

4-4015

LIBRARY
INSTITUTE OF MANAGEMENT
AND LABOR RELATIONS

NOV 21 1989

RUTGERS UNIVERSITY

MONTVILLE TOWNSHIP BOARD OF EDUCATION

and

MONTVILLE TOWNSHIP LIBRARY AIDES ASSOCIATION

1985-1986

1986-1987

September 24, 1985

X
July 1, 1985 - June 30, 1984

CONTRACT OF AGREEMENT BETWEEN
MONTVILLE TOWNSHIP BOARD OF EDUCATION
AND
MONTVILLE TOWNSHIP LIBRARY AIDES

IT IS HEREBY AGREED between the Board of Education and the Library Aides that the following hourly rate and designated hours will be in effect for the 1985-1986 and 1986-1987 school years:

Each Library Aide will work and be paid for six and one-half (6 1/2) hours per day, at a rate of \$7.10 per hour, a total of 184 days for the 1985-1986 year and a rate of \$7.70 per hour, a total of 184 days for the 1986-1987 school year.

The Board will provide hospitalization insurance for contracted Library Aides employed by it with coverage substantially similar to that provided by Blue Cross - Blue Shield Family Plan, Rider J. The Board reserves the right to select, substitute or modify the insurance company or companies which provide coverage provided herein. . The Board will provide Dental Insurance for the Library Aides employed by it with coverage being substantially similar to coverage provided by Blue Cross - Blue Shield, Family Plan B, with no deductible.

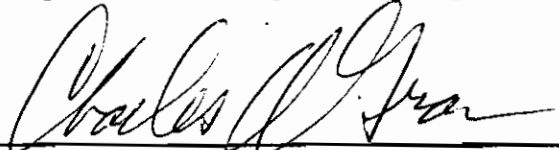
All Library Aides are granted ten sick days leave. Any unused sick leave days are cumulative and available for sick leave, if needed, in subsequent years. The parties hereto recognize that the Board may require a validated doctor's certificate as a condition for the granting of sick leave. Upon retirement all unused sick days shall be compensated at the rate of \$15 per day. Eligibility for this payment shall be contingent upon eligibility under the New Jersey State Retirement System. The parties hereto further agree that the Board, through the Superintendent, may require that Library Aides submit to a physical examination by the school medical examiner as a condition for the granting of sick leave.

All Library Aides shall be entitled to five (5) personal days per year with pay.

1. Two (2) of these personal days shall be with reasons stated and be submitted for approval by the Superintendent of Schools at least forty-eight (48) hours prior to days requested.
2. Three (3) of the above personal days will be granted with notification given prior to the start of the school day. No statement of reasons will be required for these days.

Leave in circumstances where there is a death of a member of the Library Aides "immediate family," which shall be defined as including spouse, child, parent, brother or sister, mother-in-law, and father-in-law will be permitted as per Board policy.

THIS AGREEMENT represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge of contemplation of either or both of the parties at the time they negotiated or signed this Agreement.



MONTVILLE TOWNSHIP BOARD OF EDUCATION
PRESIDENT



LIBRARY AIDE REPRESENTATIVE



LIBRARY AIDE REPRESENTATIVE

ATTEST:



MONTVILLE TOWNSHIP BOARD OF EDUCATION
BOARD SECRETARY

9/26/85

DATE