

AGREEMENT

AGREEMENT, BY AND BETWEEN:

Trenton
BOARD OF EDUCATION
TRENTON, NEW JERSEY
(hereinafter referred to as the "Board")

AND

THE TRENTON PUBLIC SCHOOLS
BUSINESS AND TECHNICAL EMPLOYEES ASSOCIATION
(hereinafter referred to as the Association)

(Clerical, Cafeteria, Transportation Employees)

ARTICLE I

PURPOSE

It is the intent and purpose of the parties hereto to set forth herein the Agreement covering rates of pay, hours of work, and conditions of employment to be observed by the parties hereto and to secure closer and more harmonious relations between the said parties.

ARTICLE II

RECOGNITION

The Board agrees to and hereby does recognize the Association as the sole and exclusive negotiating agent for the purpose of collective negotiations in any and all matters relating to terms and conditions of employment on behalf of all employees in the classifications and units listed.

July 1, 1980 - June 30, 1983

UNIT A

Assistant Secretary-Business
Administrator I

Systems Analyst

Commissary Manager

Assistant Supervisor-Security

Principal Analyst/Budget

Principal Accountant/Cafeteria

Communications Supply Specialist

Audit/Accounts Payable Officer

UNIT B

Personnel Assistant

Assistant Commissary Manager

Senior Clerk/Bookkeeper

Communication & Supply Clerk

Payroll Clerk

Senior Operator Computer/Keypunch

Keypunch Operator

UNIT C

Storakeeper I

Assistant Storakeeper

Truck Driver Supply

T.V. Technician

Trainer/Locker Room Attendant

Stock Clerk

UNIT D

Shop Clerk

Truck/Bus Drivers

Auto Mechanic

Foreman/Garage Mechanic

ARTICLE III

- SECTION 1 The salaries of all employees covered by this Agreement are set forth in the attached pay schedule (Appendix A)
- SECTION 2 Twelve month employees shall be paid every other Friday for the entire school year.
- SECTION 3 The regular work week shall be 35 hours for Units A,B,C.

SECTION 4

All hours worked after the normal work day shall be paid at the rate of (1½) times the employee's hourly wage. Work performed on Saturday shall be paid at the rate of (1½) times the employee's hourly wage. Work performed on Sunday or a Holiday shall be paid at the rate of (2) times the employee's hourly wage.

SECTION 5

Any employee covered by this agreement requested either to return to work or come in to work outside of, but not contiguous with, his/her regularly scheduled shift shall be paid at the rate of (1½) times the employee's hourly wage.

SECTION 6

Any employee covered by this Agreement who works during the Easter or Christmas vacation, or during any other period when the schools have been closed by Administrative action, shall have the option of selecting either compensatory time off or payment of an additional days' pay for each day so worked.

SECTION 7

Employees covered by this Agreement shall be entitled to a supermaximum equal to the employee's annual increment upon submission of proof of completion of fifteen approved collage credits. An employee shall be entitled to a second supermaximum equal to the employee's annual increment upon submission of proof of completion of thirty approved collage credits. An employee shall be entitled to a third supermaximum equal to the employee's annual increment upon submission of proof of completion of forty-five approved collage credits. These credits shall relate directly to the improvement of an employee's skills and responsibility and shall be approved by the Superintendent of Schools. Requests for supermaximums may be submitted on July 1, September 1 and February 1 of each school year and payment shall be made upon approval by the Board effective upon the submission date.

SECTION 8

All Employees shall be entitled to Longevity according to the following schedule:

20 years - additional \$600
25 years - additional \$600
30 years - additional \$600
35 years - additional \$600

ARTICLE III

SECTION 9 The following titles under the supervision of the Executive Director-Buildings and Grounds shall work a forty hour week throughout the year.

UNIT D - Auto Mechanic
Shop Clerk
Truck/Bus Driver
Foreman/Garage Mechanic

SECTION 10 No employee shall be disciplined, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall not be made public and shall be subject to the grievance procedure herein set forth. Any dismissal or suspension shall be considered a disciplinary action and shall at the option of the employee, be subject to the grievance procedure inclusive to grievance Level III.

SECTION 11 The Trenton Board of Education will make available to all employees covered by this Agreement a procedure covering automatic payroll deductions necessary to establish and maintain the following:

1. Loan payment to T.E.A. Credit Union
2. Summer Savings Plan
3. T.E.A. Credit Union Savings Plan

SECTION 12 At no time shall the Board or any Agent thereof, assign or direct any employee covered by this contract, to any other duties outside of duties appropriate to their position and consistent with their general job description.

At no time shall an employee be requested or required to, in any way, supervise or be responsible for pupils at any work location except in the event of an emergency.

SECTION 13 The Board will provide clean work uniforms to be worn by the Auto Mechanics when on duty.

SECTION 14 Whenever any member of the Association is normally scheduled by the parties hereto to participate during working hours in negotiations meetings, grievance proceedings, conferences or meetings, they shall suffer no loss in pay and/or benefits.

ARTICLE IV

LEAVE POLICIES

SECTION 1 All 12 month employees shall be allowed sick leave with full pay for 15 days in any year. All 10 month employees shall be allowed sick leave with full pay for 15 days in any year. All unused sick leave shall be accumulative.

SECTION 2 Additional sick leave benefits shall be considered by the Board on a per case basis and shall, upon approval of the Board, be granted to employees according to the following schedule:

<u>YEARS OF SERVICE</u>	<u>DAYS OF PAY MINUS 1/2 DAY</u>
3 to 6	15
6 to 11	20
11 to 15	25
15 to 21	30
21 to 26	35
26 to 31	40
31 to 36	45
36 to 41	50

SECTION 3 Any 10 month employee with twenty-five (25) years or more of service in the Trenton School District shall receive 1/200 of the employee's base salary for each three (3) days of unused accumulated sick leave upon the employee's retirement.

Any 12 month employee with twenty-five (25) years or more of service in the Trenton School District shall receive 1/260 of the employee's base salary for each three (3) days of unused accumulated sick leave upon the employee's retirement.

SECTION 4 Illness in Immediate Family

Three (3) days per year shall be allowed for illness in immediate family. Immediate family shall mean spouse, child, parent, brother, sister or other relative living in the same household.

SECTION 5 Death in Family

Five (5) days without loss of pay at the time of death for immediate family which shall mean spouse, child, parent, brother, sister or other relative living in the same household, at the time of death.

SECTION 6 Death of Others

With the approval of the Superintendent of Schools an employee shall be allowed an absence of one (1) day with no loss of pay.

ARTICLE IV

SECTION 7

Personal Business or Religious Holiday

Four (4) days for 12 month employees and three (3) days for 10 month employees with no loss of pay shall be allowed for either personal business or religious holidays. Personal business days shall be approved in advance by the Superintendent of Schools.

SECTION 8

Marriage of Employee or in Immediate Family

One (1) day shall be allowed with no loss of pay.

SECTION 9

Other Emergency or Urgent Reason

With the approval of the Superintendent of Schools absence for other emergency or urgent reasons may be allowed with no loss of pay.

SECTION 10

Court Order

Absence by reason of subpoena shall result in no loss of pay provided the subpoena is filed with the Superintendent of Schools, except where the employee is a party to the suit in which case full deduction shall be made.

SECTION 11

Jury Duty

Employees subpoenaed for jury duty shall receive full pay less fee received for such service.

SECTION 12

Inter-School Visitations, Conferences, Conventions

With the approval of the Superintendent of Schools, with no loss of pay, advance approval required.

SECTION 13

Leave of Absence

A leave of absence, with loss of pay, may be granted employees of this unit, for a definite period. No leave will be granted to accept other employment.

ARTICLE IV

SECTION 14

Maternity Leave

An employee, expecting to become a mother and wishing to continue in the service, must request a leave of absence without pay. Maternity leave may not exceed two (2) years. Any female employee adopting an infant child may receive similar leave which shall continue upon her receiving de facto custody of said infant.

Any male employee shall, upon request, be granted a leave of absence without pay for paternity purposes or adoption of a child for a period of not more than two (2) years.

SECTION 15

Injury on the Job

Whenever an employee is absent as a result of personal injury arising out of and in the course of his employment compensable under the New Jersey workmen's compensation laws, he shall be paid his salary for the period of such absence for up to one (1) calendar year without having such absence charged to the annual sick leave or the accumulated sick leave provided in SECTION 1 and 2. Salary payments allowable under this section with reference to such injury shall be made for absence during the waiting period for which no temporary disability compensation is allowed under the New Jersey workmen's compensation laws, and during but not beyond the period for which the employee is entitled to receive for such injury a temporary disability benefit under the said workmen's compensation laws. Any amount of salary payable pursuant to this section shall be reduced by the amount of workmen's compensation award for temporary disability due to said injury for the period for which said salary is paid. The Board shall have the right to have the employee examined by a physician designated by the Board for the purpose of establishing the length of time during which the employee is temporarily disabled from performing his duties; and, in the event that there is no adjudication in the appropriate workmen's compensation proceeding of the period of temporary disability, the opinion of the physician as to the said period shall control.

ARTICLE IV

SECTION 1.6

Return from Leaves

Employees returning to work after an authorized leave shall be offered the same or similar position that they held at the time said leave was commenced. All benefits to which an employee was entitled at the time his leave of absence commenced, including unused accumulated sick leave and any salary increments accruing, shall be restored to him upon his return from leave.

ARTICLE V

INSURANCE PROTECTION

SECTION 1

The Board shall pay the premium for medical benefits coverage under the New Jersey Medi-Group Plan; the New Jersey Blue Cross Hospital Service Plan, the New Jersey Blue Shield Medical-Surgical Plan, Rider J Major Medical and N.J. Dental Service, and N.J. Prescription Program as afforded all other bargaining units.

SECTION 2

A substantially equivalent plan may be substituted, provided that such plan shall be mutually agreeable to the Board and the Association.

ARTICLE VI

HOLIDAYS AND VACATIONS

SECTION 1

All employees shall be entitled to the specified holidays outlined on the approved school calendar.

SECTION 2

Annual vacation allowances for employees covered by this Agreement shall be made in accordance with the schedule below and shall be subject to the following proration formula:

<u>UNIT</u>	<u>VACATION DAYS</u>
A - To and including 7th month After 7th month	1.7 per month of service 20 per year
B	
C - To and including 7th month After 7th month	1 per month of service 15 per year
D - After 15th year	20 per year
D	

ARTICLE VI

SECTION 2
(cont'd)

With the following exceptions:

Storekeeper I 20 days
(prorated at 1.7 days per month of service)

SECTION 3

If a holiday falls during an employee's vacation period, the day shall not be charged as a vacation day.

SECTION 4

Full vacation allowance shall be granted any employee whose retirement becomes effective before the end of the school year, providing they have worked 7 of the 12 months of the current school year.

SECTION 5

Any employee taking a leave of absence before the end of the school year shall be entitled to one (1) vacation day for each month worked.

ARTICLE VII

GRIEVANCE PROCEDURE

SECTION 1

Definitions

1. Grievance

A grievance is a claim by an employee or the Association, based upon the interpretation, operation, application or performance of the terms of this Agreement or relating to wages, hours or conditions of employment or any complaint, controversy, dispute or grievance involving a claimed breach of any of the terms or conditions of this Agreement and shall be handled in the following manner.

2. Aggrieved Person

An "Aggrieved person" is the person or persons making the claim and any person including the Association or the Board who might be required to take action or against whom action might be taken in order to resolve the claim.

3. Party in Interest

A "Party in Interest" is the person or persons

ARTICLE VII

SECTION 1 (cont'd)

making the claim and any person including the Association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

SECTION 2

Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable 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.

SECTION 3

Procedure

1. Time Limits

The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. Year-end Grievances (ten(10) Month Employees)

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year the time limits set forth herein may be reduced by mutual consent so that the grievance procedure may be exhausted prior to the end of the school year or within 30 work days after the employee knew or should have known of the event.

3. Level One - Immediate Superior

An employee with a grievance shall first discuss it with his principal or immediate superior, either directly or through the Association designated representative, with the objective of resolving the matter informally. This discussion will be identified as an informal grievance and the date noted and initialed by both parties. A decision shall be rendered within 5 school days.

ARTICLE VII

SECTION 3
(CONT'D)

4. Level Two - Superintendent

If the aggrieved person is not satisfied with the disposition of his grievance at Level One he may file the grievance in writing with the Association within five (5) school days after the decision at Level One or ten (10) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the Association shall refer it to the Superintendent of Schools.

5. Level Three - Board Level

- a. In the event that the aggrieved person is not satisfied with the disposition of his grievance at Level 2, or in the event no decision has been rendered by the Superintendent within five (5) school days after the conclusion of the hearing or after fifteen (15) school days after the grievance has been filed with the Superintendent he may request the Association to appeal the grievance to the Board, in which event the Association shall make the appeal by notifying the Superintendent in writing.
- b. The Board or designated hearing officers will review the grievance with the grievant and the Association representatives present solely for the purpose of reviewing the accuracy of the facts presented. No new evidence shall be presented at this level. The hearing officers shall present a written recommendation to the Board within 15 work days of the hearing.
- c. The Board shall render a written decision on the grievance within 20 work days after the recommendations of the hearing officers are presented to the Board. A copy of each decision shall be immediately forwarded to the Association which shall notify the grievant.
- d. The Board shall not be required to hold a special meeting to comply with times specified in Level 3 (a), (b), (c) provided that not more than forty working days shall elapse between the filing of the grievance at Level 3 and the Board's decision.

ARTICLE VII

SECTION 1
(cont'd)

- d. Level Four - Arbitration
 - a. If the aggrieved person is not satisfied with the disposition of his grievance at Level three, or if no decision has been rendered within forty (40) work days after the grievance was delivered to the Board, he may within five (5) work days after a decision by the Board or forty (40) work days after the grievance was delivered to the Board, whichever is sooner, request in writing that the Association submit its grievance to arbitration. If the Association determines that the grievance is meritorious, it may submit the grievance to arbitration within fifteen (15) work days after receipt of a request by the aggrieved person and the Board shall be so notified.
 - b. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
 - c. The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision normally not later than thirty (30) days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties in interest.

ARTICLE VII

SECTION 3 (cont'd)

Procedure (cont'd)

- c. Level Four - Arbitration
- d. 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 in accordance with the provisions of Section C.6 (b) of this Article.
- 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 expense incurred shall be paid by the party incurring same.

SECTION 4

Rights of Employee to Representation

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

SECTION 5

Miscellaneous

1. Group Grievance

If, in the judgement of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Two. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

2. Written Decision

Decisions rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Levels Two and Three of the grievance procedure shall be in writing setting forth the decision and the reasons therefor and shall be transmitted promptly to all parties in interest and to the Association.

ARTICLE VII

SECTION 3
(cont'd)

3. 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 the personnel file of any of the participants.

4. Forms

Forms for filing grievances, serving notices, taking appeals making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

5. Meetings and Hearings

All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.

ARTICLE VIII

EMPLOYEE EVALUATION

SECTION 1

Open Evaluation

All monitoring or observation of the work performance of an employee shall be conducted openly and with full knowledge of the employee.

SECTION 2

Copies of Evaluation

An Employee shall be given a copy of any visit or evaluation report prepared by his evaluators at least three (3) days before any conference to discuss it. No such report shall be submitted to the central office, placed in the employee's file or otherwise acted upon without prior conference with the employee. No employee shall be required to sign a blank or incomplete evaluation form.

ARTICLE VIII

SECTION 3

Signing

Said evaluation shall be signed by the employee and supervisor with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer, his answer shall be reviewed by the Superintendent or his designee and attached to all copies.

SECTION 4

Personnel Records

An employee or his designee, by written consent, shall have the right upon request, to review the contents of his personnel file and to copy any documents contained therein.

SECTION 5

Derogatory Material .

No material derogatory to an employee's services, character, or personality shall be placed in his personnel file unless the employee has had an opportunity to review the material. The employee shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material and his answer shall be reviewed by the Superintendent or his designee and attached to all copies.

SECTION 6

Complaints

Any complaints regarding an employee made to any members of the administration by a parent, student, or other person which does or may influence evaluation of and/or continued employment shall be brought to the attention of the employee. Further, any written report of said incident shall be subject to the procedures outlined above.

ARTICLE III

FAIR DISMISSAL PROCEDURE

SECTION 1

Data

On or before April 30 of each year, the Board shall give to each employee:

- A. A written notification of employment for the succeeding year containing salary and noting that the terms and conditions of employment shall be in accordance with the Agreement negotiated between the Board and the Association, or
- B. A written notice that such employment shall not be offered.

SECTION 2

Reasons

Any employee who receives a notice of non-employment may within 10 days thereafter, in writing, request a statement of reasons in writing for such non-employment from the Superintendent or his designee within ten (10) days after receipt of such request.

SECTION 3

Hearing

Any non-tenure employee who has received such notice of non-employment and statement of reasons shall be entitled to a hearing before the Board, provided a written request for hearing is received in the office of the Secretary of the Board within ten (10) work days after receipt by the employee of the statement of reasons, in writing.

SECTION 4

Board Determination

The Board shall issue its written determination as to the employment or non-employment of said non-tenure employee for the next succeeding school year within ten (10) work days after the completion of the hearing. Said proceedings shall be completed and the Board's determination presented to the employee no later than twenty (20) working days. Should the Board fail to conduct a hearing and respond in a timely fashion the employee shall be deemed to have been offered employment for the succeeding school year.

ARTICLE II

SECTION 5

Notification of Intention to Return

If the employee desires to accept such employment, he shall notify the Board of such acceptance, in writing, on or before May 15 in which event such employment shall continue as provided for herein. In default of such notice the Board shall not be required to continue the employment of the employee.

ARTICLE III

DURATION OF AGREEMENT

SECTION 1

This Agreement shall be effective as of July 1, 1980 and shall continue in effect until July 1, 1983. It shall be the Association's right to negotiate a successor Agreement no later than October 4, 1983. This Agreement shall not be extended orally.

SECTION 2

This Agreement incorporates all of the understandings of both parties and may not be modified for the duration of this contract unless done in accordance with the provisions of Article III, Section 1 as it relates to salaries and wages except by an instrument in writing duly executed by both parties.

SECTION 3

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective vice-president and Secretary/Business Administrator, all on the day and year first above written.

BOARD OF EDUCATION
TRENTON, NEW JERSEY

TRENTON PUBLIC SCHOOLS BUSINESS
AND TECHNICAL EMPLOYEES ASSOCIATION

Joseph A. Jones
President

Anthony L. Fiore
President

Thomas Mitchell
Secretary/Business Administrator

Blanche Fisher
Vice-President

Management Rights Clause --- Francon Board of Education

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this agreement, in accordance with applicable laws and regulations (a) to direct employees of the school district; (b) to hire, promote, transfer, assign, and retain employees in positions in the school district and to suspend, demote, discharge, or take other disciplinary action against employees; (c) to relieve employees from duty because of lack of work or for other legitimate reasons; (d) to maintain efficiency of the school district operations entrusted to them; (e) to determine the methods, means and personnel by which such operations are to be conducted; and (f) to establish reasonable work rules; and (g) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

The following pay schedule has been agreed upon by both parties:

- 1980-81 All Twelve (12) month employees to receive \$925.00
All Ten (10) month employees to receive \$845.00.
- 1980-81 All employees to receive 3.5% increase on base salary
- 1981-82 All employees to receive 3.5% increase on base salary

No one will receive less than \$800.00 in 1981-82, 1982-83.

SALARY GUIDE

<u>UNIT A</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Assistant Secretary - Business Administrator I	\$ 16,000.	\$ 23,900.	\$ 600.
Systems Analyst	16,000.	22,700.	600.
Commissary Manager	15,000.	22,700.	600.
Principal Accountant/Cafeteria	15,300.	19,995.	600.
Communication/Supply Specialist	11,000.	18,200.	600.
Assistant Supervisor - Security	15,000.	20,300.	600.
Principal Analyst/Budget	18,300.	24,000.	600.
Auditor/Accounts Payable Officer	14,500.	18,300.	600.

<u>UNIT B</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Assistant Commissary Manager	\$ 11,000.	\$ 17,500.	\$ 400.
Personnel Assistant	11,000.	17,500.	400.
Payroll Clerk	8,000.	13,200.	400.
Senior Operator- Computer/Keypunch	10,000.	13,000.	400.
Senior Clerk Bookkeeper	7,100.	12,200.	400.
Keypunch Operator	6,500.	11,100.	400.

<u>UNIT C</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Storekeeper I	\$ 11,000.	\$ 14,700.	\$ 400.
T.V. Technician	10,000.	13,700.	400.
Assistant Storekeeper	8,500.	13,300.	400.
Trainer Locker Room Attendant	8,000.	13,100.	400.
Truck Driver-Supply	7,500.	12,200.	400.
Stock Clerk	6,000.	10,300.	400.

SALARY GUIDE

<u>TITLE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Auto/Bus Mechanic	\$ 12,000.	\$ 17,600.	\$ 500.
Shop Clerk	9,500.	14,500.	500.
Truck/Bus Drivers	7,100.	11,700.	500.
Foreman Garage Mechanic	12,000.	17,600.	500.

June 9, 1980

FOOD SERVICE DEPARTMENT

Proposed agreement between the Food Service Employees and the
Trenton Board of Education.

PROPOSED INCREASE FOR 1980-81

.08%

BREAKDOWN

\$723,523	1979-80 Salaries	
<u>.08</u>		
\$ 57,881.87	8% increase for 1980-81	
.0161%	Prescription Plan	\$11,643.00
.0022%	\$10. Increase Shoe Allowance	1,570.00
.0617%	Salary Increase	<u>44,641.00</u>
.0800%		\$ 57,875.00

PRESCRIPTION PLAN

\$6.18	Monthly cost per person
157	no. of employees
<u>\$970.26</u>	Monthly cost
x 12	
<u>\$11,643.00</u>	Annual Cost

SHOE COST

157	Employees
<u>\$10</u>	
\$1,570.00	Annual Cost

June 9, 1980

FOOD SERVICE DEPARTMENT

Proposed agreement between the Food Service Department
Employees and the Trenton Board of Education.

PROPOSED INCREASE FOR 1981-82

.08%

BREAKDOWN

\$768,164 1980-81 Salaries
.08 increase for 1981-82

\$61,453.12 8% increase for 1981-82

.0152% Prescription Plan \$11,643.
.00205% \$10.increase Shoe Allowance 1,591.
.06275% Salary Increase 48,202.

\$61,436.00.

June 9, 1980

FOOD SERVICE DEPARTMENT

Proposed increase for Lunchroom Aides and Substitute
workers 1980-81 and 1981-82 --

1. Lunchroom Aides increased from \$3.10 to \$3.25 per
hour

2. Substitute workers increased from \$3.00 to \$3.10 per
hour

93 Lunch Aides

July 16, 1980

We have a mutual understanding that these parties reopen the contract for the sole express purpose of reconsidering self insurance in place B/S, B/S, H M O, M M and Family Prescription to age 25, co pay \$1.00 with Oral Contraceptives that will be equal to present extended coverage.

We the undersigned agree with the aforementioned:

J. Maccioni Jr. #1
Philonen Pastorella Jr. #5
Greg Quercia - Robbins
Claire Hanway - High School
Bessie T. Acosta - [unclear]
C. Rutherford - Dexter High
Greg Lemingway - Spent
Lillian Green - Columbus
Willie Cason - Community