</b>	
Aides #5	Autistic, Behaviorally Disabled, One-on-One, Braille	\$ 19,602.00	\$ 34,108.00
Aides #6	Instructional Aides (Min. of Associates Degree in Education)	\$ 21,780.00	\$ 34,180.00

**AIDES**

**Ranges covering July 1, 2015 through June 30, 2016**

<b>Title of Range</b>	<b>Job Titles within Range</b>	<b>Wage Range</b>	
		<b>Minimum</b>	<b>Maximum</b>
<b>Aides #1</b>	<b>Aide Non-Instructional Bus Attendant</b>	<b>\$ 12,410.00</b>	<b>\$ 27,032.00</b>
<b>Aides #2</b>	<b>Aide Instructional</b>	<b>\$ 17,598.00</b>	<b>\$ 33,246.00</b>
<b>Aides #3</b>	<b>Interpreter Certified</b>	<b>\$ 32,837.00</b>	<b>\$ 51,851.00</b>
<b>Aides #4</b>	<b>Interpreter Non-Certified</b>	<b>NO LONGER IN USE</b>	
<b>Aides #5</b>	<b>Autistic, Behaviorally Disabled, One-on-One, Braille</b>	<b>\$ 19,799.00</b>	<b>\$ 34,790.00</b>
<b>Aides #6</b>	<b>Instructional Aides (Min. of Associates Degree in Education)</b>	<b>\$ 21,998.00</b>	<b>\$ 34,864.00</b>

**MAINTENANCE**

Ranges covering July 1, 2013 through June 30, 2014

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Maintenance #1	Bldg Maint. Worker BMW/Security Guard Custodian	\$ 20,910.00	\$ 51,747.00
Maintenance #2	Bldg Maint. Worker Clerk Driver Inventory Control Clerk Plumbers Helper Recreation Maint. Worker Sr. Bldg. Maint. Worker Sr. Custodian	\$ 21,465.00	\$ 53,831.00
Maintenance #3	Supervising Bldg Service	\$ 25,154.00	\$ 63,582.00
Maintenance #4	Sr. Stock Clerk Sr. Recreation Maint. Worker	\$ 30,402.00	\$ 63,414.00
Maintenance #5	Super. Inventory Control Clerk	\$ 33,602.00	\$ 70,072.00

**MAINTENANCE**

Ranges covering July 1, 2014 through June 30, 2015

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Maintenance #1	Bldg Maint. Worker BMW/Security Guard Custodian	\$ 21,119.00	\$ 52,782.00
Maintenance #2	Bldg Maint. Worker Clerk Driver Inventory Control Clerk Plumbers Helper Recreation Maint. Worker Sr. Bldg. Maint. Worker Sr. Custodian	\$ 21,680.00	\$ 54,908.00
Maintenance #3	Supervising Bldg Service	\$ 25,406.00	\$ 64,854.00
Maintenance #4	Sr. Stock Clerk Sr. Recreation Maint. Worker	\$ 30,706.00	\$ 64,682.00
Maintenance #5	Super. Inventory Control Clerk	\$ 33,938.00	\$ 71,473.00

**MAINTENANCE**

**Ranges covering July 1, 2015 through June 30, 2016**

<b>Title of Range</b>	<b>Job Titles within Range</b>	<b>Wage Range</b>	
		<b>Minimum</b>	<b>Maximum</b>
<b>Maintenance #1</b>	<b>Bldg Maint. Worker BMW/Security Guard Custodian</b>	<b>\$ 21,330.00</b>	<b>\$ 53,838.00</b>
<b>Maintenance #2</b>	<b>Bldg Maint. Worker Clerk Driver Inventory Control Clerk Plumbers Helper Recreation Maint. Worker Sr. Bldg. Maint. Worker Sr. Custodian</b>	<b>\$ 21,897.00</b>	<b>\$ 56,006.00</b>
<b>Maintenance #3</b>	<b>Supervising Bldg Service</b>	<b>\$ 25,660.00</b>	<b>\$ 66,151.00</b>
<b>Maintenance #4</b>	<b>Sr. Stock Clerk Sr. Recreation Maint. Worker</b>	<b>\$ 31,013.00</b>	<b>\$ 65,976.00</b>
<b>Maintenance #5</b>	<b>Super. Inventory Control Clerk</b>	<b>\$ 34,277.00</b>	<b>\$ 72,902.00</b>

**SKILLED MAINTENANCE**

Ranges covering July 1, 2013 through June 30, 2014

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Skilled Maintenance #1	Carpenter Electr/Heat/AC/Mechanic Electrician, Equip. Operator HVAC Mechanic Locksmith Mtc Repairer, Plumber	\$ 35,030.00	\$ 63,775.00
Skilled Maintenance #2	Sr. Carpenter Sr. Electrician Sr. Maintenance Repairer Sr. Plumber	\$ 36,061.00	\$ 73,050.00
Skilled Maintenance #3	Superv. Heating & AC Mech	\$ 39,151.00	\$ 76,529.00

**SKILLED MAINTENANCE**

Ranges covering July 1, 2014 through June 30, 2015

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Skilled Maintenance #1	Carpenter Electr/Heat/AC/Mechanic Electrician, Equip. Operator HVAC Mechanic Locksmith Mtc Repairer, Plumber	\$ 35,380.00	\$ 65,051.00
Skilled Maintenance #2	Sr. Carpenter Sr. Electrician Sr. Maintenance Repairer Sr. Plumber	\$ 36,422.00	\$ 74,511.00
Skilled Maintenance #3	Superv. Heating & AC Mech	\$ 39,543.00	\$ 78,060.00

**SKILLED MAINTENANCE**

**Ranges covering July 1, 2015 through June 30, 2016**

<b>Title of Range</b>	<b>Job Titles within Range</b>	<b>Wage Range</b>	
		<b>Minimum</b>	<b>Maximum</b>
<b>Skilled Maintenance #1</b>	<b>Carpenter Electr/Heat/AC/Mechanic Electrician, Equip. Operator HVAC Mechanic Locksmith Mtc Repairer, Plumber</b>	<b>\$ 35,734.00</b>	<b>\$ 66,352.00</b>
<b>Skilled Maintenance #2</b>	<b>Sr. Carpenter Sr. Electrician Sr. Maintenance Repairer Sr. Plumber</b>	<b>\$ 36,786.00</b>	<b>\$ 76,001.00</b>
<b>Skilled Maintenance #3</b>	<b>Superv. Heating &amp; AC Mech</b>	<b>\$ 39,938.00</b>	<b>\$ 79,621.00</b>

**TECH**

**Ranges covering July 1, 2013 through June 30, 2014**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Tech #1	Electronic System Tech	\$ 30,402.00	\$ 63,414.00
Tech #2	Audio Visual Specialist Computer Service Tech	\$ 33,602.00	\$ 70,072.00
Tech #3	Sr. Computer Service Tech	\$ 38,508.00	\$ 75,559.00
Tech #4	Comm. Systems Tech 2 Network Administrator 1	\$ 41,248.00	\$ 78,866.00

**TECH**

**Ranges covering July 1, 2014 through June 30, 2015**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Tech #1	Electronic System Tech	\$ 30,706.00	\$ 64,682.00
Tech #2	Audio Visual Specialist Computer Service Tech	\$ 33,938.00	\$ 71,473.00
Tech #3	Sr. Computer Service Tech	\$ 38,893.00	\$ 77,070.00
Tech #4	Comm. Systems Tech 2 Network Administrator 1	\$ 41,660.00	\$ 80,443.00

**TECH**

**Ranges covering July 1, 2015 through June 30, 2016**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Tech #1	Electronic System Tech	\$ 31,013.00	\$ 65,976.00
Tech #2	Audio Visual Specialist Computer Service Tech	\$ 34,277.00	\$ 72,902.00
Tech #3	Sr. Computer Service Tech	\$ 39,282.00	\$ 78,611.00
Tech #4	Comm. Systems Tech 2 Network Administrator 1	\$ 42,077.00	\$ 82,052.00

**FOOD SERVICE**

**Ranges covering July 1, 2013 through June 30, 2014**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Food Service #1	Food Service Worker	\$ 12,540.00	\$ 23,777.00
Food Service #2	Assistant Cook	\$ 15,563.00	\$ 29,645.00
Food Service #3	Senior Cook	\$ 21,278.00	\$ 38,728.00

**FOOD SERVICE**

**Ranges covering July 1, 2014 through June 30, 2015**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Food Service #1	Food Service Worker	\$ 12,665.00	\$ 24,253.00
Food Service #2	Assistant Cook	\$ 15,719.00	\$ 30,238.00
Food Service #3	Senior Cook	\$ 21,491.00	\$ 39,503.00

**FOOD SERVICE**

**Ranges covering July 1, 2015 through June 30, 2016**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Food Service #1	Food Service Worker	\$ 12,792.00	\$ 24,738.00
Food Service #2	Assistant Cook	\$ 15,876.00	\$ 30,843.00
Food Service #3	Senior Cook	\$ 21,706.00	\$ 40,293.00



**TRANSPORTATION****Ranges covering July 1, 2013 through June 30, 2014**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Transportation #1	Bus Driver	\$ 12,816.00	\$ 27,475.00
Transportation #2	Diesel Mechanic Mechanic	\$ 35,030.00	\$ 63,774.00
Transportation #3		NO TITLES APPLICABLE	
Transportation #4	Sr. Diesel Mechanic	\$ 36,061.00	\$ 73,050.00

**TRANSPORTATION****Ranges covering July 1, 2014 through June 30, 2015**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Transportation #1	Bus Driver	\$ 12,944.00	\$ 28,025.00
Transportation #2	Diesel Mechanic Mechanic	\$ 35,380.00	\$ 65,049.00
Transportation #3		NO TITLES APPLICABLE	
Transportation #4	Sr. Diesel Mechanic	\$ 36,422.00	\$ 74,511.00

**TRANSPORTATION****Ranges covering July 1, 2015 through June 30, 2016**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Transportation #1	Bus Driver	\$ 13,073.00	\$ 28,586.00
Transportation #2	Diesel Mechanic Mechanic	\$ 35,734.00	\$ 66,350.00
Transportation #3		NO TITLES APPLICABLE	
Transportation #4	Sr. Diesel Mechanic	\$ 36,786.00	\$ 76,001.00

**SECURITY**

**Ranges covering July 1, 2013 through June 30, 2014**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Security	Security Guard Attendance Officer	\$ 15,917.00	\$ 46,698.00

**SECURITY**

**Ranges covering July 1, 2014 through June 30, 2015**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Security	Security Guard Attendance Officer	\$ 16,076.00	\$ 47,632.00

**SECURITY**

**Ranges covering July 1, 2015 through June 30, 2016**

Title of Range	Job Titles within Range	Wage Range	
		Minimum	Maximum
Security	Security Guard Attendance Officer	\$ 16,237.00	\$ 48,585.00