

4-3156

Contract no. 747 16-15

AGREEMENT

Between

THE WEST MILFORD BOARD OF EDUCATION

and

THE WEST MILFORD CAFETERIA WORKERS

Ratified by the Cafeteria Workers June 16, 1987

For the period of

July 1, 1987, through June 30, 1990.

1917

THE WEST VIRGINIA BOARD OF EDUCATION

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WEST VIRGINIA BOARD OF EDUCATION

WEST VIRGINIA BOARD OF EDUCATION

PREAMBLE

Pursuant to the provisions of Chapter 303, Laws of the State of New Jersey, 1968, this agreement is entered into this sixteenth day of June, 1987, by and between the Board of Education of West Milford Township, in the County of Passaic, hereinafter called the "Board," and the West Milford Township Cafeteria Workers, hereinafter called the "Association."

ARTICLE I--RECOGNITION

The Board hereby recognizes the Association as its exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for cafeteria personnel, exclusive of supervisory staff, under contract with the Board.

ARTICLE II--SALARY GUIDE

	<u>1987-88</u>	<u>1988-89</u>	<u>1989-90</u>
2A Regular--1st Year	6.35	6.66	7.01
3A Regular--Renewal Contract Second Year	6.75	7.06	7.41
3B Regular--After 2 Years	7.42	7.73	8.08
4A Assistant Cook--1st Year Business Aide--1st Year	7.73	8.04	8.39
4B Assistant Cook--After 1st Yr. Business Aide	7.95	8.26	8.61
5A Cook-Managers (Elem.)	1. 8.60	9.21	9.90
(190 days/ 1330 hours)	2. 8.76	9.37	10.06
5B Macopin Manager (190 days/1330 hours)	9.14	9.81	10.50
6 High School Manager (200 days/1400 hours)	9.14	9.81	10.50

For 1987-88 longevity payments are \$180 per year for employees with ten years of contractual service, \$255 per year for employees with fifteen years of contractual service, and \$410 per year for employees with twenty years of contractual service.

For 1988-89 longevity payments are \$190 per year for employees with ten years of contractual service, \$265 per year for employees with fifteen years of contractual service, and \$420 per year for employees with twenty years of contractual service.

For 1989-90 longevity payments are \$200 per year for employees with ten years of contractual service, \$275 per year for employees with fifteen years of contractual service, and \$430 per year for employees with twenty years of contractual service.

#### ARTICLE III--SICK LEAVE

All employees who are regularly employed by the Board of Education shall be entitled to sick leave as follows:

Ten days sick leave per year. All days of sick leave not utilized within the year shall be cumulative.

Physician's certificate may be requested after 3 consecutive sick leave days.

Upon certified retirement, employees will receive the following per diem rate based per each unused sick day accumulated in West Milford:

\$7.50 per day - 1987-88

8.75 per day - 1988-89

10.50 per day - 1989-90

#### ARTICLE IV--PERSONAL LEAVE

Regularly employed staff shall be entitled to the following personal leave schedule:

Regular workers and assistant cooks/business aide:

3 days death in the immediate family.\*

Cooks/managers shall have 5 days to be utilized as follows:

2 personal business days

1 illness in immediate family\* day

2 death in immediate family days\*, or

2 personal business days, 3 death in the immediate family\* days.

\* Immediate Family shall be defined as follows: father, mother, spouse, child, brother, sister, mother-in-law, father-in-law, son- or daughter-in-law, sister- or brother-in-law, any other members of the household, and grandparents.

#### ARTICLE V--MEDICAL BENEFITS

Hospitalization--Contract workers of 20 or more hours per week shall have Board paid benefits available to them at a rate certified by the Business Administrator--July 1, 1987. The employee is to pay balance of coverage indicated for plan participation.

Dental Program--Contract workers of 20 or more hours per week shall have Board paid benefits available to them at a rate certified by the Business Administrator--July 1, 1987. The employee is to pay balance of coverage indicated for plan participation.

ARTICLE VI--MISCELLANEOUS

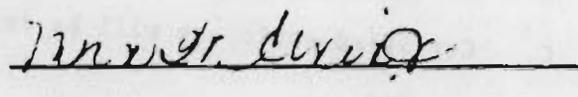
- A. Payment will be made for 5 snow days.
- B. Uniform allowance schedule:
  - 1987-88 Up to \$105 reimbursement per employee
  - 1988-89 Up to \$110 reimbursement per employee
  - 1989-90 Up to \$115 reimbursement per employee
- C. Certified employees will be reimbursed \$100 for a current certificate.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representatives all on the sixteenth day of June, 1987.

BOARD OF EDUCATION OF THE TOWNSHIP  
OF WEST MILFORD, IN THE COUNTY OF  
PASSAIC

ATTEST:

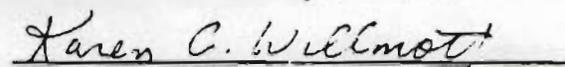
  
Secretary

  
President

WEST MILFORD CAFETERIA WORKERS  
ASSOCIATION

ATTEST:

\_\_\_\_\_  
Secretary

  
  
Representatives

LETTER OF AGREEMENT

If a cook or assistant cook is unable to perform his/her duties, the worker of the next seniority shall be paid cook or assistant cook's entry level pay based on their previous status after five days of assignment to this level. Said worker shall continue to be paid at this rate until return of the cook or assistant cook. The five day absence period will accumulate once per school year by said worker and will not have to be duplicated the next time an absence in the same position occurs. If the worker of seniority refuses this position, it shall be offered to regular contract workers according to seniority. Any worker assuming this position must be willing and able to assume the hours and responsibilities of the position.

BOARD OF EDUCATION OF THE TOWNSHIP  
OF WEST MILFORD

James M. Dwyer

WEST MILFORD CAFETERIA WORKERS  
ASSOCIATION

Erinna Carlson

James C. Wilmore

Representatives

