

**AGREEMENT**

between

**MONROE TOWNSHIP BOARD OF EDUCATION**

and

**LOCAL NO. 11, affiliated with  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

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**July 1, 1995 through June 30, 1998**

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THIS AGREEMENT made this 3rd day of April, 1995, by and between MONROE TOWNSHIP BOARD OF EDUCATION, with its facilities located in Middlesex County, New Jersey, party of the first part, hereinafter referred to as the "EMPLOYER", and LOCAL UNION NO. 11, affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, with its principal place of business at 6-7 Village Square East, Botany Village, Clifton, New Jersey, party of the second part, hereinafter referred to as the "UNION", for and on behalf of those designated employees named in Article 1, Recognition.

ARTICLE 1. RECOGNITION

The Employer recognizes the Union as the sole and exclusive collective bargaining representative for all custodians and maintenance and grounds employees and excluding supervisory personnel as defined in Chapter 123 of the Laws of 1974, as amended.

ARTICLE 2. PROBATIONARY PERIOD

The first forty-five (45) calendar days of employment for all new employees will be considered a probationary period. A 45-day extension (total 90 days) of the probationary period shall be granted upon notice to the Shop Steward. Employees hired during the summer will have their probationary period start at the date of Board appointment and continue for forty five (45) days after the start of school.

During the aforementioned probationary period, the Employer may discharge such employee for any reason whatsoever. An employee discharged during such probationary period shall not have recourse to the Grievance Procedure as set forth in this Agreement. The Employer shall have no responsibility for the re-employment of newly engaged probationary employees if they are dismissed during the probationary period.

ARTICLE 3. UNION SECURITY AND REPRESENTATION FEE

UNION SECURITY

The Board agrees it will give effect to the following form of Union Security:

It is agreed that at the time of hiring, the Board will inform newly-hired employees, who fall within the bargaining unit, that they may join the Union.

## Representation Fee

A. This Article shall become effective as of the date hereof.

B. If any regular full-time employee or part-time employee working at least four (4) hours per day does not become a member of the Union during any membership year (from July 1 to the following June 30) which is covered in whole or in part by the Agreement, said employee will be required to pay a Representation Fee to the Union for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Union as majority representative.

C. Prior to the beginning of each membership year, the Union will notify the Board, in writing, of the amount of the regular membership dues, initiation fees and assessments charged by the Union to its own members for that membership year. The Representation Fee to be paid by non-members will be equal to 85% of that amount.

D. (1) Once during each membership year covered in whole or in part by this agreement, the Union will submit to the Board a list of those employees who have not become members of the Union for the then current membership year. The Board will deduct from the salaries of such employees, in accordance with paragraph 2 below, the full amount of the Representation Fee and promptly will transmit the amount so deducted to the Union.

(2) The Board will deduct the Representation Fee in equal installments, as nearly as possible, from the pay checks paid to each employee on the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first pay check paid:

a. Within 60 days after receipt of the aforesaid list by the Board,  
or

b. 60 days after the employee begins his or her regular full time employment in a bargaining unit position, unless the employee previously served in a regular full-time bargaining unit position and continued in the employ of the Board in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first pay check paid 30 days after the resumption of the employee's regular full time employment in a bargaining unit position, whichever is later.

3. Except as otherwise provided in this Article, the mechanics for the deduction of Representation Fees and the transmission of such fees to the Union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Union.

4. The Union will notify the Board, in writing, of any changes in the list provided for in paragraph 1 above and/or the amount of the Representation Fee, and such changes will be reflected in any deduction made more than 60 days after the Board received said notice.

5. On or about the last day of each month, the Board will submit to the Union a list of all employees who began their employment in a bargaining unit position during the preceding 30 day period. The list will include names, job titles and dates of employment for all such employees.

6. The Union shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13-5.5(c) and 5.6, and membership in the Union shall be available to all employees in the Union on an equal basis at all times. In the event the Union fails to maintain such a system, or if membership is not so available, the Board shall immediately cease making said deductions.

7. The Union shall make a copy of the demand and return system and revisions available to the Board.

8. The Union shall indemnify, defend and save the Board harmless from any claims raised against it by an employee as a result of fulfilling its obligations under this Article, including paying actual attorneys fees.

#### ARTICLE 4. CHECK-OFF

The Employer, after receipt of written authorization from an employee, shall deduct the dues from such employee's pay check due to him/her on the first pay day of each month, and shall transmit said monies to the Secretary-Treasurer of the Union. Any such employee who does not receive a pay check on the first pay day of the month shall have his/her dues deducted from the first pay check received in the month. Dues not deducted for the current month shall be deducted from the last pay check of such employee when he/she leaves the employ of the Employer or is discharged. If no dues are deducted for the current month, a double deduction shall be made the following month in order to bring the member up to date. The Employer agrees to forward the full name and address (or application obtained from the Shop Steward) for all new employees who become Union members and for whom initiation fee is deducted. The Employer further agrees to notify the Union when any employee is discharged, granted leave of absence, leaves the employ of the Employer for any reason whatsoever, is absent due to illness or injury for a period exceeding thirty (30) days. The Employer shall deduct the initiation fee plus one month's dues no later than thirty (30) days after authorization and notice from a new employee that said employee has become a Union member.

In making the deductions and transmittals as specified above, the Employer shall rely upon the most recent communication from the Union as to the rate of monthly dues, and the proper amount of initiation fee and any back dues owed by the members.

The total amount deducted shall be paid to the Local Union within ten (10) working days after the end of each month.

#### ARTICLE 5. GRIEVANCE PROCEDURE AND ARBITRATION

Any difference or dispute between the Board and employee relating to the terms and provisions of this Agreement or its interpretation or application or the enforcement thereof, shall be subject to the following procedures which shall be resorted to as the sole means of obtaining adjustment of the dispute, which shall thereafter be referred to as a "grievance".

STEP 1. The grievance shall be taken up initially orally between the employee, the Shop Steward, and the Custodial and Maintenance Supervisor no later than five (5) working days after its occurrence. No grievance shall reach Step 2 without involving the supervisor of custodians or maintenance.

STEP 2. If the employee feels no satisfactory settlement is reached during the first informal conference, then such grievance shall be reduced to writing and the General Shop Steward shall serve same upon the Board Secretary and Director of Facilities with copies to the Custodial and Maintenance Supervisor no later than three (3) working days following the meeting as set out in Step 1. No later than five (5) working days thereafter the grievance shall be discussed among the aggrieved, the Board Secretary and Director of Facilities, and a representative of the Union. A written decision shall be given to the employee and the aggrieved no later than ten (10) calendar days thereafter.

STEP 3. In the event the employee feels that the grievance is not satisfactorily settled by the written decision in Step 2, thereafter both parties agree that within ten (10) calendar days either party may request the New Jersey State Mediation Board to appoint an arbitrator who shall have full power to hear and determine the dispute and the arbitrator's decision shall be final and binding.

The cost of arbitration, if any, shall be shared equally by the Board and the Union.

Only disputes arising out of the interpretation of Articles of this Agreement, unless otherwise specified, shall be subject to arbitration.

The arbitrator shall issue his decision no later than thirty (30) calendar days from the date of the closing of the hearing or, if oral hearings have been waived, then from the date of the transmitting of the

final statements and proofs to the arbitrator. The decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the issues submitted. The arbitrator shall limit his decisions strictly to the application and interpretation of the provisions of this Agreement and shall be without power or authority to add to, subtract from, or modify this Agreement.

The time limits herein provided for may be extended by mutual agreement.

#### ARTICLE 6. SENIORITY

The Employer shall establish and maintain a seniority list of employees. The list will include names and addresses of employees and will be based on total contract hours for the first five (5) years, and year for year credit after the sixth (6th) year.

#### ARTICLE 7. FORCE REDUCTION

~~The Employer agrees that it will not reduce the hours of present employees in order to hire additional employees.~~

In the reduction or restoration of the working force, the rule to be followed shall be the length of service with the Employer within the job occupation involved. The employee with the least seniority shall be laid off first, and, in rehiring, the same principle shall apply, namely, the last employee laid off shall be the first to be rehired. Employees moving to a higher grade position shall maintain their seniority credit in the lower position.

The Shop Steward and the employees involved in any such layoffs shall receive thirty (30) days notice prior to any layoffs.

Seniority shall cease under the following conditions:

- a. Resignation or termination for cause.
- b. Failure to report for work or recall after layoff. Recall shall be made by registered mail to the last known address in the files of the Monroe Township Board of Education. Failure to respond within eight (8) days shall be deemed to be a resignation.
- c. Layoff for a period of one (1) year.

## ARTICLE 8. JOB VACANCIES, NEW JOBS CREATED OR PROMOTIONS

If additional permanent positions are created within the unit subject to this Agreement, or if a vacancy occurs in a higher-rated position, present employees, who apply, shall be eligible for consideration. If two or more employees, determined equally qualified by the Board, apply for such position, seniority shall be determining factor in the selection of employees to fill such position.

The Board agrees to post a notice of such new job, vacancy, or promotion on the bulletin boards of each building for a period of five (5) working days. Such notice shall contain a general description of the job and when the job will be available.

In the event an employee covered under this Agreement is selected to fill such position, the employee shall be notified, in writing, by the Board within five (5) days.

In the acceptance of a new job or position, the employee shall suffer no loss of seniority and benefits while in another position while an employee for the Board. Promotions or new jobs shall not be interpreted as a break in service and shall be considered along with consecutive experience in previous similar hourly positions. Decisions made regarding promotions shall not be subject to arbitration.

The Board of Education shall have the right to adjust any employee's position in terms of title, responsibility and compensation without being subject to the above procedures as long as there is no reduction in the employee's compensation. Any such adjustments will be discussed with the Shop Steward prior to such changes taking effect.

## ARTICLE 9. HOURS OF WORK AND OVERTIME

The scheduled work week shall consist of forty (40) hours, and shall be comprised of five (5) consecutive days, Monday to Friday, eight (8) hours per day for Head Building Custodians and full-time employees. Five (5) consecutive working days other than Monday through Friday may apply to High School positions. In such appointments, current employees shall be given the first opportunity to apply.

Any work performed beyond the forty (40) hour work week shall be considered overtime and compensated for at one and one-half (1-1/2) times the regular hourly rate.

Any work performed on Saturdays shall be considered overtime and compensated at one and one-half (1-1/2) times the regular hourly rate.

Any work performed on a Sunday shall be compensated at two (2X) times the regular hourly rate. All overtime work must be authorized by the Director of Facilities or building principal.



Overtime will be distributed as equitably as possible with seniority and job skills being given a priority consideration.

Additional hours of work will be offered regular employees before substitutes are called in.

Call back time will be paid at the rate of one and one half (1-1/2) times for all hours worked but not less than two (2) hours.

The Board will attempt to schedule at least two (2) employees in the building whenever possible during the second and third shift.

#### ARTICLE 10. HOLIDAYS

The Board agrees to grant to all employees fourteen (14) holidays per year as determined by the Board. Although no work is performed on such days, employees will receive a normal day's contractual pay.

The Board Secretary/Board Administrator will review the holiday schedule with the Chief Steward prior to July 1 each year of the contract.

Any employee who works on any of the granted holidays shall be paid for such work at two (2) times the employee's regular hourly rate.

If a holiday falls on a Saturday or Sunday, the employee will be given a compensation day or will be paid.

If a holiday falls within the vacation period of an employee, he shall receive pay for same or an additional day of vacation.

#### ARTICLE 11. VACATIONS

The Board agrees to grant to all employees in the bargaining unit paid vacations in accordance with the following schedule:

- a. Pro-rated for less than one (1) year.
- b. Two (2) weeks after one (1) year.
- c. Three (3) weeks after five (5) years.
- d. One (1) day shall be added for each year after fifteen (15) years through twenty (20) years. However, these days may be scheduled completely at the discretion of the Board. In such cases, the employee shall be notified of the schedule at least two (2) weeks in advance of the designated day(s).

- e. For the purpose of movement on the Salary Guide, vacation and longevity benefits, February 1 will serve as the official cut off date. Conditional upon satisfactory performance, employment before that date will trigger automatic advancement.

Vacations are to be taken within the year following the year in which they were earned. Vacations can neither be accumulated nor held back beyond that year.

Vacations shall normally be taken during the regular vacation period between July 1st and August 31st. Employees may request, in writing, that their vacation be taken at a period other than the time set forth herein, and in all cases, the request shall be submitted, in writing, by May 30 to the Director of Facilities and fair consideration shall be given to such request. If conflicts arise in scheduling vacations, seniority will be given fair consideration as long as it does not interfere with the best interests of the school district.

The Board agrees that in the event an employee leaves the employ of the Employer, the employee shall be compensated for any accrued vacation time that may be due such employee in accordance with the above schedule.

ARTICLE 12. LEAVES

SICK LEAVE

- a. All employees shall receive one (1) sick day per month with full pay according to contract period. Unused sick leave shall be accumulative.
- b. In the event of absence for illness in excess of five (5) days, the Board may, at its expense, require an examination by a physician of its choice.
- c. Any employee upon retirement or leaving in good standing and having no less than five (5) years service in the district shall be granted unused sick days benefits as described in the following formula:

$$(1/4 \times SL \quad \times \quad (1/250 \times CS))$$

SL - unused accumulated sick leave  
 CS - last annual contractual salary under which employed

### PERSONAL LEAVE

- a. All employees shall receive three (3) personal days leave with full pay in any school year. Unused days shall accumulate as sick leave days.
- b. Application for leave shall be made in writing to the Director of Facilities at least forty-eight (48) hours in advance of the day desired. The extension of a holiday or vacation shall not in itself constitute a sufficient reason for granting of personal leave. If the Director of Facilities does not approve the request leave, the employee may appeal to the Board Secretary.

### BEREAVEMENT LEAVE

Up to five (5) days leave without loss of pay will be granted to any employee when death occurs in the family, including mother, father, sister, brother, son, daughter, wife, husband, mother-in-law, father-in-law, grandparent, grandchild, or any other member of the immediate household. Up to two (2) days leave without loss of pay will be granted to an employee when death occurs to children-in-law or members of the immediate family.

Other leaves of absence with pay may be granted by the Board for good reason.

### ARTICLE 13. ABSENCE FOR COURT APPEARANCE OR JURY DUTY

Absences from work by reason of a subpoena or summons issued by any Court shall be allowed, with full pay, provided the subpoena or summons is recorded with the Board Secretary's office and the court action arises out of or in the course of the employee's employment. This provision shall not apply to absences resulting from any employee's processing of his personal Workmen's Compensation claim. Such absences shall be without pay.

Should an employee be a party to a suit, absence from school in that connection shall be without pay.

Should an employee be required to serve on jury duty, the Board Secretary shall be notified, in writing, and said employee shall receive his/her regular pay for up to ten (10) working days. For any working days beyond the first ten (10), said employee shall suffer no loss of pay or time while serving; that is, the employee will receive from the Board the difference between jury duty pay and the employee's regular pay.

**ARTICLE 14. INSURANCE PROTECTION**

A. The Board shall provide the health-care insurance protection designated below. The Board shall pay the full premium for each employee as defined by carrier and in cases where appropriate for family-plan insurance coverage subject to the following exceptions/conditions.

1. New hires temporarily replacing people on medical, maternity and/or other leaves shall be given individual employee health coverage after they have reached their sixth month of employment. However, such employees will be allowed to receive spouse and/or family coverage by contributing for that portion of the premium coverage.
2. All new employees hired after July 1, 1992, will be offered individual health coverage through the end of their third full year of employment with the Board. Effective at the beginning of their fourth full year of employment with the Board, employees shall be entitled to receive full family benefits as detailed throughout this Article. New employees desiring spouse/and or family coverage would be allowed to receive such coverage by contributing for that portion of the premium coverage.
3. For each full time employee as defined by carrier who is in the employ of the Board, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period.
4. Provisions of the health care insurance program shall be detailed in master policies and contracts provided by the carrier. The plan benefits shall include oral contraceptives, individual dental maximum per year increased to \$1500, and orthodontic benefits up to \$1000 per person (this is a lifetime benefit).

B. The prescription co-pay will be:

- 1994-95 \$2.00 for generic and \$5.00 for brand name prescriptions.
- 1995-96 \$2.00 for generic and \$5.00 for brand name prescriptions.
- 1996-97 \$2.00 for generic and \$5.00 for brand name prescriptions.

- C. 1. A mandatory second opinion will be required for all elective surgery according to rules of the insurance carrier.

2. Single employee medical deductible shall be \$150 per year.
3. Full family medical deductible shall be \$300 per year.
4. Co-Insurance remains at 80% of \$2500.00.

D. Employee Dental

Single deductible \$50, Family deductible \$100. The employee dental plan shall be 80/20.

ARTICLE 15. UNIFORM/SHOE ALLOWANCE

- A. 1. Full Time Employees - Four (4) sets each year
  2. Part Time Employees - Two (2) sets each year  
(4 hours or less)
- Uniforms shall consist of 4 long sleeve shirts, 4 short sleeve shirts, 4 T-shirts and 4 pairs of pants for full time employees; 2 long sleeve shirts, 2 short sleeve shirts, 2 T-shirts and 2 pairs of pants for part time employees.
3. Full Time Groundspersons, ) One (1) winter jacket  
Maintenance, Head Custodians) during three year  
and Eight (8) hour Custodians) term of contract
- B. Full Time employees - \$60.00 per contract year  
for Safety Shoe Allowance
  - Part Time Employees - \$30.00 per contract year  
4 hours or less for Safety Shoe Allowance
- C. The Board of Education will supply foul weather gear when necessary.
  - D. Employees shall qualify for uniform allowance after employment in the district for sixty (60) days. Employees shall be required to wear uniforms at all times during working hours (including special events). Employees not wearing uniforms shall be subject to being sent home and loss of a day's pay. If an employee is sent home three times in one year, he/she will not be entitled to a uniform allowance in the following year. Shoes are part of the uniform.

**ARTICLE 16. SHOP STEWARD**

**Section 1.** The Union may appoint one of their accredited members to act as Shop Steward. It shall be his/her duty to receive complaints, and dispose of them in the manner provided under Grievance Procedure and Arbitration. It is the intention of the parties hereto that the Shop Steward will, to the best of his/her ability, attempt to carry out the terms, provisions and intentions of this Agreement, and to that end will cooperate with management to the fullest extent. It is understood and agreed, however, that the Shop Steward shall have no authority of any kind save that given under this Agreement.

**Section 2.** The Shop Steward shall not be discriminated against because of his/her faithful performance of duties as such.

**Section 3.** The Board shall not be responsible for intervening between the Shop Steward and Union members due to the Shop Steward's negligence or neglect towards the Union members. The Teamsters Local Administrators must make themselves available for these concerns.

**ARTICLE 17. PAY PERIOD**

See Appendices A and B for Salary Guide.

The pay period shall be the 15th and the last working day of each month. When the 15th of the month pay day falls on or during a school holiday, vacation, or weekend, employees shall receive their pay on the last previous working day.

Overtime pay shall be paid semi-monthly. Example: Time reported between the first of the month and the 15th shall be paid the last working day of the month. Time reported between the 16th and the last day of the month shall be paid on the 15th of the following month.

In the event that there is an early pay period, overtime shall be paid with the next pay cycle.

**ARTICLE 18. SNOW DAYS AND SCHOOL CLOSINGS**

All employees will report for duty to perform the task of placing the buildings to normal operations.

Any activities scheduled in the buildings will automatically be canceled except official proceedings or events. Under extreme and deteriorating weather conditions, the Director of Facilities may grant early dismissal.

ARTICLE 19. HALF-DAY SESSIONS IMMEDIATELY PRECEDING HOLIDAYS

All employees will be given the opportunity to perform their assigned tasks earlier than is their normal procedure.

Any activities scheduled in the building will be automatically canceled except official proceedings or events.

ARTICLE 20. SUMMER WORK/WINTER AND SPRING RECESS

All employees shall be allowed to work early shifts due to climate and strenuous work involved when practical.

Part-time employees may be scheduled for additional hours for the purpose of getting buildings ready for school opening, to cover loss of man hours due to vacations, and to handle extra cleaning that may be requested at winter and spring recess.

ARTICLE 21. MISCELLANEOUS PROVISIONS

Bulletin Board space shall be available to post notices of official Union business or other notice upon approval of the building principal.

There shall be inter-office mail system available for use of the employees for notices.

There shall be use of building privilege for employees for meetings subject to normal approval procedures.

Employee reimbursement for mileage shall be consistent with the current Internal Revenue Rate.

The officials or any authorized representatives of the officials of the Union shall be permitted admission to the Employer's facilities at reasonable hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties hereto, or for assisting in the adjustment of grievances. The officials or representatives of the Union shall notify the building principal upon their arrival and departure.

No employee shall make or be requested to make any agreement or to enter into any understanding inconsistent or conflicting with the terms of this Agreement.

In the absence of emergency conditions, all summer custodial or maintenance-needs employees not included in the classification of this bargaining unit shall not be hired to perform the duties of employees in the aforesaid bargaining unit. This provision shall not apply to work-study students.

No clause in this Agreement shall be interpreted as to imply any lowering of present wages or working conditions.

#### ARTICLE 22. DISCHARGE

There shall be no discharge of employees except for just and sufficient cause. The General Shop Steward shall be notified of the discharge of any employee at the time of such discharge, which notification shall set forth the reason for the discharge.

#### ARTICLE 23. VETERANS RIGHTS AND BENEFITS

Veterans rights and benefits shall be available to all employees who qualify according to the Employment Protection Provisions of the Military Selective Service Act of 1967 (formerly Universal Military Training and Service Act) contained in Public Law 90-491, effective August 17, 1968, as amended.

#### ARTICLE 24. EDUCATIONAL FUND

The Employer agrees to contribute one cent (\$.01) per hour to Teamster Local 11 Educational Program for all hours an employee receives pay. Such Fund is to be administered in accordance with the Local 11 Benefit Plan Trust Agreement by an equal number of Employer and Employee Trustees.



**ARTICLE 25. DURATION OF AGREEMENT**

This Agreement shall become effective as of July 1, 1995, and shall continue in effect until June 30, 1998.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their duly authorized officers as of the day and year first above written.

MONROE TOWNSHIP  
BOARD OF EDUCATION

TEAMSTERS LOCAL UNION NO. 11,  
affiliated with INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS

BY: Sharon A White

BY: Peter McGourty  
Peter McGourty, Asst. Trustee

Walter King

Richard Jones Sr  
Richard Jones, Sr., Business Agent

COMMITTEE:

John Colgate

Marlene Van Land

Robert D. Bliss

Peter King

Wayne Ayler  
Nemora La Grace

APPENDIX A

SALARIES

A. Basic hourly rates shall be increased by the following percentages, including premium pay, shift premium and boiler license:

| <u>YEAR</u> |       |
|-------------|-------|
| 1995-96     | 4.65% |
| 1996-97     | 4.65% |
| 1997-98     | 4.65% |

B. Salary guides for the above percentages will reflect the following movement:

| <u>YEAR</u><br><u>94/95</u> | <u>YEAR</u><br><u>95/96</u> | <u>YEAR</u><br><u>96/97</u> | <u>YEAR</u><br><u>97/98</u> |
|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
|                             | INCREASE 4.65%              | INCREASE 4.65%              | INCREASE 4.65%              |
|                             |                             |                             | STEP 1 \$12.97              |
|                             |                             | STEP 1 \$12.91              | STEP 2 \$13.51              |
|                             | STEP 1 \$12.85              | STEP 2 \$13.45              | STEP 3 \$14.07              |
| STEP 1 \$12.85              | STEP 2 \$13.45              | STEP 3 \$14.07              | STEP 4 \$14.73              |
| STEP 2 \$13.10              | STEP 3 \$13.71              | STEP 4 \$14.35              | STEP 5 \$15.01              |
| STEP 3 \$14.48              | STEP 4 \$15.15              | STEP 5 \$15.86              | STEP 6 \$16.60              |

APPENDIX B

PREMIUM PAY

|  |       |
|--|-------|
| ELEMENTARY-HEAD CUSTODIAN AND GROUNDS PERSONNEL                        | +1.05 |
| MAINTENANCE MECHANICS, HIGH SCHOOL HEAD CUSTODIANS<br>AND MAIL CARRIER | +1.31 |

SHIFT PREMIUM

|                | <u>1995-96</u> | <u>1996-97</u> | <u>1997-98</u> |
|----------------|----------------|----------------|----------------|
| 3:00 PM Shift  | \$ .30         | \$ .31         | \$ .32         |
| 11:00 PM Shift | \$ .36         | \$ .38         | \$ .40         |

BOILER LICENSE

|  |            |
|--|------------|
| Full-time - High School, Maintenance,<br>Grounds<br>Brookside, Applegarth and<br>Barclay Brook | \$366/year |
| Full time - Woodland, Mill Lake and<br>Part time employees                                     | \$262/year |

LONGEVITY

All employees working under contract with fifteen (15) years or more of service shall receive \$250.00 each year of the contract.

All employees working under contract with twenty (20) years or more of service shall receive \$350.00 each year of the contract. (\$100 above 15 year allocation).