

AGREEMENT
BETWEEN THE
BOARD OF EDUCATION OF WATERFORD TOWNSHIP
THE COUNTY OF CAMDEN
AND THE
WATERFORD TOWNSHIP EDUCATION ASSOCIATION
SUPPORT STAFF CONTRACT
2014-2017

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ARTICLE 1
RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for Unit:

INCLUDED: All part time and full-time secretaries, clerks, cafeteria workers, aides, custodial/maintenance personnel and SACC personnel employed by the Waterford Township Board of Education.

EXCLUDED: Secretary to the Superintendent of Schools, secretary to the Assistant Superintendent for Business/Board Secretary, secretary to Director of Curriculum and Instruction, cafeteria supervisor, supervisor of buildings and grounds, bookkeeper, accountant, managerial executives, confidential employees, police, certified employees, craft employees, supervisors within the meaning of the act, non-clerical transportation personnel.

- B. The Association hereby recognizes the Board as the legal authority elected as representatives of the people and further recognizes the responsibilities of the Board and the Superintendent for the conduct and operation of the school district in compliance with New Jersey Title 18A-

ARTICLE 2
NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The parties agree to enter into collective negotiation over a successor agreement in accordance with N.J.S.A. 34:13A-1, et seq., in a good faith effort to reach agreement on all matters concerning the terms and conditions of employees' employment. Such negotiations shall begin according to established and published P.E.R.C. guidelines.
- B. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE 3
BOARD RIGHTS

The Board reserves all rights of management, subject only to the limitations imposed by the terms of this Agreement and/or applicable laws and regulations.

ARTICLE 4
ASSOCIATION RIGHTS

- A. The board agrees to make available upon request to the Association, all material which is open to the public concerning the education program and the financial resources of the district.
- B. The Board shall permit the Association to use the school buildings for meetings at all reasonable hours. The Association shall submit a schedule of meetings in advance for Board approval. Request for meetings of an emergent nature which cannot be approved by the Board due to time factors shall be submitted for approval to the Superintendent, which approval shall not be unreasonably withheld. All Association meetings in school buildings shall be concluded by 9:00 PM. All costs incurred by the Board of Education as a result of a granted request which would not be otherwise incurred shall be the responsibility of the Association.
- C. The Board will place in all buildings one (1) complete copy of Board policies and revisions when adopted and send one (1) copy of all public board minutes to the Association without costs.
- D. The Association shall have the right to use existing mailboxes and designated bulletin boards and copy

machines.

ARTICLE 5
EMPLOYEE RIGHTS

- A. Pursuant to Chapter 123, Public laws 1974, the Board and Association hereby agree that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection, or to refrain from such activities.
- B. Any reprimand by a supervisor or administrator of an employee and/or their job related duties shall be made in confidence and not in the presence of students, parents, the public, or colleagues, except as otherwise provided by law.
- C. Whenever any employee is requested to appear before an administrator, his designee, Board, any committee of the Board, or any agent thereof, concerning any matter from which he can reasonably believe disciplinary action may be imposed he/she shall be entitled to have a representative of the Association present during such proceedings.
- D. Any complaints regarding an employee made to any member of the Administration and/or the Board of Education by any parent, student or other person may, if made in writing, be promptly investigated and called to the attention of the employee. The employee shall be given an opportunity to respond to and/or rebut such complaint. The complainant shall be identified to the employee. If a verbal complaint is determined to be pursued by the administration, the employee shall be advised of such complaint and the above procedure followed.
- E. The Board shall establish one official personnel file for each employee. The location of which shall be in the offices of the Chief School Administrator.
 - 1. Employees shall have the right, upon request, to review the contents of their personnel file which the employee believes to be derogatory, the employee may submit a written answer to such material which shall be placed in the file.
 - 2. All employees shall have the right to make copies of any documents in the personnel file.
- F. No employee shall be discharged or disciplined, reduced in rank or compensation, or deprived of any professional advantage except in accordance with standards established by law, the Board expressly reserving all of its rights regarding non-tenured employees.

ARTICLE 6
GRIEVANCE PROCEDURE

- A. Grievance is defined in accordance with the PERC Law definition.
- B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, solutions to the problems which may from time to time arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure. All meetings and hearings under this procedure, shall not be conducted in public except as may be required by law, and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article, unless requested otherwise by the parties concerned.
- C. Procedure

- Step 1. Any person who has a problem which could result in a grievance may discuss it first with his/her immediate supervisor in an attempt to resolve the matter informally at that level. If the matter is not resolved informally, the aggrieved may file a formal written grievance with the immediate supervisor within ten (10) work days from the time when grievant knew or should have known of the grievance. The immediate supervisor shall give his decision in writing, within five (5) work days of receipt of the written grievance. The written grievance shall include:
- a. The nature of the grievance;
 - b. The nature and extent of the injury, loss or inconvenience;
 - c. The results of the previous discussions;
 - d. Remedy sought.
- Step 2. The grievant, no later than five (5) work days after receipt of the decision of his/her immediate supervisor may appeal the decision to the Superintendent of Schools. The Superintendent or his designee shall attempt to resolve the matter as quickly as possible, but within a period not to exceed five (5) work days from the receipt of the appeal. The Superintendent or his designee shall communicate his decision in writing to the grievant, to the Association, and the immediate supervisor.
- Step 3. If the grievance is not resolved to the grievant's satisfaction, he/she, no later than five (5) work days after receipt of the Superintendent's or his designee's decision, may request a review by the Board. The request shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance and shall hold a hearing with the grievant, render a decision in writing and forward copies thereof to the grievant and to the Association within twenty-five (25) work days of the receipt of the appeal.
- Step 4. If the decision of the Board does not resolve the grievance to the satisfaction of the grievant and he/she wishes review by a third party, and if the Association determines that the matter should be reviewed further, it shall advise the Board through the Superintendent of Schools, within fifteen (15) days of receipt of the Board's decision, and the Association shall submit the grievance to arbitration within fifteen (15) days thereafter.

D. Securing Services of an Arbitrator

1. The following procedure shall be used to secure the services of an arbitrator:
 - a. Either party may request the New Jersey Public Employment Relations Commission to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
 - b. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they may request the New Jersey Public Employment Relations Commission to submit a second roster of names.
 - c. If the parties are unable to determine within fifteen (15) days of the initial request for arbitration a mutually satisfactory arbitrator from the second submitted list, the New Jersey AAA may be requested by either party to designate an arbitrator.
2. The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from, the Agreement between the parties. The recommendations of the arbitrator shall be binding. In the event that arbitrability of a grievance is at issue between the parties, jurisdiction to resolve the issue shall rest solely with the arbitrator selected.

3. Right of Employees to Representation

- a. Any aggrieved person may be represented at all stages of the grievance procedure by himself and the Association, or by a representative selected or approved by the Association.
- E. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same. Any necessary document not previously supplied will be supplied at 15 cents per copy. If previously supplied, it will be provided at cost per Board policy.
- F. Separate Grievance File
- All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in a personnel file of any of the participants while the matter is pending. Final decisions shall be placed in the personnel file.
1. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved person to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed waiver of further appeal of the decision.
2. It is understood that any aggrieved person shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and effect thereof shall have been duly determined.
3. Time Limits - 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.
- a. In the event one of the parties is on an excused absence, the time limits may be extended by mutual consent.

ARTICLE 7 STAFF DEVELOPMENT

- A. The Board recognizes that the skills required of support staff members change with changing technology. In order to ensure both optimum efficiency in district operations, and the continued growth in expertise of the staff, the Superintendent shall ensure that appropriate programs of in-service training shall be developed for all categories of support staff.
- B. The Superintendent may authorize leave for attendance of personnel at state, regional, national job related meetings and/or courses without pay deduction and with expenses paid by the school system according to established allowances. The number of absences for such leave is a value judgment on the part of the Superintendent and is subject to budget limitations for employing substitutes and reimbursement for travel, meals and lodging.
- C. The Board will pay up to \$100.00 per year to classroom aides actively employed (i.e. not on leave of absence) if classroom aide employees are required by the State of New Jersey to obtain 60 credits in order to maintain their employment as classroom aides.
- D. The Board will agree to pay the full cost of registration and other reasonable expenses incurred in connection with any workshops, seminars, in service training sessions, which a paraprofessional is required or requested to take by the Administration or BOE.

ARTICLE 8
SICK LEAVE

- A. Illness on part of the employee:
1. Employees will be entitled to ten (10) sick leave days if employed at the school for ten (10) months and twelve (12) sick leave days if employed at the school for twelve (12) months. If an employee is employed only part of the school year said employee shall be entitled to sick days on a pro rata basis.
 2. Employee shall be given a written accounting of accumulated sick leave days no later than September 15 of each school year.
 3. Any employee hired before December 1, 1989 who leaves the school district after ten (10) continuous years of service shall be reimbursed, at the rate established below, per day of accumulated sick leave:

Salary X .0015= payment per day.
 - a. Any employee hired on or after December 1, 1989 who retires pursuant to PERS with at least ten (10) continuous years of district service shall be reimbursed, at the rate established below, per day of accumulated sick leave:

Salary x .002 = payment per day 2011-2012
Salary x .002 = payment per day for 2012-2013
Salary x .002= payment per day for 2013-2014
 - b. Regardless of date of hire, accumulated sick leave days will be limited to 160 days for 2011-12, 160 days for 2012-13 and 160 days for 2013-14. If the amount accumulated is over \$500.00, the total will be paid at time of termination only if the Board of Education has been provided with one (1) year's notice.
 4. Sick leave may be used only for the illness of the employee and not for the illness of any member of the employee's family or for other purposes.
 5. The school officials may require a physician's certificate to be presented by the employee prior to return to work.
 6. Sick leave will be taken in either half day or full day increments for employees that work 32 hours per week. Other employees must take full day increments.

ARTICLE 9

EXTENDED SICK LEAVE

- A. Extended sick leave without pay may be granted for illness only, provided the following conditions have been met:
 - 1. All accumulated sick leave days, vacation days and personal days have been used;
 - 2. A physician's certificate from the employee's physician stating length of leave required and brief identification of nature of illness. Extensions may be granted provided total length of extended sick leave does not exceed nine (9) months.
- B. The employee may continue any eligible benefits during the extended sick leave period by paying the full cost of such benefits at group rate in compliance with Plan regulations.
- C. Upon termination of extended sick leave, the employee may be returned to his/her previous position and/or will be granted preference for any job vacancies he/she is qualified to fill. Salary will be based on position filled.
- D. On days when an employee will not be in, he/she is required to report his/her absence.

ARTICLE 10 MATERNITY

- A. Disability related to pregnancy shall be treated in all respects in the same manner as disability from any other cause. Sick leave may also be used on the same terms and conditions as used in connection with other kinds of disabilities.
- B. Child-rearing Leave - Six (6) months without pay will be granted upon written request at least ninety (90) days prior to the commencement of the leave.

ARTICLE 11 EMERGENCY/PERSONAL

- A. All 10, 11 and 12 month employees shall be eligible to receive three (3) days' personal leave without loss of pay. Application should be made to the Superintendent three (3) days in advance, except in cases of emergency, and be approved by the immediate supervisor. Employees shall not be required to state reasons for such leaves.
- B. Personal leaves shall not be accumulative, but any unused personal leave days shall, at the end of the school year, be converted into sick days and shall accumulate as sick days.
- C. Personal leave may be taken in either half day or full day increments for employees that work at least 32 hours per week. Other employees must take them in full day increments.

ARTICLE 12 DEATH IN FAMILY

- A. Employees will be excused from duty with pay for two (2) days in the event of the death of a grandparent.
- B. Employees will be excused from duty with pay for a maximum of three (3) days in the event of the death of a brother or sister by blood relationship, a mother-in-law or father-in-law, or a grandchild.
- C. Employees will be excused from duty for a maximum of five (5) days in the event of the death of husband, wife, domestic partner, child, step child, parent or stepparent.

- D. Employees will be excused from duty with pay for a maximum of one (1) day in the event of the death of an aunt, uncle, brother-in-law, sister-in-law, niece or nephew.

ARTICLE 13
VACATIONS

- A. Twelve (12) Month Employees
1. Twelve (12) month employees shall be entitled to paid vacation as follows:
After one (1) year of employment - 5 days
After two (2) years of employment - 10 days
After eight (8) years of employment - 15 days
After fifteen (15) years of employment - 20 days
 2. An employee must work a minimum of twelve (12) months prior to being entitled to a vacation under the above schedule.
 3. Any employee changing from part-time to full-time shall receive one (1) year credit for each two (2) years of part-time service toward vacation eligibility.

ARTICLE 14
HOLIDAYS

- A. Twelve (12) month employees shall be entitled to the following paid holidays:
- New Year's Eve Day
 - New Year's Day
 - Martin Luther King's Birthday
 - President's Day
 - Good Friday
 - Easter Monday (when schools are closed)
 - Memorial Day
 - Independence Day
 - Labor Day
 - Columbus Day
 - Veteran's Day
 - Thanksgiving Day
 - Friday after Thanksgiving
 - Christmas Eve Day
 - Christmas Day
- The number of holidays shall remain as present (17 days).
- B. Ten (10) month employees shall be entitled to the above holidays except for Independence Day.

- C. Holidays falling on Saturday shall be celebrated on Friday and those falling on Sunday shall be celebrated on Monday.
- D. If the district closes for emergency reasons, support staff members are guaranteed at least the number of paid holidays received during the 2000-2001 contract period.
- E. The association agrees that in the event Veteran's Day falls on a day that interferes with the continuity of education, the parties agree to discuss possible rearrangement of the calendar.
- F. Secretaries will not be required to report to work during NJEA Teacher's Convention. Secretaries that attend Convention will not be required to submit proof of attendance.

ARTICLE 15
SALARY GUIDES

- A. A Person must be employed a minimum of six (6) months in order to progress to the next year's salary, which progression will only occur at the commencement of each contract year.
- B. All employees who work (20) hours or more per week shall receive an additional \$351(2014-2015), \$362(2015-2016), and \$372 (2016-2017) after fifteen (15) years in the District; and an additional \$839 (2014-2015), \$865 (2015-2016), and \$890 (2016-2017) after twenty (20) years in the District. This money shall be received each year.
- C. Salaries shall be paid in accordance with Appendix A.
- D. A shift differential of 33 cents per hour (2008-2009), 35cents per hour (2009-2010), and 37 cents per hour (2010-2011) shall be paid to employees assigned to the second shift.
- E. A shift differential of 58 cents per hour (2008-2009), 61 cents per hour (2009-2010), and 64 cents per hour (2010-2011) shall be paid to employees assigned to the third shift.
- F. Employees shall be paid via direct deposit.
- G. Ten-month support professionals will get their last paycheck in June on the teachers' last day. This does not apply to 12-month employees.

ARTICLE 16

WORK YEAR/DAY/HOURS

- A. The work year of twelve (12) month employees is from July 1 through the following June 30.
 - 1. The work day of twelve (12) month secretaries is seven (7) hours, excluding lunch, five (5) days per week.
 - 2. The work day of twelve (12) month custodial maintenance employees is eight (8) hours, excluding lunch, five (5) days per week.
 - 3. The school work year shall be amended to include following the teacher's calendar at winter and spring recess for all employees covered under this contract.
- B. The work year of ten (10) month custodians is from September 1 through the following June 30. The work day is four (4) hours.
- C. The work year of instructional aides/special education is one hundred eighty-five (185) days and is based upon the teacher's calendar.
- D. The work year of non- instructional aides (cafeteria/playground) is one hundred eighty (180) days scheduled between September 1 and the following June 30. The work day is two and one hour (2 1/2) hours.
- E. The work year of library aides is one hundred eighty (180) days scheduled between September 1 and the following June 30.
- F. All cafeteria workers shall have the option of working 175 days between September 1 and June 30.

ARTICLE 17 OVERTIME

- A. Overtime shall be paid for with time worked in excess of forty (40) hours per week at one and one-half (1½) times the employee's regular hourly rate. Vacation, sick, personal and contract holidays will count as a day worked when calculating overtime.
- B. Every maintenance/custodial employee shall have an opportunity to be listed upon a voluntary overtime list, which list shall be in descending rotating seniority order. However, should, in the opinion of the administration, the next person on the voluntary list not have the necessary skills, training or experience for the overtime required, the next person on the list who has the necessary skills, training, or experience shall be required to work the necessary overtime.

If no one volunteers, overtime needs will be satisfied from a non-voluntary list. Employees on the non-voluntary list shall be required to work overtime on a reverse rotating seniority basis. However, should, in the opinion of the administration, the next person on the non-voluntary list not have the necessary skills, training, or experience for the overtime requested, the next person on the list who has the necessary skills, training, or experience shall be required to work the necessary overtime. No employee on the non-voluntary list shall be required to work more than 12 hours per month beyond their regular work schedule.

Notice of overtime shall be given as soon as possible except in the case of emergency.

ARTICLE 18
CALL-IN

- A. Any employee who has completed his/her work day and has left the Board's premises and is then called back to work shall receive pay for a minimum of one (1) hour at one and one-half (1½) times his/her regular straight time hourly rate.
- B. Any employee called in to work on holidays and/or weekends outside his/her normal work week shall receive pay for a minimum of one (1) hour at one and one-half (1½) times his/her regular straight time hourly rate.

ARTICLE 19
INSURANCE PROTECTION

- A. The Board will pay complete individual coverage and family coverage as per the benefits listed in Appendix A Insurance throughout the term of this agreement. Payroll deduction shall be available for those individuals receiving only single coverage, but desiring coverage for eligible dependents.
- B. During the term in of this contract, the Board of Education shall maintain dental insurance for employees as per the benefits listed in Appendix A-2 (Dental Insurance). The Board will pay 25% toward full family dental (Dental Premier) in year 3 of the contract.
- C. The Board will provide, at its own expense, the present prescription coverage level for both individual coverage and family coverage except that individuals hired after March 1, 1999, shall receive single coverage until they have completed three (3) years of service to the district. Payroll deduction shall be available for those individuals receiving only single coverage, but desiring coverage for eligible dependents. The co-pay program shall be as outlined in Appendix A-3
- D. To qualify for health benefits all aides and cafeteria workers must work a minimum of 32 hours per week. All others, 20 hours as past agreement. No aide or cafeteria workers presently receiving health insurance shall be affected by this provision.
- E. During each year of the Agreement the Board will insist that the health insurance agent or carrier provide an individual to answer questions as to forms and coverage. This program shall occur at least once during the school year.
- F. The parties agree to establish a Section 125 (I.R.S. Code) plan for the purpose of making available a cash option.
 - 1. An employee otherwise entitled to insurance coverage shall have the option to withdraw from any such coverage and to be paid a sum equal to one-half (1/2) of the eligible premium coverage(s) for each year that the withdrawal remains in effect. All withdrawals from insurance coverage shall be for a minimum of one (1) year corresponding to the benefits period established by the carrier. The cash payment shall be in the form, of a stipend payable semi annually in December and June.
 - 2. Notwithstanding the above, employees who have a change in status (e.g. termination of employment, divorce(copy of decree required), legal separation (copy of decree- required), death copy of certificate required), military discharge (form DD214 required), which causes them to lose coverage elsewhere shall be entitled to re-enroll in the health plan during the year provided the employee gives the Board notice of the change in status within sixty (60) days of the event causing Otherwise, all elections for a cash option shall be in effect for the entire twelve (12)month benefit period. The Board's obligation for the cash option shall be prorated for those employees subject to a change in status.
 - 3. Return to the benefits plan for reasons other than change of status is subject to the terms of the carrier.
- G. Health benefits will be amended to reflect Chapter 78 payment toward the premium shall be followed as set forth by the Statute for support staff contracts.

ARTICLE 20
TIME KEEPING

Employees shall indicate their presence for duty in any manner established by the Board, whether it be manual, mechanical, electrical, electronic or otherwise.

ARTICLE 21
INCLEMENT WEATHER

- A. All full-time twelve (12) month employees are required to work when there is inclement weather. The Superintendent may, however, exercise his discretion to excuse an employee or to allow a late reporting to work. The Superintendent may also require, upon excusing an employee, that the time off be charged to personal leave or vacation.
- B. Full-time custodial/maintenance employees may be required, regardless of the time of an employee's regularly assigned shift, to report to work at a time determined by the Superintendent to be necessary to meet the work demands resulting from the inclement weather.

ARTICLE 22
MISCELLANEOUS PROVISIONS

- A. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such a 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.
- B. Any Individual contract between the Board and an individual employee heretofore or hereafter executed, shall be subject to and consistent with the terms of this Agreement. If an individual contract contains any language inconsistent with the Agreement, this Agreement, during its duration, shall be controlling.
- C. The annual stipend for the Black Seal License shall be in the amount of \$450 (2008-2009), \$472 (2009-2010), and \$495, (2010-2011), payable one-half (1/2) in December and one-half (1/2) in June of each year.
- D. The maintenance assistant shall receive an annual stipend of \$1126 (2008-2009), \$1181 (2009-2010), and \$1239 (2010-2011), payable one-half (1/2) in December and one-half in June of each year. The maintenance assistant/head groundskeeper shall receive an annual stipend of \$2247 (2008-2009), \$2357 (2009-2010), and \$2472 (2010-2011), payable one-half (1/2) in December and one-half (1/2) in June of each year.
- E. The Board shall deduct dues which the employee elects to authorize as provided by law.
- F. All employees covered by this contract may independently elect have a portion of their salary withheld and deposited to their credit in the South Jersey Federal Credit Union.
- G. Employees who are required to use their-own automobiles in the performance of their duties shall be compensated at the rate determined by the Internal Revenue Service for personal automobile usage for employment purposes.
- H. Association members shall be entitled to receive an employment interview for vacancies for which they are qualified, and a statement of reasons if rejected for said position.
- I. Any employee laid off due to an economic reduction in force will be, placed on a recall list and given

priority for rehire over any outsider for two (2) years. If recalled, the employee will return to the step on the guide that they previously held along with any other benefits previously held.

- I. Paychecks will be issued on the 15th of each month and the last day of each month, or last day on which district is open if the date shall fall on a holiday.

ARTICLE 23
SAVINGS CLAUSE

Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the administrative procedures and practices in force on said date shall continue to be so applicable during the terms of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any benefit existing prior to its effective date.

ARTICLE 24
WORK CONTINUITY

- A. The Association covenants and agrees that during the lifetime of this Agreement neither the Association nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike, (i.e., the concerted failure to report for duty, or willful absence of an employee from his position, or stoppage of work or absenteeism in whole or part, from the full, faithful, and proper performance of the employee's duties of employment), work stoppage, slowdown, walk-down, walkout or other job action against the Board. The Association agrees that any such action would constitute a material breach of this Agreement
- B. The Association will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the Board.
- C. Nothing contained herein shall be construed to limit or restrict the Board in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or bath in the event of such breach by the Association or its members.

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

ARTICLE 25
AGENCY FEE SHOP PROVISIONS

- A. Representation Fee- If an employee does not become a member of the association during the membership year, that employee will be required to pay a representation fee to the association for that membership year.
- B. Indemnification of the Board- The association shall indemnify and hold the Board harmless against any and all claims, demands, suits, and other forms of liability including, but not limited to counsel fees, legal costs, and expenses, damages awarded, and judgments rendered that may arise out of, or reason of, action taken by the board in conformance with this provision.

DATED:

WATERFORD TOWNSHIP EDUCATION ASSOCIATION

ATTEST:

BY: _____
PRESIDENT

SECRETARY

DATED:

WATERFORD TOWNSHIP BOARD OF EDUCATION

ATTEST:

BY: _____
PRESIDENT

SECRETARY

*****SIGNATURES APPEAR ON ORIGINALS AND HARD COPIES.*****

BSIP - PART TIME

Step	Base	2014-2015	2015-2016	2016-2017
1	10.14	10.39	10.65	10.92
2	10.22	10.47	10.72	10.98
3	10.27	10.55	10.79	11.06
4	10.31	10.60	10.88	11.10
5	10.50	10.64	10.93	11.19
6	10.68	10.84	10.98	11.24
7	10.89	11.03	11.17	11.29
8	11.15	11.24	11.37	11.49
9	11.42	11.52	11.59	11.70
10	11.65	11.79	11.87	11.92
11	12.00	12.02	12.15	12.21
12	12.44	12.39	12.40	12.50
13	12.45	12.84	12.77	12.75
14	12.92	12.85	13.24	13.13
15	13.41	13.34	13.25	13.61
16	13.94	13.85	13.75	13.63
17	14.65	14.39	14.28	14.14
18	15.34	15.12	14.84	14.68
19	16.08	15.84	15.59	15.26
20	17.20	16.61	16.33	16.04
21	-	17.76	17.12	16.79
22	-	-	18.31	17.61
23	-	-	-	18.83

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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BSIP - FULL TIME

Step	Base	2014-2015	2015-2016	2016-2017
1	11.05	11.33	11.61	11.90
2	11.14	11.41	11.68	11.94
3	11.19	11.50	11.76	12.01
4	11.24	11.56	11.86	12.10
5	11.45	11.61	11.92	12.20
6	11.67	11.82	11.97	12.25
7	11.88	12.05	12.19	12.31
8	12.32	12.26	12.42	12.53
9	12.67	12.71	12.64	12.77
10	13.56	13.08	13.11	13.00
11	14.01	14.00	13.48	13.48
12	14.31	14.47	14.44	13.87
13	15.78	14.77	14.92	14.85
14	16.81	16.29	15.23	15.34
15		17.35	16.80	15.67
16		-	17.89	17.27
17		-	-	18.40

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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Nancy Hubbard Holland
Dawn M. Agnew
Oct 1/14

SECRETARIES

Step	Base	2014-2015	2015-2016	2016-2017
1	24,868	25,489	26,126	26,780
2	25,076	25,673	26,282	26,868
3	25,194	25,889	26,472	27,028
4	25,302	26,010	26,694	27,224
5	25,769	26,122	26,819	27,452
6	26,244	26,603	26,934	27,580
7	26,726	27,094	27,431	27,699
8	27,233	27,592	27,937	28,210
9	27,740	28,116	28,450	28,730
10	28,660	28,638	28,990	29,258
11	29,543	29,589	29,529	29,814
12	30,426	30,500	30,509	30,368
13	31,301	31,412	31,449	31,375
14	32,307	32,315	32,389	32,342
15	33,364	33,353	33,320	33,309
16	34,742	34,445	34,391	34,266
17	36,194	35,868	35,516	35,367
18	37,791	37,367	36,983	36,525
19	39,515	39,015	38,529	38,034
20	41,173	40,795	40,228	39,623
21	41,320	42,507	42,064	41,371
22	40,748	42,659	43,829	43,259
23	42,952	42,068	43,985	45,074
24	44,199	44,344	43,376	45,234
25	45,311	45,631	45,723	44,608
26	47,657	46,779	47,050	47,022
27		49,201	48,234	48,387
28		-	50,731	49,604
29		-	-	52,172

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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INSTRUCTIONAL AIDES

Step	Base	2014-2015	2015-2016	2016-2017
1	10,709	10,976	11,251	11,532
2	10,798	11,056	11,318	11,570
3	10,849	11,148	11,399	11,639
4	10,896	11,201	11,495	11,723
5	11,097	11,249	11,549	11,821
6	11,302	11,457	11,598	11,877
7	11,509	11,668	11,813	11,928
8	11,993	11,882	12,031	12,149
9	12,497	12,382	12,252	12,373
10	12,928	12,902	12,767	12,600
11	13,262	13,347	13,304	13,130
12	13,591	13,692	13,762	13,682
13	13,847	14,031	14,118	14,153
14	14,374	14,296	14,468	14,519
15	14,926	14,840	14,741	14,879
16	15,508	15,409	15,302	15,159
17	16,283	16,011	15,888	15,736
18	17,097	16,811	16,509	16,340
19	17,955	17,651	17,334	16,978
20	-	18,537	18,200	17,826
21	-	-	19,113	18,717
22	-	-	-	19,656

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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NON-INSTRUCTIONAL AIDES

Step	Base	2014-2015	2015-2016	2016-2017
1	3,772	3,867	3,963	4,062
2	3,804	3,895	3,987	4,076
3	3,822	3,927	4,016	4,100
4	3,838	3,946	4,049	4,130
5	3,909	3,963	4,068	4,164
6	3,981	4,036	4,086	4,184
7	4,055	4,110	4,162	4,202
8	4,181	4,187	4,237	4,280
9	4,314	4,317	4,317	4,358
10	4,379	4,454	4,451	4,439
11	4,599	4,521	4,592	4,577
12	4,720	4,748	4,662	4,722
13	4,982	4,873	4,895	4,794
14	5,149	5,144	5,025	5,034
15	5,344	5,315	5,304	5,167
16	5,549	5,517	5,481	5,454
17	5,763	5,728	5,688	5,636
18	6,112	5,950	5,907	5,850
19	6,415	6,310	6,135	6,074
20	6,678	6,623	6,506	6,309
21	7,023	6,895	6,829	6,691
22	7,354	7,251	7,109	7,023
23	7,633	7,593	7,476	7,311
24	7,992	7,880	7,829	7,689
25	8,419	8,251	8,125	8,051
26	8,846	8,692	8,508	8,356
27	-	9,132	8,962	8,749
28	-	-	9,416	9,217
29				9,684

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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MEDIA CLERK

Step	Base	2014-2015	2015-2016	2016-2017
1	18,086	18,539	19,002	19,477
2	18,238	18,672	19,115	19,542
3	18,324	18,829	19,253	19,658
4	18,402	18,917	19,415	19,800
5	18,742	18,998	19,506	19,966
6	19,087	19,349	19,589	20,060
7	19,440	19,705	19,951	20,146
8	20,148	20,070	20,318	20,517
9	20,878	20,800	20,694	20,895
10	21,900	21,555	21,447	21,282
11	22,922	22,609	22,225	22,056
12	23,797	23,665	23,312	22,856
13	24,724	24,568	24,401	23,974
14	-	25,525	25,333	25,094
15	-	-	26,319	26,052
16	-	-	-	27,067
17	-	-	-	-

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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SACC AIDES

Step	Base	2014-2015	2015-2016	2016-2017
1	8.94	9.16	9.39	9.63
2	9.01	9.23	9.45	9.66
3	9.06	9.31	9.51	9.71
4	9.09	9.35	9.59	9.78
5	9.27	9.39	9.64	9.87
6	9.43	9.57	9.68	9.91
7	9.61	9.74	9.87	9.96
8	9.82	9.92	10.04	10.15
9	10.16	10.14	10.23	10.33
10	10.61	10.49	10.45	10.52
11	11.06	10.95	10.81	10.75
12	11.12	11.41	11.29	11.12
13	11.56	11.48	11.77	11.61
14	11.61	11.93	11.84	12.10
15	12.04	11.99	12.31	12.17
16	12.49	12.43	12.36	12.65
17	13.03	12.90	12.82	12.71
18	13.35	13.45	13.30	13.18
19	13.67	13.78	13.87	13.67
20	14.74	14.12	14.21	14.26
21	15.33	15.21	14.56	14.61
22	15.89	15.83	15.69	14.97
23	-	16.40	16.32	16.13
24	-		16.91	16.78
25	-			17.39

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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SACC FACILITATOR

Step	Base	2014-2015	2015-2016	2016-2017
1	24.06	24.66	25.28	25.91
2	24.26	24.84	25.43	26.00
3	24.37	25.05	25.61	26.15
4	24.48	25.16	25.82	26.34
5	24.93	25.27	25.95	26.56
6	25.39	25.73	26.06	26.68
7	25.87	26.21	26.54	26.80
8	26.14	26.71	27.02	27.29
9	27.13	26.99	27.54	27.79
10	27.45	28.01	27.83	28.32
11	28.71	28.34	28.88	28.62
12	29.91	29.64	29.22	29.70
13	31.17	30.88	30.56	30.05
14	-	32.18	31.84	31.43
15	-	-	33.18	32.75
16	-	-	-	34.13

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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SACC SITE SUPERVISOR

Step	Base	2014-2015	2015-2016	2016-2017
1	14.15	14.50	14.87	15.24
2	14.27	14.61	14.96	15.29
3	14.34	14.73	15.06	15.38
4	14.40	14.80	15.19	15.49
5	14.64	14.86	15.26	15.62
6	14.90	15.11	15.33	15.69
7	15.18	15.38	15.58	15.76
8	15.67	15.67	15.86	16.03
9	15.72	16.18	16.15	16.31
10	15.84	16.23	16.68	16.61
11	16.07	16.36	16.74	17.15
12		16.59	16.87	17.21
13		-	17.11	17.34
14		-	-	17.60

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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CAFETERIA WORKERS

Step	Base	2014-2015	2015-2016	2016-2017
1	11.47	11.76	12.05	12.35
2	11.57	11.84	12.12	12.39
3	11.62	11.94	12.21	12.47
4	11.67	12.00	12.31	12.56
5	11.89	12.05	12.37	12.66
6	12.11	12.27	12.42	12.72
7	12.33	12.50	12.66	12.77
8	12.66	12.73	12.89	13.01
9	13.14	13.07	13.12	13.25
10	13.61	13.56	13.47	13.49
11	14.05	14.05	13.98	13.85
12	14.67	14.50	14.49	14.38
13	15.30	15.15	14.95	14.90
14	15.88	15.79	15.62	15.38
15	16.62	16.39	16.28	16.06
16	17.37	17.16	16.90	16.75
17	18.13	17.93	17.69	17.38
18	18.96	18.72	18.49	18.20
19	19.84	19.57	19.30	19.01
20	20.18	20.49	20.18	19.85
21	20.57	20.84	21.12	20.75
22	21.51	21.23	21.48	21.72
23	22.01	22.21	21.89	22.09
24	22.56	22.73	22.90	22.51
25	23.18	23.29	23.43	23.55
26	23.79	23.94	24.02	24.10
27	24.40	24.56	24.68	24.70
28	-	25.19	25.32	25.38
29	-	-	25.98	26.04
30	-	-	-	26.71

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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CLASS I CUSTODIANS

Step	Base	2014-2015	2015-2016	2016-2017
1	27,999	28,699	29,417	30,152
2	28,234	28,906	29,592	30,252
3	28,366	29,149	29,805	30,432
4	28,488	29,285	30,055	30,652
5	29,884	29,411	30,196	30,909
6	31,348	30,852	30,326	31,054
7	32,884	32,363	31,812	31,187
8	34,495	33,949	33,370	32,715
9	36,184	35,612	35,005	34,318
10	37,958	37,357	36,720	35,999
11	38,689	39,188	38,518	37,763
12	39,020	39,942	40,407	39,612
13	40,732	40,284	41,185	41,554
14	43,068	42,052	41,537	42,354
15	44,521	44,464	43,360	42,717
16	47,884	45,964	45,847	44,591
17	49,773	49,435	47,393	47,149
18	51,938	51,386	50,973	48,739
19	-	53,621	52,984	52,421
20	-	-	55,289	54,489
21	-	-	-	56,859

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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CLASS III CUSTODIANS

Step	Base	2014-2015	2015-2016	2016-2017
1	10,294	10,551	10,815	11,086
2	10,380	10,628	10,879	11,122
3	10,429	10,717	10,958	11,188
4	10,474	10,767	11,050	11,269
5	10,668	10,813	11,102	11,364
6	10,864	11,013	11,149	11,417
7	11,064	11,216	11,356	11,466
8	11,607	11,423	11,565	11,678
9	12,176	11,983	11,778	11,893
10	12,771	12,571	12,355	12,113
11	13,119	13,185	12,962	12,706
12	14,070	13,544	13,595	13,330
13	14,938	14,526	13,965	13,981
14	15,637	15,422	14,977	14,362
15	16,370	16,143	15,901	15,403
16	-	16,900	16,645	16,353
17	-	-	17,426	17,118
18	-	-	-	17,921

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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HEAD COOKS

Step	Base	2014-2015	2015-2016	2016-2017
1	15.29	15.67	16.07	16.47
2	15.42	15.79	16.16	16.52
3	15.49	15.92	16.28	16.62
4	15.56	15.99	16.41	16.74
5	15.85	16.06	16.49	16.88
6	16.15	16.37	16.56	16.96
7	16.45	16.67	16.88	17.03
8	16.91	16.98	17.19	17.36
9	17.45	17.45	17.51	17.68
10	18.31	18.02	18.00	18.00
11	19.17	18.90	18.58	18.51
12	19.84	19.80	19.49	19.11
13	20.23	20.49	20.41	20.04
14	20.57	20.88	21.12	20.99
15	21.02	21.23	21.53	21.72
16	21.51	21.70	21.89	22.14
17	22.02	22.21	22.37	22.51
18	22.56	22.74	22.90	23.01
19	23.20	23.29	23.44	23.55
20	-	23.95	24.02	24.11
21	-	-	24.69	24.70
22	-	-	-	25.39

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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MAINTENANCE MECHANIC

Step	Base	2014-2015	2015-2016	2016-2017
1	41,857	42,903	43,976	45,075
2	42,208	43,213	44,237	45,224
3	42,405	43,575	44,557	45,494
4	42,587	43,779	44,930	45,822
5	43,373	43,967	45,141	46,207
6	44,173	44,778	45,335	46,423
7	44,988	45,604	46,171	46,622
8	47,193	46,446	47,022	47,482
9	49,505	48,722	47,890	48,358
10	49,983	51,109	50,237	49,250
11	51,387	51,603	52,698	51,664
12	53,679	53,052	53,208	54,195
13	56,827	55,418	54,702	54,719
14	58,695	58,668	57,142	56,255
15	-	60,597	60,493	58,765
16	-	-	62,482	62,211
17	-	-	-	64,256

Compressed Guide. Steps do not represent years of service. Employee salaries move forward by rate of settlement each year.

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