

**MONTVILLE TOWNSHIP BOARD OF EDUCATION**  
**and**  
**MONTVILLE TOWNSHIP LIBRARY ASSISTANTS' ASSOCIATION**

**1989-1990**

**1990-1991**

**May 15, 1989**

**CONTRACT OF AGREEMENT BETWEEN  
MONTVILLE TOWNSHIP BOARD OF EDUCATION  
AND  
MONTVILLE TOWNSHIP LIBRARY ASSISTANTS**

IT IS HEREBY AGREED between the Board of Education and the Library Assistants that the following hourly rate and designated hours will be in effect for the 1989-1990 and 1990-1991 school years:

Each Library Aide will work and be paid for six and one-half (6 1/2) hours per day, at a rate of \$9.96 per hour, a total of 184 days for the 1989-1990 year and a rate of \$10.91 per hour, a total of 184 days for the 1990-1991 school year.

The Board will provide hospitalization insurance for contracted Library Assistants employed by it with coverage substantially similar to that provided by Blue Cross - Blue Shield Family Plan, Rider J. The Board reserves the right to select, substitute or modify the insurance company or companies which provide coverage provided herein. The Board will provide Family Dental Insurance for the Library Assistants employed. The Board will provide family vision care insurance effective July 1, 1989 at a maximum cost of \$850 to the board.

All Library Assistants are granted ten sick days leave. Any unused sick leave days are cumulative and available for sick leave, if needed, in subsequent years. The parties hereto recognize that the Board may require a validated doctor's certificate as a condition for the granting of sick leave. Upon retirement all unused sick days shall be compensated at the rate of \$19<sup>00</sup> per day. Eligibility for this payment shall be contingent upon eligibility under the New Jersey State Retirement System. The parties hereto further agree that the Board, through the Superintendent, may require that Library Assistants submit to a physical examination by the school medical examiner as a condition for the granting of sick leave.

All Library Assistant shall be entitled to five (5) personal days per year with pay.

1. Two (2) of these personal days shall be with reasons stated and be submitted for approval by the Superintendent of Schools at least forty-eight (48) hours prior to days requested.
2. Three (3) of the above personal days will be granted with notification given prior to the start of the school day. No statement of reasons will be required for these days.

Leave in circumstances where there is a death of a member of the Library Assistants "immediate family," which shall be defined as including spouse, child, parent, brother or sister, grandparent, grandchild, mother-in-law, and father-in-law will be permitted as per Board policy.

When schools are closed for school recess, holidays and snow days, members of the bargaining unit will be entitled to the same days.

The Board agrees to pay tuition costs for courses taken relevant to employee's position. Each employee would be entitled to a maximum of \$90 within each year of this contract. Said courses will be submitted to the Superintendent for approval before reimbursement. Tuition costs in excess of the stated maximum will be reimbursed by the board if the courses are approved and taken at the Montville Township Regional Continuing Education School.

#### Longevity

After 5 years - \$100  
After 10 years - \$200  
After 20 years - \$325  
After 25 years - \$500

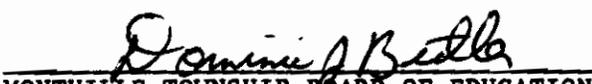
THIS AGREEMENT represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge of contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

  
MONTVILLE TOWNSHIP BOARD OF EDUCATION  
PRESIDENT

  
LIBRARY ASSISTANT REPRESENTATIVE

  
LIBRARY ASSISTANT REPRESENTATIVE

ATTEST:

  
MONTVILLE TOWNSHIP BOARD OF EDUCATION  
BOARD SECRETARY