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AGREEMENT

between

THE WAYNE SCHOOL PSYCHOLOGISTS

and

THE WAYNE BOARD OF EDUCATION (EMPLOYER)

for

1982 - 1983
1983 - 1984
1984 - 1985

Approved April 28, 1983

✓ Judith M...

ARTICLE I
INSURANCE PROTECTION

The Board and the School Psychologists agree that the insurance coverage hereinafter referred to shall be provided in the manner hereinafter set forth:

1. Individual employee coverage (Blue Cross and Blue Shield with Rider J) for all members; all premiums to be paid by the Board.
2. Individual employee Major Medical coverage (Blue Cross and Blue Shield) covering all members with premium payments in full to be paid by the Board.
3. Family Plan (Blue Cross and Blue Shield with Rider J and Major Medical); all cost to be paid by the Board.
4. Blue Cross Prescription Drug Plan One Dollar Co-Pay for individual employees and their families.
5. In the event of a change of insurance carrier or carriers, the coverage provided by the new carrier shall be at least as comprehensive and extensive as the initial coverage heretofore provided.
6. According to the attached Addendum 1, the Board of Education shall provide dental insurance under a UCR Fee Program for the individual employee effective September 1, 1982 and for the full family effective September 1, 1983. The Board's maximum contribution shall be \$200.00 per member on September 1, 1983 and \$300.00 per member on September 1, 1984.
7. Usual and customary rates (UCR) for all coverage commencing September 1, 1982.
8. Effective July 1, 1982 the Board shall pay additional premium for improved x-ray, laboratory, emergency room services, and these improvements shall be equivalent to those services provided under the Wayne Education Association contract.

The cost for these improved services shall be deducted from the percentage of the first year of the contract.

II

REIMBURSEMENT

The Wayne Board of Education will provide to the Wayne School Psychologists reimbursement for the costs involved in attending professional conferences, workshops, seminars, lectures and any other professional growth meetings.

This reimbursement is to be limited to the sum of \$400. per school year which is to be refunded to each school psychologist in conjunction with professional growth activity which has been subject to prior approval from the Director of Special Services. A written report of such activity will be submitted to the Director of Special Services.

III

PAY PERIODS

Psychologists shall be paid in twenty (20) equal semi-monthly installments in accordance with existing procedures. When a pay day falls on or during a school holiday, vacation or weekend, psychologists shall receive their pay checks on the last previous working day.

Psychologists shall receive their final checks on the last working day in June.

IV

SICK AND PERSONAL LEAVE

Psychologists shall be entitled to twelve (12) sick leave days each school year as of the first official day of the school year whether or not they report for duty on that day. Unused sick leave days shall be cumulative with no maximum limit in accordance with statutory provisions related thereto.

Employees shall be entitled to payment for one-third (1/3) of their unused accumulated sick leave days at the then current salary up to a maximum of one hundred (100) days, after fifteen (15) years of service in the Wayne Schools and only upon actual certified retirement pursuant to the Teachers' Pension and Annuity Fund. The maximum lump sum available to any retiree is Three Thousand Dollars (\$3,000.00).

Bereavement leave as follows:

1. Spouse, child, parent, grandparent, brother, sister, in-law, or any other member of your immediate household - up to five (5) days.
2. Relative outside the immediate family - two (2) days. Relative shall be interpreted to mean aunts, uncles, first cousins, or as a designated pallbearer.
3. Friend or relative outside the immediate family not specifically listed above - one (1) day.
4. It is essential when calling these in to state the reason as death or funeral and identify the relationship.

IV

SICK AND PERSONAL LEAVE cont'd.

Two (2) days leave are allotted for personal matters.

These might include:

Family Illness	House Closings
Legal Business	Household Emergencies
Weddings	Other Good Cause
Graduations	

Personal days should not be construed as vacation days.

Notify your immediate superior as soon as possible. Reasons for these two (2) days need not be given.

If you exceed your two (2) personal days, payment for the extra days will be deducted.

The following are to be discouraged:

Personal days before or after vacations or holidays.

Taking half days.

V

GRIEVANCE PROCEDURES

It is agreed that the following grievance procedure will become operational during the life of the contract:

- a. Any individual School Psychologist shall have the right to appeal an administrative decision affecting him or her. Any person presenting a question or appeal in matters covered by this agreement shall be free from restraint, interference, coercion, discrimination or reprisal as a result of said question or appeal.

The unit may have a representative other than the aggrieved person at every meeting concerning a grievance.

The individual shall have the right to present his or her own appeal or to designate representatives of the local School Psychologists Association or another person of his or her own choosing to appear with or for the individual at any step of the appeal.

- b. The initial appeal shall be in writing and a discussion shall be held with the individual's immediate superior within five (5) school days.
- c. If, as a result of the discussion, the matter is not resolved to the satisfaction of the individual, the complaint shall be set forth in writing to the employee's immediate supervisor within five (5) school days. The supervisor shall communicate his or her decision to the School Psychologist and the Superintendent of Schools in writing within five (5) days.

V

GRIEVANCE PROCEDURES - cont'd.

- d. The psychologist may appeal the supervisor's decision to the Superintendent of Schools or the appropriate line designee. The appeal to the Superintendent must be made in writing and must set forth the grounds upon which the grievance is based within five (5) school days of the supervisor's action under V-c above. The Superintendent shall request a report on the grievance from the supervisor; shall confer with the concerned parties, and upon request, with the employee or supervisor separately within ten (10) days of receipt of the aggrieved party's request.

The Superintendent shall communicate his or her decision in writing, along with supporting reasons, to the employee and the supervisor within ten (10) school days.

- e. Again, if satisfaction is not obtained by either party, an appeal by the employee or the supervisor may be presented, in writing, to the Board of Education, through the Superintendent of Schools, within five (5) school days. If requested, the Board shall review the grievance by holding a closed hearing within ten (10) school days and render a decision in writing within five (5) school days.
- f. Matters not settled and/or those by the form of the State Board of Education of the State of New Jersey that limit the Wayne Township Board of Education's jurisdiction at the level of the Board of Education then enter the procedures established by the laws of the State Board of Education, relevant to such situation.
- g. At all levels, matters will be handled promptly and expeditiously.

VI

EXTENDED LEAVES OF ABSENCE

- a. The Board may, within its sole discretion, grant leaves of absence without pay upon the proper application with the recommendation of the Superintendent.
- b. The Board shall grant Maternity/Paternity leave without pay to any School Psychologist upon request subject to the following stipulations and limitations.
 1. Maternity/Paternity leave shall commence and terminate on the date requested by the School Psychologist.
 2. Any School Psychologist granted Maternity/Paternity leave shall at her/his request, unless the position has been eliminated by attrition, be offered a comparable position within her/his scope of certification.

VII

MILEAGE

Reimbursement for travel allowance will be at the current IRS rate.

VIII

SABBATICAL LEAVES

School psychologists who have served continuously and satisfactorily for at least seven years in Wayne may be granted sabbatical leave under the following conditions:

- a. Sabbatical leaves may be granted for study at the properly accredited university or college.
- b. Sabbatical leaves may be approved for one-half (1/2) year at full pay or for a full year at one half (1/2) pay. The successful applicant shall be allowed an amount not to exceed \$7.00 per day based on unused sick leave, accumulated in a seven-year period, determined at the rate of ten (10) days per year. This amount is to be used to defray tuition and fee costs required for study. This calculation shall not be construed to diminish the days of leave available to the successful applicant upon his return.
- c. No more than one sabbatical leave shall be granted in any five consecutive school years except at the option of the Board upon special recommendation of the Superintendent.
- d. Personnel who have not had sabbatical leave in the Wayne School System shall be given preference over those who have.
- e. Evidence of satisfactory study or work must be filed with the Superintendent for inclusion with the individual's personnel record.
- f. All applications for sabbatical leave must be presented to the Superintendent no later than the first day of February of each year.

WAYNE SCHOOL PSYCHOLOGISTS

SALARY GUIDE

This tentative agreement reached between negotiating committees for the Wayne Board of Education and the Wayne School Psychologists, subject to ratification by their respective memberships, contains the following provisions for a three-year contract effective July 1, 1982 through June 30, 1985.

SCHOOL PSYCHOLOGISTS SALARY GUIDE

10 Month Contract Basis

	<u>Base Salary</u>	<u>Base Salary less cost for increased Health Benefits</u>	<u>Doctorate Stipend</u>
1982/1983	\$30,499.	\$30,474.	\$700.
1983/1984	33,091.	N/A	700.
1984/1985	35,738.	N/A	700.

School Psychologists will work an additional four (4) days each between 9/1 and 6/30 at the discretion of the Director of Special Services.

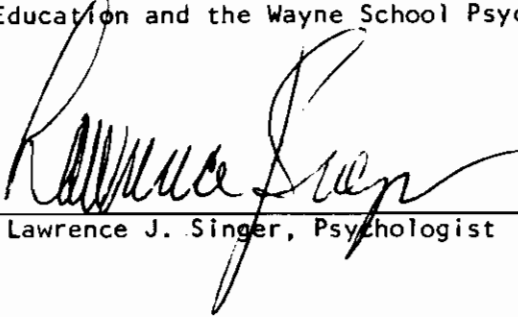
Longevity payments will cease as of 7/1/82.

PSYCHOLOGISTS SALARY GUIDE

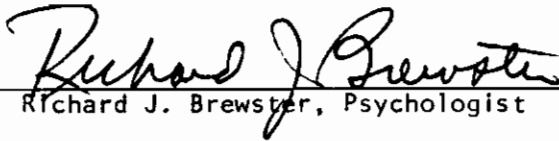
	Dr. Singer	Dan Willner	Dr. Brewster	Helen Brophy
1982/1983	\$31,174.	\$30,474.	\$31,174.	\$30,474.
1983/1984	33,791.	33,091.	33,791.	33,091.
1984/1985	36,438.	35,738.	36,438.	35,738.

AGREEMENT

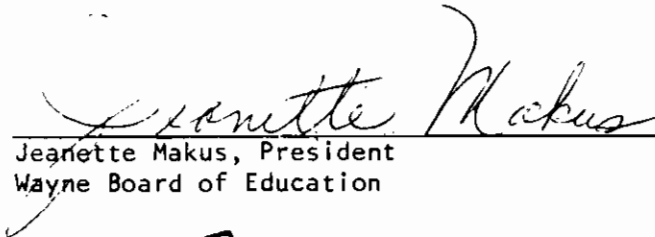
We, the undersigned, as a result of negotiations heretofore held, have agreed to enter into a formal agreement between the Wayne Township Board of Education and the Wayne School Psychologists.



Lawrence J. Singer, Psychologist



Richard J. Brewster, Psychologist



Jeanette Makus, President
Wayne Board of Education



Robert A. Boyle, Business Administrator, Board Secretary
Wayne Board of Education

4/25/83
Date

ADDENDUM 1

WAYNE BOARD OF EDUCATION

GROUP NO. 7231
NEW JERSEY DENTAL SERVICE PLAN, INC.
NEGOTIATED PACKAGE FOR DENTAL

UCR RATE CONCEPT

Effective 9/1/82
Single Coverage

100% Preventive & Diagnostic
50% Remaining Basic
50% Prosthodontic

\$1,200 maximum per patient calendar year
\$25.00 deductible effective 1/1/83 not applied
to Preventive & Diagnostic

Effective 9/1/83
Family Coverage

100% Preventive Diagnostic
50% Remaining Basic
50% Prosthodontic
50% Orthodontic (covered through the
end of the calendar year in which
they attain age 23)

\$800 maximum Orthodontic
\$1,200 maximum per calendar year, separate
from the maximum for Ortho stated
above.
\$25.00 deductible, \$75.00 family aggregate,
not applied to Preventive & Diagnostic

Effective 9/1/84
Family Coverage

100% Preventive & Diagnostic
70% Remaining Basic
50% Prosthodontic
50% Orthodontic

\$800 maximum Orthodontic
\$1,200 maximum per calendar year, separate
from the maximum for Ortho stated
above.
\$25.00 deductible, \$75.00 family aggregate,
not applied to Preventive &
Diagnostic.

ADDENDUM 2

VISION CARE SERVICES

Vision Care Service is an additional covered medical expense for the services described below. The dollar amounts shown for each service are the maximum amounts that will be considered as a Covered Medical Expense. The Deductible, and the percentage payable by Blue Cross and Blue Shield of New Jersey, as indicated in the Schedule of Major Medical benefits will be applied against these dollar amounts before payment is made to you.

1. A comprehensive medical eye examination by a licensed physician, including prescription of medical and lenses, diagnosis and treatment programs and verification of lenses as needed.

\$35.00 maximum per Benefit Period.

2. A vision survey and analysis performed by an optometrist acting within the scope of his license, including prescription of lenses as needed.

\$35.00 maximum per Benefit Period, reduced by the amount paid for any services described under Paragraph 1.

3. Lenses and frames (including services for fitting and adjustment); and also contact lenses but only if medically required.

ADDENDUM 2 - VISION CARE SERVICES (continued)

	Maximum
Frames	\$15.00
Lenses (Per Pair)	
Single Vision	15.00
Bifocal (Single)	30.00
(Double)	60.00
Trifocal	45.00
Aphakic lenses	
Glass	40.00
Plastic	90.00
Aspheric	115.00
Case Hardening	3.00
Contact Lenses (including fitting training, and lifetime warranty)	140.00

The maximum allowance for any unlisted covered service will be determined by Blue Cross and Blue Shield of New Jersey on the basis of comparative severity of such service.

VISION CARE BENEFITS WILL NOT BE PROVIDED FOR:

Service required by an employer as a condition of employment or rendered through a medical department, clinic, or other similar services provided or maintained by an employer;

Contact lenses for cosmetic, convenience or any other purpose, except if medically necessary in lieu of regular frames and lenses;

Sunglasses, even by prescription;

ADDENDUM 2 - VISION CARE SERVICES (continued)

The replacement of frames within the 24 months or the replacement of lenses within the 12 months from the date of purchase if benefits for such purchase were provided under the Program;

Coverage will not include care or lenses and frames prescribed prior to the effective date of coverage under this Program or for services rendered after the date coverage ends, but lenses and frames ordered prior to such termination and delivered within 31 days from such date will be covered.

ADDENDUM 3

ADDITIONAL MEDICAL SERVICES

Rider J services for pathology, diagnostic X-ray examinations and/or radioactive isotope diagnostic studies have a combined maximum of \$250.00 per benefit year.