

THIS AGREEMENT made this 30th day of January, 1976 by and 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, 1976 to December 31, 1976. It shall be self renewing for one year periods thereafter, until and unless either party notified the other party in writing at least thirty (30) days prior to December 31, 1976 of the desire to change, modify or terminate this agreement. Pending the conclusion of negotiations, neither party shall change the terms or conditions existing under this agreement.

SECTION I. WAGES

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 \$3.25
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 \$3.35.
3. Each employee, with a status of part-time employee, or otherwise known as a "SUBSTITUTE", shall receive an hourly rate of \$2.75.
4. Upon becoming a full-time employee, a substitute shall receive an hourly rate of \$3.25 only upon completion of one year service time. Substitute time shall be included and considered 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 half day scheduled 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
Two ties
Four shirts (2 long - 2 short sleeve)
One Slacks
Two skirts
One winter coat
One rain coat and hat
Leather boots (\$15.00 annual allowance)
One badge, shield and whistle
Gloves (1 winter and 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 uniform parts shall be determined by the Chief of Police.
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 principle of seniority and shall be governed by such principle in matters of promotion, layoffs and recalls subject to the ability of the employee so involved, to perform the 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 to be qualified for such 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 an non-occupational injury or illness.

SECTION IV - HOLIDAYS:

1. Each full-time employee shall receive five (5) paid holidays based on the individual employee's daily hours of duty and hourly rate of pay.
2. Payment of the five (5) 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 immediate family of a full-time employee shall be granted, not to exceed three (3) days. Immediate family shall include: spouse, child, parent, brother, sister or spouse's parent, brother, sister or other relative living under the same roof.

SECTION VI - MATRON DUTY:

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

SECTION VII - INJURIES:

1. All employees shall receive one full days pay for an on-job injury which would render the employee incapable of completing the hours of the specific days duty.
2. The injured employee shall submit a complete written report, and verbally report the injury as soon as possible to the Chief of Police or other person acting in his capacity. The written report shall explain the date, time,

cause, degree of the injury with as much detail as is possible. The submission of said report shall not exceed five (5) days.

SECTION VIII - GRIEVENCE 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 one 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 IX - RIGHT OF DISCHARGE:

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

SECTION X - JURY DUTY:

1. Any full-time employee actually serving on a jury, in a court of law, shall receive one half ($\frac{1}{2}$) 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 XI - CROSSING GUARDS - "FULL TIME EMPLOYEES"

1. Full-time employee as written in the preceding memoranda or agreement is so written for the purpose of distinguishing between permanent crossing guards and substitute crossing guards.

2. Any and all wages, benefits and clauses agreed upon in this agreement or memoranda 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 hands on this 30th day of January, 1976.

Attest:

Wallace W. Myers, Jr.

Wallace W. Myers, Jr.
Mayor/Police Commissioner

Reggie Pasterczyk

Reggie Pasterczyk
Borough Clerk

CROSSING GUARD REPRESENTATIVES

William H. Steindecker

William H. Steindecker
Chief of Police

Rose Hall

Rose Hall

Nancy B. Scaturro

Nancy Scaturro