

## **EMPLOYMENT AGREEMENT**

**between the**

**LODI BOARD OF EDUCATION**

**and the**

**PROFESSIONAL SPECIALISTS PERSONNEL ORGANIZATION**

The "parties" in this Agreement shall mean the **LODI BOARD OF EDUCATION** (hereinafter referred to as the "Board"), and the **PROFESSIONAL SPECIALISTS PERSONNEL ORGANIZATION** (hereinafter referred to as the "Organization").

### **I. GROUP CLASSIFICATION**

- A. The following Articles of Negotiation have been mutually agreed upon by the Lodi Board of Education and the Professional Specialists Personnel Organization.
- B. The parties agree that the Professional Specialists Personnel group will consist of Guidance Counselors, Athletic Director, Psychologist, Learning Disability Specialist, Social Worker, and Substance Abuse Coordinator.
- C. The Child Study Team is defined as having one (1) Psychologist, one (1) Learning Disability Specialist, and one (1) Social Worker.

### **II. DURATION OF AGREEMENT**

This Agreement dated **MAY 24, 2006**, by and between the Board and the Organization, shall cover a period of three (3) years, commencing on July 1, 2006, through and including June 30, 2009.

### **III. WORK YEAR AND WORK DAY**

- A. Ten (10) month employees shall work from September 1 through June 30. However, in no case shall the work year exceed 190 days.
- B. Twelve (12) month employees shall work from July 1 through June 30.
- C. The work day for the twelve (12) month Organization member will be from 8:45 a.m. through 3:45 p.m.

- D. The parties agree that the Child Study Team shall complete twenty (20) cases or more during the summer months. The preceding shall mean at least twenty (20) cases more than the total cases completed during the school year.
- E. The parties agree that the Child Study Team members shall be required to attend all Hearings, Court Sessions, and Meetings in connection with the evaluation, re-evaluation, classification or reclassification of students.
- F. Effective September 1, 2006, the Athletic Director shall assume the duties of the Physical Education/Health Supervisor.

**IV. SALARY**

- A. If any employee of this bargaining unit completes 93 work days during a year in which a leave of absence has been taken, the employee shall be placed on the next Step of this Guide upon the employee's return from leave.
- B. In addition, any Organization member who has attained his/her MA + 60 accreditation by September 1, 1992 shall receive an additional five hundred (\$500.00) dollar stipend for this contract year.

**V. FUNERAL DAYS**

Up to four (4) days at any one time in the event of death of any employee's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandmother, grandfather, step-child, step-mother, step-father, step-brother, step-sister, alternative lifestyle partner, or any other member of the immediate household. One (1) funeral day will be granted for aunt, uncle, and grandparents-in-law. In the event of the death of an employee or student in the Lodi School District, the principal or immediate superior of said employee or student shall grant to an appropriate number of employees sufficient time off to attend the funeral at the discretion of the Superintendent.

The parties agree in principle that those days defined as funeral days shall be granted only on those days when school is in session.

Funeral days shall be granted on work days only, and further shall be granted as follows:

- a. Two days prior to the funeral
- b. The day of the funeral
- c. The fourth funeral day will be a floating day to be taken at the discretion of the employee, up to thirty (30) days after the funeral.

## **VI. VACATION TIME**

- A. The parties agree that all twelve (12) month employees shall receive twenty (20) days vacation annually.
- B. All twelve (12) month employees shall work 8:45 a.m. through 1:00 p.m. on all Fridays during the months of July and August.
- C. Vacation time shall be requested by a member of the Organization through the Superintendent of Schools who shall approve or disapprove said requests.
- D. All holidays and school closings granted to teachers shall also be granted to Organization members, including the half-day sessions on the last school day before the Thanksgiving and Christmas vacations, and the last 3 days of the school year and election days. Said days shall be half-day sessions. All other days shall be full days sessions.
- E. All employees shall receive two (2) personal days annually.

## **VII. SICK TIME**

- A. All employees shall receive fifteen (15) sick days annually, to be reflected on their sick leave record July 1 of each year.
- B. **Sick Leave Reimbursement** - Upon the retirement or death of an employee, the Board shall pay said employee for all unused sick days at the then per diem rate of said employee's salary at the time of retirement or death. Any employee who retires on or prior to July 1, 2007 shall receive the said reimbursement up to a maximum of 150 days for ten (10) month employees, and 180 days for twelve (12) month employees, at the then per diem rate of said employee's salary at the time of retirement or death. Any employee who retires between July 2, 2007 through July 1, 2008 shall receive a maximum of receive the said reimbursement up to a maximum of 135 days for ten (10)

month employees, and 165 days for twelve (12) month employees, at the then per diem rate of said employee's salary at the time of retirement or death. Any employee who retires between July 1, 2008 through July 1, 2009 shall receive the said reimbursement up to a maximum of 125 days for ten (10) month employees, and 155 days for twelve (12) month employees, at the then per diem rate of said employee's salary at the time of retirement or death. Per diem is defined as 1/20 of the gross monthly salary at the then prevailing rate at the time of retirement or death. In the event of the death of an employee, said monies shall be made payable to his/her estate.

#### **VIII. HEALTH BENEFITS**

All insurance protection, which includes health and dental benefits, shall be in accordance with the labor agreement between the Lodi Education Association and the Lodi Board of Education.

#### **IX. LIFE INSURANCE POLICY**

Effective July 1, 2006, Fort Dearborn life insurance policy in the amount of \$2,500 shall be eliminated.

#### **X. TUITION REIMBURSEMENT PLAN**

In order to implement a philosophy of encouraging educational improvement, the Lodi Board of Education shall offer the staff of the Professional Specialists Personnel Organization an Educational Credit Payment Plan. The Board of Education shall pay the cost of approved educational credits taken at an accredited institution, subject to the following:

1. Courses to be taken and institutions to be attended must be approved by the Superintendent of Schools prior to registering for these courses.
2. Upon completion of courses, an official transcript must be submitted to the office of the Superintendent of Schools indicating satisfactory completion of courses.
3. Payment shall be limited to no more than Sixty (\$60.00) Dollars per credit for twelve (12) credits maximum per year provided such courses have been satisfactorily completed. Payment shall be made in a reasonable time period. Effective July 1, 2002 payments shall be Seventy-Five (\$75.00) Dollars per credit for courses taken after July 1, 2002.

4. Tuition reimbursement shall be made only after the employee begins his/her fourth (4<sup>th</sup>) year under the contract. Tuition reimbursement for any credits taken in the first three years of service will not be given.

XI. **MISCELLANEOUS ITEMS**

- A. Any employee who is required to use his/her personal vehicle within the scope of his/her primary employment shall be reimbursed at the fixed rate of forty (.40) cents per mile. Proper documentation of mileage incurred must accompany all submitted reimbursement requests.
- B. The retired employee shall have the option to receive his/her reimbursement for sick leave in the first January following his/her retirement.
- C. **Time-for-Time Compensation** - In the event that the Principal of the Lodi High School deems it necessary to have a member(s) of guidance personnel assist the Supervisor of Guidance during summer months, while not working, such employee shall receive a time-for-time compensation not to exceed the number of days approved by the Superintendent of Schools. Such employee must request, in writing, permission to use such days to the Principal with final approval being granted by the Superintendent of Schools. These days must be used during the current school year and cannot be carried over into the next school year. Respective employees shall be performing duties not dissimilar to those applicable to his/her job description.



















**MEMORANDUM OF EMPLOYMENT AGREEMENT**

**between the**

**LODI BOARD OF EDUCATION**

**and the**

**PROFESSIONAL SPECIALISTS PERSONNEL ORGANIZATION**

**PROFESSIONAL SPECIALISTS PERSONNEL  
ORGANIZATION NEGOTIATING TEAM**

**LODI BOARD OF EDUCATION**

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Frank Quatrone, Superintendent

Charles Russo

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\_\_\_\_\_  
Nicholas C. Del Bueno

Carmine DeRosa, President

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Grace Ann Parisi