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SCHOOL GUARD AGREEMENT

This agreement made this 5th day of April 1978 between the Borough of Spotswood, hereinafter called the "EMPLOYER", and the Spotswood School Crossing Guards, hereinafter known as the "EMPLOYEE", shall be in effect from January 1, 1978 to December 31, 1978. It shall be self renewing for a period of one year after, until and unless either party notifies the other party, in writing, at least thirty (30) days prior to December 31, 1978 of the desire to change, modify or terminate this agreement. Pending the conclusion of negotiations, neither party shall change the terms or any conditions under this agreement.

SECTION I. WAGES:

THIS DOES NOT
CIRCULATE

1. Each employee, with a status of full-time employee, and with service time of less than five (5) years shall receive an hourly rate of \$ 3.45.
2. Each employee, with a status of full-time employee, and with service time of five (5) years or more, shall receive an hourly rate of \$ 3.55.
3. Each employee, with a status of part-time employee, or otherwise known as a "SUBSTITUTE", shall receive an hourly rate of \$ 2.95.
4. Upon becoming a full-time employee, a substitute shall receive an hourly rate of \$ 3.45 only upon completion of one year service time. Substitute time shall be included as a part of the one year service.
5. Each employee shall receive a full day pay for the first day that school is cancelled due to inclement weather. The one day pay is given in consideration of inconvenience on the part of the employee and shall not run consecutively.
6. Each employee shall receive a full day pay for all half day scheduled school sessions.

SECTION II. UNIFORMS:

1. The employer agrees to furnish uniforms to each full-time employee. Uniforms shall consist of the following:
 - One hat
 - One blouse
 - One pair slacks
 - Two skirts
 - Four shirts (2 long - 2 short sleeve)
 - Two ties
 - One winter coat
 - One rain coat and hood
 - Leather boots (\$ 20.00 annual allowance)
 - One badge, shield and whistle
 - Gloves (1 winter - 1 summer)
2. Substitute employees shall receive necessary uniform parts, which shall include a winter coat and the annual boot allowance. Necessary uniform parts shall be determined by the Chief of Police, concerning substitute employees.
3. Replacement of worn or damaged uniforms shall be determined by the Chief of Police.

(CONTINUED)

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4. Alterations, cleaning and necessary care of uniforms shall be the sole responsibility of both full-time and substitute employees.

SECTION III SENIORITY:

1. The employer recognizes the principals of seniority and shall be governed by such principals in matters of promotion, layoffs and recalls subject to the ability of the employee so involved, to perform the duties or work in question.
2. Substitutes shall be given preference for full-time employment at such time as a vacancy occurs. The senior substitute shall be available, and considered qualified for such duty or work, by the Chief of Police.
3. Any and all seniority shall terminate at the end of three (3) months absence from work due to a non-occupational injury or illness.

SECTION IV HOLIDAYS:

1. Each full-time employee shall receive eight (8) paid holidays based on the individual employee's daily hours of duty and hourly rate of pay.
2. Payment of the eight (8) holidays shall be made on the first pay day of December.

SECTION V LEAVE OF ABSENCE:

1. Leave of absence by reason of death in the family of a full-time employee shall be granted, but not to exceed three (3) working days. Immediate family shall include; spouse, child, parent, sister, brother or spouse's parent, sister, brother or other relative residing under the same roof.

SECTION VI SICK LEAVE:

1. Leave of absence due to illness shall be granted to each full-time employee, but shall not exceed five (5) working days in any given year. Sick days shall not be accumulative from year to year.

SECTION VII MATRON DUTY:

1. Full-time employees assigned to matron duty, regardless of the hours of duty, shall receive fifty (50) cents per hour in addition to their regular hourly rate of pay received as a crossing guard.

SECTION VIII INJURIES:

1. Employees shall receive one full days pay for an on the job injury which would render the employee incapable of completing the hours of the spicific day of duty.
2. The injured employee shall submit a complete and written report, and verbally report the injury as soon as possible to the Chief of Police or other official acting in his capacity. The written report shall explain the date, time, cause and degree of injury giving as much detail as possible. The submission of injury reports shall not exceed five (5) days. In the case of injury to substitute guards, this same reporting procedure shall be followed.

(CONTINUED)

SECTION IX GRIEVANCE PROCEDURE:

1. Upon the presentment of a grievance by a full-time employee, the grieved employee and one representative may discuss the matter with the Chief of Police or other official designated by him. If within five (5) working days the matter can not be resolved, the grieved employee and representative shall request a meeting with the Mayor. The decision of the Mayor shall be final in any and all matters brought before him.

SECTION X RIGHT OF DISCHARGE:

The employer shall have the right to discharge any employee for just cause.

SECTION XI JURY DUTY:

1. Any full-time employee actually serving on a jury, in a court of law, shall receive one half their regular daily wages. Should the monetary compensation received from such jury duty exceed the employee's one half pay per day, the Borough shall not be responsible to pay the employee for said jury duty.

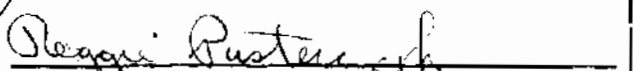
SECTION XII FULL-TIME EMPLOYEE:

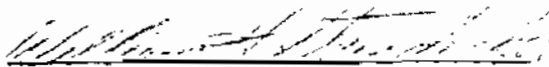
1. Full-time employee as written in the proceeding memoranda or agreement is so written for the purpose of distinguishing between permanent crossing guards and substitute guards.
2. Any and all wages, benefits and clauses agreed upon in this memoranda or agreement shall apply only to full-time employees, except in the sections where the word SUBSTITUTE is specifically used in reference to their inclusion.

IN WITNESS WHEREOF, the parties hereto, have set their hand on this
11th day of April 1978.

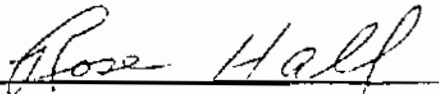
MAYOR


Joseph C. Spicuzza

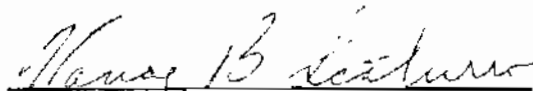

Borough Clerk-Reggie Pasterczyk



William H. Steindecker
Chief of Police



Rose Hall
Crossing Guard



Nancy Scaturro
Crossing Guard

CROSSING GUARDS
AMENDMENT TO EXISTING AGREEMENT

1979

*Spot service
Subject to existing provisions*

SECTION I - WAGES:

1. Each employee, with a status of full-time employee, and with a service time of less than five years, shall receive an hourly rate of \$4.00.
2. Each employee, with a status of full-time employee, and with a service time of five years or more, shall receive an hourly rate of \$4.10.
3. Each employee, with a status of full-time employee, and with a service time of ten or more years service, shall receive \$4.20 hourly.
4. Each employee, with a status of part-time employee, or otherwise known as a Substitute, shall receive an hourly rate of \$3.50. Said substitute shall receive, after one year's service time, the hourly rate of a regular employee.

SECTION IV - HOLIDAYS

3. Each substitute employee shall receive two days holiday pay.

SECTION VI - SICK LEAVE

1. Leave of absence due to illness shall be granted to each full-time employee, but shall not exceed seven working days in any given year. Sick days shall not be accumulative from year to year. Any unused sick days shall be paid to employee in last pay period of December of that year.

SECTION VII - MATRON DUTY

2. Any employee called out for Matron Duty shall be guaranteed a minimum of two hours pay.

This agreement shall be in effect January 1, 1979 to December 31, 1979. It shall be self-renewing for a period of one year after, until and unless either party notifies the other party, in writing, at least thirty days prior to December 31, 1979 of the desire to change, modify or terminate this agreement.

Joseph C. Spicuzza

Joseph C. Spicuzza, Mayor

Nancy B. Scaturro

Nancy Scaturro

Attest:

Reggie Pasterczyk

Reggie Pasterczyk, Borough Clerk

Rose Hall

Rose Hall

Dated: February 9, 1979