

Contract no. 1444

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**AGREEMENT**

**BETWEEN THE**

**BOARD OF EDUCATION OF WATERFORD TOWNSHIP**

**THE COUNTY OF CAMDEN**

**AND THE**

**WATERFORD TOWNSHIP SUPPORT ASSOCIATION**

**1989-1992**

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PREAMBLE

THIS AGREEMENT is entered into on this 7th day of November, 1989 by and between the Board of Education of Waterford Township, in the County of Camden, State of New Jersey (hereinafter referred to as the "Board") and the Waterford Township Support Association (hereinafter called the "Association").

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 and custodial/maintenance 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 assistant superintendent for Instruction, cafeteria supervisor, supervisor of buildings and grounds, bookkeeper, accountant, managerial executives, confidential employees, police, professional employees, craft employees, supervisors within the meaning of the act.

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 Chief Administrator, which approval shall not be unreasonably withheld. All Association meetings in school buildings shall be concluded by 9:00 P.M. 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 (1) one complete copy of Board policies and revisions when adopted and send (1) one 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, 50¢ per copy.

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 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 5 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 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 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 Chief Administrator, 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 Public Employment Relations Commission 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¢ 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.

G. 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.

4. Sick leaves 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 purpose.

5. The school officials may require a physician's certificate to be presented by the employee prior to return to work.



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. a. Any employee hired before December 1, 1989 who leaves the school district after fifteen (15) continuous years of service shall be reimbursed, at the rate established below, per day of accumulated sick leave:

Salary x .0015 = payment per day.

b. Any employee hired on or after December 1, 1989 who retires pursuant to PERS with at least fifteen (15) continuous years of district service shall be reimbursed, at the rate established below, per day of accumulated sick leave:

Salary x .0015 = payment per day.

Regardless of date of hire, accumulated sick leave days will be limited to 150 days. 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.

ARTICLE 9

EXTENDED SICK LEAVE

1. Extended sick leave without pay may be granted for illness only, provided the following conditions have been met:

a. All accumulated sick leave days, vacation days and personal days have been used;

b. 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.

2. 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.

3. 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.

4. 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.

ARTICLE 12

DEATH IN FAMILY

A. Employees will be excused from duty with pay for two (2) days in the event of death of a grandparent or grandchild.

B. Employees will be excused from duty with pay for a maximum of three (3) days in the event of a death of a brother or sister by blood relationship, a mother-in-law or father-in-law.

C. Employees will be excused from duty; for a maximum of five (5) days in the event of death of husband, wife, child, parent or stepparent.

D. Employees will be excused from duty with pay for a maximum of one (1) day for an aunt or uncle.

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.

a. An employee must work a minimum of twelve (12) months prior to being entitled to a vacation under the above schedule.

b. Any employee changing from part-time to full-time shall receive one (1) year of 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

Lincoln's Birthday

President's Day

Good Friday

Easter Monday (when schools are closed)

Memorial Day

Independence Day

Labor Day

Columbus Day

General Election Day

Veteran's Day

Thanksgiving Day

Friday after Thanksgiving

Christmas Eve Day

Christmas Day

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.

ARTICLE 15

SALARY GUIDES

A. A person must be employed a minimum of six (6) months in order to progress from the salary guide step when hired to the next step on the guide. Any step progression will only occur at the commencement of each contract year.

B. All employees who work twenty (20) hours or more per week shall receive an additional \$125.00 after fifteen (15) years in the District, and an additional \$300.00 after twenty (20) years in the District. This money shall be received each year.

C. Salaries shall be paid in accordance with Appendix A.



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 employee is eight (8) hours, excluding lunch, five (5) days per week.

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 teachers' calendar. The work day is six (6) hours.

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-half (2½) hours.

E. The work year of Library Aides is one hundred eighty (180) days scheduled between September 1 and the following June 30. The work day is six (6) hours.

F. The work year of BSIP Aides is one hundred sixty-five (165) days scheduled between September 1 and the following June

30. The work day is either three (3) hours or six (6) hours as assigned.

G. The work year of Cafeteria employees is one hundred eighty (180) days scheduled between September 1 and the following June 30.

1. The work day of Head Cooks is five (5) hours.

2. The work day of Helpers is either two (2), three and one-half (3½) or four (4) hours as assigned.

ARTICLE 17

OVERTIME

Overtime shall be paid for all time worked in excess of 40 hours per week at one and one-half (1-1/2) times the employee's regular hourly rate.

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 (1-1/2) times his/her regular straight time hourly rate.

ARTICLE 19

INSURANCE PROTECTION

A. The Board will pay complete individual coverage and family coverage under the New Jersey Health Benefit Plan throughout the term of this Agreement.

B. If Washington National Insurance becomes available in conjunction with the New Jersey Health Benefit Plan, option for same will be accorded to the Association as is maintained in the teacher's contract.

C. During the term of this Agreement, the Board of Education shall maintain dental insurance at the same coverage level as is maintained in the teacher's contract. Any insurance premium increases incurred as is maintained in the teacher's contract coverage level shall be the sole responsibility of the Board.

D. The Board will provide, at its expense, the present prescription coverage level for both individual coverage and family coverage. The co-pay program shall include a \$1.00 fee for prescriptions of generic drugs and a \$3.00 fee for prescriptions of brand name drugs.

E. Effective July 1, 1990, the Board of Education will furnish, at Board expense, an optical insurance plan covering the individual employee only. This plan will cover the costs of an annual eye examination and the cost of one (1) pair of glasses every two (2) years.

F. No insurance carrier will be changed except by the mutual agreement of the parties; however, the Board shall have the right to change an insurance carrier provided that coverage levels required by this Agreement are maintained. If a carrier change will result in any change of coverage levels, there must be agreement between the Board and the Association before such a change is effected.

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 this Agreement, this Agreement, during its duration, shall be controlling.

C. The annual stipend for the Black Seal License shall be in the amount of \$200.00, payable one-half in December and one-half in June of each year.

D. The Maintenance Assistant shall receive an annual stipend of \$200.00, payable one-half (1/2) in December and one-half (1/2) in June of each year.

E. The Board shall deduct Uni-Serve dues which the employee elects to authorize as provided by law.

F. All employees covered by this contract may independently elect to 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.

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, walkdown, 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 both in the event of such breach by the Association or its members.

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

DATED: 2/14/90 WATERFORD TOWNSHIP SUPPORT ASSOCIATION

ATTEST: BY: Bruce Rowand PRESIDENT

Elaine Pietropala  
SECRETARY

DATED: 2/14/90 WATERFORD TOWNSHIP BOARD OF EDUCATION

ATTEST: BY: Richard P. Jones PRESIDENT

Earl Marshall  
SECRETARY

LIBRARY AIDE SALARY GUIDE

STEP	1989-90 SEPT	1989-90 FEB	1990-91 SEPT	1991-92 SEPT
1	6800	6900	7400	7950
2	7140	7271	7728	8288
3	7521	7659	8144	8655
4	7848	7992	8578	9121
5	8284	8436	8951	9607
6	8720	8880	9448	10025
7	9374	9546	9946	10582
8	9945	10128	10692	11140
9	10523	10717	11343	11975
10			12002	12704
11				13443

VERIFIED FOR ACCURACY: *E. J. Marshall* 11/27/89

RATIFIED BY ASSOCIATION: *Bruce S. Raymond* 11/27/89

RATIFIED BY BOARD: *E. J. Marshall* 12/6/89

CAFETERIA/PLAYGROUND AIDE SALARY GUIDE

STEP	1989-90 SEPT	1989-90 FEB	1990-91 SEPT	1991-92 SEPT
1	2117	2163	2313	2463
2	2195	2240	2423	2591
3	2309	2351	2509	2713
4	2423	2468	2633	2810
5	2547	2593	2764	2949
6	2660	2708	2904	3096
7	2793	2843	3032	3252
8	2935	2988	3184	3396
9	3084	3140	3347	3566
10	3243	3302	3517	3749
11	3283	3343	3698	3939
12	3326	3387	3744	4142
13	3382	3443	3793	4193
14	3428	3490	3855	4248
15			3909	4318
16				4378

VERIFIED FOR ACCURACY: Earl Marshall 4/27/89  
 RATIFIED BY ASSOCIATION: Bruce S. Howard 11/27/89  
 RATIFIED BY BOARD: Earl Marshall 12/6/89

SECRETARY SALARY GUIDE

STEP	1989-90	1989-90	1990-91	1991-92
	JULY	JAN	JULY	JULY
1	12700	13000	14150	15500
2	13094	13328	14560	15848
3	13518	13760	14927	16307
4	13954	14204	15411	16718
5	14353	14610	15908	17260
6	14994	15263	16363	17817
7	15828	16112	17095	18327
8	16470	16766	18045	19146
9	17236	17546	18778	20210
10	18010	18334	19652	21031
11	18871	19211	20534	22010
12	19852	20210	21516	22998
13	20833	21209	22635	24098
14			23754	25351
15				26604

VERIFIED FOR ACCURACY: *Earl Donnell 4/27/89*  
 RATIFIED BY ASSOCIATION: *Bruce I. Howard 11/27/89*  
 RATIFIED BY BOARD: *Earl Donnell 12/6/89*



BSIP AIDE SALARY GUIDE  
165 DAYS, 6 HOURS/DAY

STEP	1989-90 SEPT	1989-90 FEB	1990-91 SEPT	1991-92 SEPT
1	4998	5100	5500	5700
2	5230	5326	5712	6160
3	5464	5564	5966	6398
4	5716	5820	6232	6682
5	5972	6080	6518	6980
6	6226	6340	6810	7300
7	6662	6784	7100	7628
8	7098	7228	7598	7952
9	7534	7672	8096	8510
10	7970	8116	8592	9068
11	8258	8409	9090	9624
12	8765	8926	9418	10180
13	9272	9444	9998	10548
14	9818	9998	10576	11197
15			11198	11846
16				12542

VERIFIED FOR ACCURACY: *Earl Marshall 11/27/89*  
RATIFIED BY ASSOCIATION: *Board of Council 11/27/89*  
RATIFIED BY BOARD: *Earl Marshall 12/6/89*

BSIP AIDE SALARY GUIDE  
165 DAYS, 3 HOURS/DAY

STEP	1989-90 SEPT	1989-90 FEB	1990-91 SEPT	1991-92 SEPT
1	2499	2550	2750	2850
2	2615	2663	2856	3080
3	2732	2782	2983	3199
4	2858	2910	3116	3341
5	2986	3040	3259	3490
6	3113	3170	3405	3650
7	3331	3392	3550	3814
8	3549	3614	3799	3976
9	3767	3836	4048	4255
10	3985	4058	4296	4534
11	4129	4205	4545	4812
12	4383	4463	4709	5090
13	4636	4722	4999	5274
14	4909	4999	5288	5599
15			5599	5923
16				6271

VERIFIED FOR ACCURACY: Earl Annallo 4/27/89  
RATIFIED BY ASSOCIATION: Wanda L. Rowland 11/27/89  
RATIFIED BY BOARD: Earl Annallo 12/6/89

CAFETERIA HELPER SALARY GUIDE

STEP	1989-90 SEPT	1989-90 FEB	1990-91 SEPT	1991-92 SEPT
1	5.94	6.05	6.65	7.32
2	6.07	6.18	6.78	7.45
3	6.21	6.33	6.92	7.59
4	6.37	6.48	7.09	7.75
5	6.51	6.63	7.26	7.94
6	6.68	6.80	7.43	8.13
7	6.86	6.98	7.62	8.32
8	7.05	7.18	7.82	8.53
9	7.27	7.40	8.04	8.76
10	7.49	7.61	8.29	9.00
11	8.28	8.44	8.54	9.28
12	8.52	8.68	9.45	9.58
13			9.72	10.58
14				10.89

VERIFIED FOR ACCURACY: Earl Donallo 11/27/89  
 RATIFIED BY ASSOCIATION: Boyer, I. Howard 11/27/89  
 RATIFIED BY BOARD: Earl Donallo 12/6/89

CAFETERIA HEAD COOK SALARY GUIDE

STEP	1989-90 SEPT	1989-90 FEB	1990-91 SEPT	1991-92 SEPT
1	5.80	5.90	6.50	7.17
2	5.91	6.02	6.61	7.28
3	6.08	6.19	6.74	7.40
4	6.28	6.39	6.93	7.55
5	6.47	6.59	7.16	7.76
6	6.70	6.83	7.38	8.02
7	6.94	7.07	7.65	8.27
8	7.18	7.31	7.92	8.57
9	7.44	7.58	8.19	8.87
10	7.71	7.85	8.49	9.17
11	8.52	8.68	8.79	9.51
12	8.77	8.92	9.72	9.84
13			10.00	10.89
14				11.20

VERIFIED FOR ACCURACY: Earl Marshall 11/27/89  
 RATIFIED BY ASSOCIATION: Byron J. Rowland 11/27/89  
 RATIFIED BY BOARD: Earl Marshall 12/6/89

INSTRUCTIONAL AIDE SALARY GUIDE  
185 DAYS

STEP	1989-90 SEPT	1989-90 FEB	1990-91 SEPT	1991-92 SEPT
1	5616	5723	6200	6500
2	5865	5973	6410	6868
3	6126	6238	6690	7179
4	6410	6528	6987	7493
5	6694	6817	7311	7828
6	7079	7207	7635	8188
7	7364	7497	8072	8551
8	7548	7687	8397	9041
9	8118	8267	8608	9405
10	8788	8948	9259	9642
11	9257	9427	10022	10370
12	9827	10008	10558	11224
13	10398	10588	11209	11825
14			11825	12554
15				13244

VERIFIED FOR ACCURACY: Earl Russell

RATIFIED BY ASSOCIATION: Dwight I. Rowland 11/27/89

RATIFIED BY BOARD: Earl Russell 12/6/89

CUSTODIAL SALARY GUIDE  
 CLASS III- 10 Months, 4 Hours/Day

STEP	1989-90 JULY	1989-90 FEB	1990-91 JULY	1991-92 JULY
1	4337	4460	5032	5703
2	4587	4710	5282	5953
3	4837	4960	5532	6203
4	5087	5210	5782	6453
5	5337	5460	6032	6703
6	5587	5710	6282	6953
7	5837	5960	6532	7203
8	6087	6210	6782	7453
9	6337	6460	7032	7703
10	6696	6819	7282	7953
11	6946	7069	7641	8203
12	7196	7319	7891	8562

VERIFIED FOR ACCURACY: *Earl Abzualto 11/27/89*  
 RATIFIED BY ASSOCIATION: *Bruce Rowland 11/27/89*  
 RATIFIED BY BOARD: *Earl Abzualto 12/6/89*

A shift differential of 15 cents/hour shall be paid to employees assigned to the 2nd shift and 25 cents/hour to those on the 3rd shift.

CUSTODIAL SALARY GUIDE  
SKILLED CLASS I

STEP	1989-90 JULY	1989-90 JAN	1990-91 JULY	1991-92 JULY
1	14504	14800	16767	18970
2	14510	14807	16774	18977
3	14517	14814	16781	18984
4	14523	14820	16788	18991
5	14529	14826	16794	18998
6	14535	14832	16800	19004
7	15267	15564	16806	19010
8	15999	16296	17538	19016
9	16731	17028	18270	19748
10	17463	17760	19002	20480
11	18195	18492	19734	21212
12	18925	19222	20466	21944
13	20203	20500	21196	22676
14	21481	21778	22474	23406
15			23752	24684
16				25962

MAINTENANCE MECHANIC SALARY GUIDE

STEP	1989-90 JULY	1989-90 JAN	1990-91 JULY	1991-92 JULY
1	22327	22624	23604	24814
2			24567	25814
3				26762

VERIFIED FOR ACCURACY:

*E. A. Rosello 11/27/89*

RATIFIED BY ASSOCIATION:

*Bruce Raymond 11/27/89*

RATIFIED BY BOARD:

*E. A. Rosello 12/6/89*

A shift differential of 15 cents/hour shall be paid to employees assigned to the 2nd shift and 25 cents/hour to those on the 3rd shift.

WATERFORD TOWNSHIP BOARD OF EDUCATION

AGREEMENT BETWEEN WATERFORD TOWNSHIP BOARD OF EDUCATION AND  
WATERFORD TOWNSHIP SUPPORT ASSOCIATION

ADDENDUM #1

Effective January, 1990, Article 22, Miscellaneous Provisions, Paragraph D, shall be amended by mutual consent of the Waterford Township Board of Education and the Waterford Township Support Association as follows:

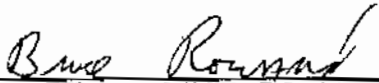
The maintenance assistant shall receive an annual stipend of \$500 payable one-half in December and one-half in June each year. The maintenance assistant/head groundsman shall receive an annual stipend of \$1000 payable one-half in December and one-half in June of each year. This addendum shall become effective January, 1990 and shall not be retroactive.



ACCEPTED BY: EARL J. VASSALLO  
WATERFORD TOWNSHIP BOARD OF EDUCATION

2/13/90

DATE:



ACCEPTED BY: BRUCE ROWAND  
WATERFORD TOWNSHIP SUPPORT ASSOCIATION

2/13/90

DATE:

EJV:lg