

Contract no. 1608

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LIBRARY
INSTITUTE OF MANAGEMENT

OCT 14 1992

RUTGERS UNIVERSITY

NUTLEY BOARD OF EDUCATION
and the
EDUCATION ASSOCIATION OF NUTLEY
(Custodial Unit)

July 1, 1992 - June 30, 1995

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ARTICLE I - RECOGNITION

The Board recognizes the Education Association of Nutley (EAN) as the sole exclusive representative for purposes of collective bargaining with regard to terms and conditions of employment for all custodians, groundskeepers and maintenance staff employed by the Nutley Board of Education.

Excluded shall be managerial personnel.

ARTICLE II - NEGOTIATIONS PROCEDURE

- A. The Board and Association recognize that the herein described procedure requires the good faith effort on both sides to reach agreement. To this end the parties agree to exchange proposals for a successor agreement and shall thereafter commence meeting at a mutually satisfactory place and time. The parties agree to bargain in accordance with Chapter 123, Public Laws of New Jersey.
- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by the Board and Association.

ARTICLE III - GRIEVANCE PROCEDURE

A. Definitions:

A grievance is a complaint by an employee or the Association that there has been a violation of or improper or unjust interpretation of this Agreement.

B. Procedure:

A grievance shall be filed within twenty (20) work days of the occurrence, or within (20) work days after the individual should have reasonably known of its occurrence. All grievances should be filed at the appropriate level. Failure to act within this time shall be considered an abandonment of the grievance. Timelines may be extended by mutual agreement.

1. Level 1

A grievance shall first be addressed to the principal or immediate supervisor. The grievant shall state the alleged violation and remedy sought. The principal or supervisor shall review the grievance and respond within ten (10) working days.

2. Level 2
If a grievance is not resolved at Level 1, it shall be submitted to the Business Administrator or designee in writing within ten (10) working days of a determination at Level 1. The Business Administrator shall issue a written response within ten (10) working days of receipt of the grievance.
3. Level 3
Grievances not resolved at Level 2 shall be submitted to the Superintendent of Schools in writing within ten (10) working days of the decision at Level 2. The Superintendent shall issue a written response within fifteen (15) working days of receipt of the grievance.
4. Level 4
If the grievant is not satisfied with the decision of the Superintendent at Level 3, the grievance shall be submitted in writing to the Board of Education within ten (10) working days of receipt of the Superintendent's response at Level 3. The Board of Education shall make a final determination in writing no later than twenty (20) working days from receipt of the grievance. Upon a written request, the employee shall be entitled to a hearing before the Board. In such an instance the twenty (20) days shall run from the hearing.
5. In the event an employee is dissatisfied with the determination of the Board, she/he shall have the right to request arbitration by filing a written request for arbitration with the Board within fifteen (15) days following its determination. In such event both the Board and the Association shall each designate an arbitrator within (15) days thereafter. If the parties are unable to agree on an arbitrator within fifteen (15) days, the Association shall file with the Public Employment Relations Commission (PERC). The arbitrator shall be selected in accordance with PERC procedures. The decision of the arbitrator shall be final and binding upon the Board and the employee, and shall be enforceable in any court of competent jurisdiction. The arbitrator shall consider and decide only the issues presented to him/her and shall add nothing to, nor

subtract anything from the explicit terms of the agreement. The cost of arbitrators' services shall be shared equally by the Board and the Association, but both shall bear their own other costs.

6. In any case, where a grievance is based upon the direct order, ruling or determination of the Superintendent, the aggrieved employee may appeal directly to the Board within ten (10) working days of the time when same has been brought to the employee's attention, by filing with the Board in writing setting forth:
 - a. the order, ruling or determination complained of;
 - b. the basis of the complaint;
 - c. a request for a hearing if a hearing is desired.

A copy of the above shall be served upon the Superintendent and Association who shall have the right to reply in writing thereto. A copy of such replies shall be served upon the aggrieved employee. The procedure for processing such grievance shall be the same as that set forth above.

7. Miscellaneous
 - a. An employee processing a grievance shall be assured freedom from restraint, interference, coercion, discrimination or reprisal.
 - b. All documents related to the processing of a grievance will be kept apart from the employee's personnel file.
 - c. The employee shall have the right to present his/her own appeal or to designate a representative to appear with him/her at any step of his/her appeal.

ARTICLE IV- MATERNITY AND CHILD CARE LEAVES

- A. Requests from staff for leave of absence on account of disability due to pregnancy or childrearing, or time needed for adoption shall be granted according to applicable state law and regulations, as well as in conformance with the following guidelines.
- B. 1. Any pregnant employee may apply to the Board of Education for disability leave of absence and shall be granted the leave. The leave dates shall be supported by a physician's certificate which shall allow for disability thirty (30) calendar days before and thirty (30) calendar days after the anticipated date of birth.

2. A pregnant employee may request more or less than thirty (30) calendar days disability before and/or after the anticipated date of birth upon a specific physician's certificate supporting same.
 3. Accumulated sick days may be utilized during the disability period.
 4. A nontenured employee shall only be entitled to a leave up to the expiration of her contract. A nontenured employee shall not be denied reemployment on the basis that she is pregnant or on maternity leave.
 5. A pregnant employee may be relieved from duty because her work performance has declined due to health reasons and she cannot obtain a physician's certificate that she is medically able to continue working or for other reasons applicable to all employees under Title 18A. No pregnant employee may be relieved from duties solely due to the fact that she is pregnant or that her pregnancy has reached a specific number of months.
- C.
1. A request from a nonprobationary custodian for an extended leave because of childrearing, preparation for childbirth, or adoption shall be acted upon individually by the Board upon the recommendation of the Superintendent.
 2. Such childrearing or adoption leaves shall run from their commencement date until the end of that school year. Leaves for childrearing or adoption shall be extended upon application by April 1 of the initial leave year or thirty (30) days after the date of birth or adoption, whichever is later, for the subsequent full school year. No further extensions shall be granted.

ARTICLE V - EMPLOYMENT STATUS

- A. All new employees shall serve a probationary period of three (3) months.
- B. No permanent employee shall be disciplined, reduced in salary for disciplinary purposes, suspended, nonrenewed, or dismissed without just cause.
- C. Seniority - In the event of a reduction in force the staff shall be reduced in reverse order of seniority. Seniority is determined by length of service to the district first, and time in title second. Employees may only exercise "bumping rights" over staff in the

categories of custodian and/or grounds keeper personnel. Where length of service is identical between two or more employees the Board shall determine who is retained.

- D. Employees shall be hired on a year to year basis. Employees to be discharged during the term of the contract shall receive thirty (30) days' notice. For non-renewal at the end of the contract a thirty (30) day notice is required.

ARTICLE VI - OVERTIME

- A. Overtime shall be computed for all time worked in excess of forty (40) hours in one (1) week at one and one-half (1-1/2) times the hourly rate of pay.
- B. All vacation, holidays and other paid leave days contained in this Agreement shall be considered as if worked for the purposes of calculating overtime during any work week.
- C. Management agrees to attempt to distribute overtime as equitably as possible over the year. Both parties acknowledge that overtime runs with a building.
- D.
 - 1. Contracted employees will be given preference in being assigned to overtime work for after-school events, weekend events and holiday events when it is determined by the administration that overtime coverage is necessary.
 - 2. Overtime work which may occur as a result of replacing absent employees may be assigned to contracted employees if the administration finds that such assignment(s) is in the best interest of the school district.
- E. Employees' overtime on cards submitted by the end of the month will be paid the 15th of the next month. Employees' overtime on cards submitted by the 15th of the month will be paid by the 30th of the same month. In December the overtime cards must be submitted by December 5 to be paid in the second check.

ARTICLE VII - CALL-OUT TIME

- A. Any employee recalled to work at a time which is not connected to the beginning or end of his/her regular shift shall receive a minimum of two (2) hours' pay at the rate of one and one-half (1-1/2) times the hourly rate. If any employee remains on assignment after a regular shift, payment shall be only for actual time worked.
- B. For a regularly scheduled assignment on a Saturday or Sunday where the scheduled organization fails to appear, the employee shall be eligible for the call out minimum.

ARTICLE VIII - WORK CLOTHES AND MATERIAL

- A. Employees shall be provided up to \$65 annually to purchase work shoes. Employees who purchase a "steel-toe" shoe will be provided up to \$75. Should an employee's work shoes become prematurely damaged or excessively worn, the employee may request that the Secretary/Business Administrator allow the employee to purchase an additional pair of shoes during the year. The Secretary/Business Administrator will have the discretion to approve this request, and this decision will not be subject to the grievance procedure.
- B. Each year quality employee uniforms shall be provided as follows:
 - four (4) regular shirts
 - three (3) pairs of work pants or in place of one (1) pants and one (1) shirt, a pair of coveralls.
- C. Female employees may substitute three (3) pairs of slacks and four (4) blouses.
- D. Grounds crew members, maintenance employees, elementary head custodians and two custodians at Franklin School and two custodians at Nutley High School will receive an outer coat for cold weather every other year. The style(s) and design of said outer coats shall be approved by the administration.
- E. The Board will provide parkas for all grounds crew employees, and all maintenance employees. In addition, the Board will furnish two rain parkas at each elementary school, three at Franklin School and four to five at Nutley High School. The style and design of said rain parkas will be approved by the administration. Rain parkas and other rain gear will be replaced when the Board deems it necessary.

- F. Employees who may be required to perform asbestos operation and maintenance activities pursuant to the AHERA law shall be provided with all necessary equipment and protective clothing. This equipment and clothing shall be of a quality sufficient to ensure the safety of each employee.

ARTICLE IX - LEAVES OF ABSENCE

A. Funeral

1. In the case of the death of a member of the immediate family (spouse, father, mother, brother, sister, child, father-in-law, mother-in-law), wherever domiciled, or any relative domiciled in the custodian's residence, no deduction in salary will be made for a period not to exceed five (5) consecutive days, one day of which shall be the day of death or the day of burial.
2. In the case of the death of a grandparent, nephew, niece, uncle, aunt, sister-in-law, or brother-in-law, not domiciled in the same residence, no deductions in salary will be made for absence on the day of the funeral.

B. Sick Leave

1. Employees shall receive twelve (12) sick leave days per year for absence because of personal disability or illness.
2. Sick leave is defined as absence from duty because of personal disability due to illness or injury or because of exclusion from school by the medical authorities on account of a contagious disease or being quarantined for such a disease in the immediate household.
3. A certificate of a physician in attendance may be required as proof of need for the employee's leave after three (3) consecutive days sick leave or after ten (10) days sick leave in any one school year.
4. The Business Administrator may at any time require proof of illness of an employee on sick leave whenever such a requirement appears reasonable to the Business Administrator.

5. Upon return from sick leave, the Board of Education may require an employee to submit a certificate of a physician stating that the employee is fit to return to full duty.
6. Each employee shall be notified each September of the amount of accumulated sick days to date.
7. Sick time may be accumulated according to the provisions of 18A
8. In 1992/93 an employee shall be paid for unused sick days at the rate of \$25 per day for a maximum of 125 days upon actual retirement (not vesting) after ten (10) years of employment by the Board. In 1993/94 the amount shall be \$30 per day and in 1994/95 the amount shall be \$35 per day.
9. If an employee, aged 60 years or over, who has been employed in the Nutley School District for at least fifteen (15) years should die while under contract, the current rate of pay for sick days up to 125 days will be paid to his/her estate.

C. Personal Leave

1. a. A total of five (5) days personal leave without deductions in salary during a school year may be granted by the Superintendent of Schools and/or Secretary/Business Administrator to an employee. Listed as reasons for a personal leave are the following:
 1. Illness in immediate family
 2. Death of a close friend or relative not covered in paragraph A above (1 absence)
 3. Business appointment
 4. Household emergency
 5. Marriage (1 absence)
 6. Religious holidays.
- b. Employees hired after July 1, 1992 will be eligible for up to three personal days per year during the first two years of employment under the same procedures as other buildings and grounds employees. An employee hired during the year will not become eligible for the five-day allotment until July 1 of the third year of his/her employment.

ARTICLE X - HOLIDAYS

- A. The work year shall be the same as that adopted by the Board for all twelve (12) month employees.
- B. In the event that any of the holidays occur during an employee's vacation period, the day so recognized shall not be counted as part of the employee's vacation. In such instances, the employee shall have available an additional vacation day.

ARTICLE XI - VACATIONS

- A. Vacations with pay, for twelve month employees employed prior to July 1, 1992, shall be as follows:
 - 1. Anyone employed for a period of one (1) year or less, prior to July 1 of any year, shall receive one-half (1/2) day vacation for each month with a maximum of five (5) days. To be credited with one-half (1/2) day vacation for the month, the employment must begin prior to the 15th of said month.
 - 2. Anyone employed more than one (1) year, prior to July 1 and less than three (3) years, shall receive ten (10) days vacation.
 - 3. Anyone employed three (3) years or more, prior to July 1, shall receive ten (10) days vacation, plus one-half (1/2) day for each month in excess of three (3) years of service, with a maximum of fifteen (15) days. The fifteen (15) days vacation will be given through seven (7) years of service.
 - 4. Anyone employed more than seven (7) years prior to July 1 shall receive fifteen (15) days vacation, plus one-half (1/2) day for each month in excess of seven (7) years of service, with a maximum of twenty (20) days.
- B. Employees hired after July 1, 1992 will be eligible for vacation on the following basis:
 - 1. If an employee is employed for less than one (1) year prior to July 1 of any year he/she shall receive one-half (1/2) vacation day for each month with a maximum of five (5) days. To be credited with one-half (1/2) day vacation for the month, the employment must begin prior to the 15th of said month.

2. Once an employee has completed at least one (1) year's service as of July 1, he/she shall receive ten (10) days vacation.
3. Additional vacation days will be granted to employees on the following basis:
 1. After 6 years - 15 days
 2. After 11 years - 16 days
 3. After 12 years - 17 days
 4. After 13 years - 18 days
 5. After 14 years - 19 days
 6. After 15 years - 20 days
- C. Any employee who has completed twenty-five (25) years of employment will receive twenty-two (22) vacation days per year.
- D.
 1. Vacation for Resigning Employees: In order to be eligible for a vacation in any one year, employment must be for at least three (3) months after July 1 prior to date of resignation. Vacation will be prorated on the following basis: 25% for three (3) months; 50% for six (6) months; 75% for nine (9) months.
 2. Active Employees: In order to be eligible for a vacation in any one year, employment must be for at least three (3) months after July 1. Vacations will be prorated on the following basis -- 25% - three (3) months; 50% - six (6) months; 75% - nine (9) months. It is recommended these vacations be taken during regularly scheduled vacation periods and at the discretion of the Business Administrator if other dates are requested.
- E. In computing the salary for a period less than ten (10) days of all employees engaged and paid on a 12-month basis, 1/240 of a year's salary shall constitute a day's pay, regardless of the number of days in the month in which the vacation is allowed. If a person is entitled to ten (10) days vacation, one-half (1/2) month's salary shall be paid.
- F. Credit will be given employees transferred from a 10-month position to a 12-month position by action of the Nutley Board of Education by multiplying the number of years of employment by 10 -- giving the total number of months employed. Divide this total by 12, i.e., 10 months for six (6) years -- 60 months, divided by 12 months equals five (5) full years of credit. The vacation shall then be granted according to this Article.

- G. Seniority shall be a factor to be considered when establishing vacation schedules.
- H. Twelve (12) month custodians shall generally take vacations subject to the approval of the Business Administrator.
- I. The Business Administrator shall solicit each February a tentative schedule from employees. The employees shall be notified of acceptance by April 1.
- J. If an employee has been scheduled for vacation days and illness or any personal business interferes with his/her personal vacation plans, the scheduled vacation days are still counted as vacation days taken except that an employee who was absent for at least five (5) consecutive days prior to his/her vacation may, at the employee's option, reschedule the vacation days.

In the event of extenuating circumstances that occur which affect the employee's scheduled vacation, the employee may request that the Secretary/Business Administrator reschedule the affected days. The Secretary/Business Administrator will have the discretion to grant or not grant this request, and his/her decision shall not be subject to the grievance procedure.
- K. Probationary employees who received permanent status by action of the Board shall be considered as employees from the initial date of hire and shall accrue vacation time as outlined in this Article. An employee who does not satisfactorily complete his/her probationary period shall not be entitled to any vacation.
- L. In the event of the death of an employee prior to the collection of earned vacation pay, payment of the earned vacation pay amount will be made to the estate of the employee.

ARTICLE XII - PAYROLL DEDUCTION OF ASSOCIATION DUES

- A. The Board agrees to deduct from the salaries of its employees dues for the Education Association of Nutley, the New Jersey Education Association, the National Education Association and the Essex County Education Association as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in

compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52:14-15.9(e)) and under rules established by the State Department of Education. Said monies, together with records of any corrections, shall be transmitted to the treasurer of the Education Association of Nutley by the 15th of each month following the monthly pay period in which deductions were made. The Association treasurer shall disburse such monies to the appropriate association or associations.

- B. Each of the associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice sixty (60) days prior to the effective date of such change.
- C. The Board agrees to deduct from employees' salary money for local, state and/or national association services and programs as said employees individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to such association or associations. (Deductions will be discontinued only if notice of withdrawal is filed as of July 1 and January 1, succeeding the date on which notice of withdrawal is filed. Notice of withdrawal must be filed at least sixty [60] days prior to July 1 and January 1.)

ARTICLE XIII - AGENCY FEE

- A. If any employee included in the Recognition Clause does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative. The Association agrees to have in place a demand and return system.
- B. 1. Notification:
Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the

Association to its own members for that membership year. The representation fee to be paid by nonmembers will be determined by the Association in accordance with the law.

2. Legal Maximum:

In order to adequately offset the per capita cost of services rendered by the Association as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees, and assessments charged by the Association to its own members, and the representation fee shall be eighty-five percent (85%) of the amount, as the maximum presently allowed by law. If the law is changed in this regard, the amount of the representation fee automatically will be increased to the maximum allowed; said increase to become effective as of the beginning of the Association membership year immediately following the effective date of the change.

C. 1. Notification:

Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association 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 Association.

2. Termination of Employment:

If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

3. Payroll Deduction Schedule:

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those under the deduction and transmission of regular membership dues to the Association.

4. Changes:

The Association 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 deductions made more than ten (10) days after the Board received said list.

5. New Employees:

On or about the last day of the month, beginning with the month this Agreement becomes effective, the Board will submit to the Association a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles and dates of employment.

D. 1. Liability:

The Association agrees to indemnify and hold the Board harmless against any liability in damages or legal fees which may arise by reason of any action taken by the Board in complying with the provisions of this Article, provided that:

- a. the Board gives the Association timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
- b. if the Association so requests in writing, the Board will cooperate fully with the Association in gathering evidence, securing witnesses, and in all other aspects of said defense.

2. Exception:

It is expressly understood that paragraph 1 above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

ARTICLE XIV - PROMOTION, ASSIGNMENT, TRANSFER

- A. 1. When a vacancy occurs in the district, the Board shall post a notice in each building at a place visible to the work staff and shall mail a copy to the Association President. Said notice shall outline the title of the position, the salary, the requirement of the position and the conditions upon which an application may be made.
- B. 1. Employees shall be given a notice of assignment and provided a job description associated with the assignment. Any change in assignment of an employee shall be made only after a conference with the employee.
- 2. An employee promoted, transferred or reassigned shall not lose seniority or other benefits as a result of said change. An employee who does not successfully complete a sixty (60) day trial period to the Board's satisfaction shall be returned to his/her previous classification.

ARTICLE XV - INSURANCE

- A. The Board shall provide, through the New Jersey State Health Benefits Program, hospital and medical-surgical benefits as provided in the master Blue Cross, Blue Shield, Rider "J" and Major Medical contracts subscribed to by the said Health Benefits Program.
- B. The Board shall pay the full premium for employee and his or her dependents, as defined in said contracts, for health insurance program as set forth in paragraph A.
- C. The Board shall provide family group dental expense insurance for employees as negotiated.
- D. New employees who remain in the employ of the Board for a period of two (2) months and work a minimum of twenty (20) hours per week will be enrolled by the Board in above health and dental insurance programs as of the beginning of the third month, provided that they apply to the Board for said coverage in the beginning of the first month.

- E. For each employee who remains in the employ of the Board for the full school year, the Board shall continue to provide the above health and dental insurance coverages until the following August 31. When necessary, premium payments on behalf of the employee shall be made to assure uninterrupted participation and coverage.
- F. Retiring employees will be covered thirty (30) days after the date of retirement. Anyone whose employment is terminated and who has not been employed for a full year will be covered for thirty (30) days after the termination of employment.
- G. Any employee granted a leave of absence without pay may continue coverage for a period of four (4) months following the end of the month when his/her name was removed from the payroll. The first month will be paid by the Board of Education. For the second, third and fourth months, the employee must pay the Board of Education the total premium required.
- H. The Board will continue to pay the full premiums toward the cost of an employee-only prescription plan for 1992-93 and 1993-94. In 1994-95, the Board will pay the cost of the premium for this plan subject to the following limitations:
 - 1. Should the premiums increase by an amount of 7.1% or less from the 1993-94 school year, the Board will pay the full premium.
 - 2. Should the premiums increase by an amount of between 7.1% - 14.2%, from the 1993-94 school year, the Board will pay the 1993-94 premium cost plus 7.1%. The employees will pay the additional premium cost between 7.1 - 14.2% via a payroll deduction.
 - 3. Should the premiums increase by more than 14.2% from the 1993-94 school year, the Board will pay the 1993-94 premium cost plus 7.1%, the employees will pay 7.1% and the Board will pay the remaining difference in the premium.
- I. To the extent required by law, the Board will pay the premiums for health benefits, dental benefits and prescription benefits for any employees on leave under the terms of the Family Leave Act. Where employee contributions are required for any of the above insurances, the employee will continue to be responsible for his/her contributory share.

ARTICLE XVI - EVALUATIONS

All nonprobationary employees shall be evaluated at least once during each year of this Agreement. Such evaluation shall be in writing and shall be retained in the employee's permanent file.

ARTICLE XVII - MISCELLANEOUS

- A. The Board shall make available to the Association, upon request and without charge, data relative to the administration of this Agreement.
- B. The Association agrees that during the term of this Agreement it will not authorize or cause any illegal actions by the Association or members directed against the Board of Education.
- C. The Board agrees that it will not lock out employees in the bargaining unit during the term of this Agreement.
- D. Nothing herein shall be construed to limit or restrict the parties in their right to seek and obtain such judicial relief as they may be entitled to under the law in the event of a breach of the provisions contained herein.
- E. No employee shall be required to use his/her own vehicle in the specific performance of his/her duties on the job (excluding transportation from work site to work site).
- F. Minor Discipline

Employees found to have committed the following offenses will be subject to the penalties as enumerated below.

1. Smoking in school facilities or on a school vehicle - \$25 fine per offense.
2. Failure to lock up or secure doors, windows, etc. which results in call in of another employee - Actual cost of overtime of employee called in.
3. Leaving early without permission - loss of wages for time involved plus one (1) day's suspension without pay.
4. The imposition of these penalties in no way restricts the Board from considering additional actions concerning a person's employment in the event the Board feels such actions are warranted.

ARTICLE XVIII - COMPENSATION

A. The following salaries shall be paid effective July 1, 1992 through June 30, 1995:

July 1, 1992 - June 30, 1993

	<u>Custodian/ Groundsman 2</u>	<u>Elementary Head 3</u>	<u>Middle School Head 4</u>	<u>H.S. Head, Grounds Foreman 5</u>	<u>Asst. Maintenance 6</u>	<u>Maintenance 7</u>
3	21,031	22,502	22,819	23,913	22,293	24,081
4	21,799	23,325	23,651	24,785	23,107	24,959
5	22,591	24,172	24,511	25,686	23,946	25,867
6	23,410	25,049	25,400	26,617	24,815	26,804
7	24,255	25,953	26,317	27,578	25,711	27,772
8	25,179	26,942	27,319	28,629	26,689	28,830
9	26,557	28,185	28,577	29,947	27,919	30,158
10	28,427	29,583	30,027	31,567	29,280	31,803
11	29,593	32,586	33,009	34,502	30,480	34,824

Longevity: After 10 years service - \$ 580 above guide
 After 12 years service - 830 above guide
 After 17 years service - 1,080 above guide

The longevity stipend shall be implemented on the employee's anniversary date, to be effective on the first of the month if employment commenced during the first fifteen (15) days of the month, or the first day of the following month if employment commenced during the second fifteen (sixteen) days of the month.

July 1, 1993 - June 30, 1994

	<u>Custodian/ Groundsman 2</u>	<u>Elementary Head 3</u>	<u>Middle School Head 4</u>	<u>H.S. Head, Grounds Foreman 5</u>	<u>Asst. Maintenance 6</u>	<u>Maintenance 7</u>
3	22,102	23,647	23,981	25,130	23,427	25,307
4	22,908	24,512	24,855	26,046	24,283	26,230
5	23,741	25,403	25,759	26,993	25,165	27,183
6	24,602	26,324	26,693	27,972	26,078	28,169
7	25,490	27,274	27,656	28,982	27,019	29,185
8	26,461	28,313	28,710	30,086	28,048	30,297
9	28,119	29,620	30,032	31,472	29,340	31,693
10	29,399	31,089	31,555	33,173	30,461	33,422
11	31,099	34,275	34,682	36,257	32,031	36,589

Longevity: After 10 years service - \$ 580 above guide
 After 12 years service - 830 above guide
 After 17 years service - 1,080 above guide

The longevity stipend shall be implemented on the employee's anniversary date, to be effective on the first of the month if employment commenced during the first fifteen (15) days of the month, or the first day of the following month if employment commenced during the second fifteen (sixteen) days of the month.

July 1, 1994 - June 30, 1995

	<u>Custodian/ Groundsman 2</u>	<u>Elementary Head 3</u>	<u>Middle School Head 4</u>	<u>H.S. Head, Grounds Foreman 5</u>	<u>Asst. Maintenance 6</u>	<u>Maintenance 7</u>
3	23,293	24,922	25,273	26,484	24,690	26,671
4	24,143	25,833	26,195	27,450	25,592	27,644
5	25,020	26,772	27,147	28,448	26,521	28,649
6	25,928	27,743	28,132	29,480	27,484	29,687
7	26,863	28,744	29,147	30,544	28,476	30,758
8	27,887	29,839	30,257	31,708	29,560	31,930
9	29,435	31,216	31,651	33,168	30,922	33,401
10	31,097	32,765	33,256	34,961	32,103	35,223
11	32,776	36,125	36,560	38,219	33,759	38,581

Longevity: After 10 years service - \$ 580 above guide
 After 12 years service - 830 above guide
 After 17 years service - 1,080 above guide

The longevity stipend shall be implemented on the employee's anniversary date, to be effective on the first of the month if employment commenced during the first fifteen (15) days of the month, or the first day of the following month if employment commenced during the second fifteen (sixteen) days of the month.

ARTICLE XIX - SALARY GUIDE PLACEMENT;
IMPLEMENTATION: STIPENDS: LONGEVITY

- A. Initial placement on the salary guide is to be determined by the Board of Education upon the recommendation of the Superintendent of Schools.
- B.
 - 1. Employees regularly assigned a day shift who are temporarily assigned to a night shift shall be paid the night shift differential from the start of the assignment.
 - 2. The night shift shall be defined as any shift which starts after 2:00 p.m.
- C. Employees regularly assigned to the night shift who are temporarily assigned to a day shift shall retain their night shift differential rate of pay.
- D. The regular work week shall consist of five (5) consecutive days, Monday through Friday.
- E.
 - 1. Employees hired prior to July 1, 1992 who are assigned to the night shift, shall receive a 10% night shift differential to a maximum of \$3,600.
 - 2. Employees hired after July 1, 1992 who are assigned to the night shift shall receive a night shift differential of \$2,000.
- F.
 - 1. All employees who possess a Black Seal license shall receive a stipend of \$300 per year in 1992-93, \$350 in 1993-94 and \$400 in 1994-95.
 - 2. When Black Seal license is acquired during the year, the stipend shall be prorated.
 - 3. The Board shall maintain a record of all Black Seal licenses in the district and shall notify employees of their expiration dates and reimburse the employee for the cost of license renewal upon the proper submission of a Board of Education voucher.
 - 4. The Board shall pay, to a maximum of \$100, for all course-related expenses (i.e., tuition, books, materials) for any employee who is enrolled for a Black Seal license. Failure to obtain a license within two (2) years shall require the employee to reimburse the Board.

5. Firemen in the elementary and Franklin schools shall receive a stipend of \$460 per year. The fireman at the high school shall receive a stipend of \$985 per year. These stipends are in addition to the Black Seal stipend. It is further understood that one weekend boiler check, as necessary, is compensated as part of these stipends.
- G. The assistant grounds foreman shall receive a stipend of \$565 per year.
- H. Head of the night shift shall receive a stipend of \$565 per year.
- I.
1. Employees who are temporarily assigned to work in a higher job classification shall receive the higher rate of pay commencing on the fourth (4) consecutive day of such assignment.
 2. Days when school is closed do not count towards consecutive days served.
 3. An employee working in a higher grade assignment who has already qualified for a higher rate of pay pursuant to the first paragraph of this Article and whose assignment is interrupted by a school vacation or holiday and whose assignment continues otherwise uninterrupted in the higher grade assignment, shall receive higher grade pay for the full period so assigned.
 4. Employee sick days, personal days or vacation days do not count in accruing the four (4) consecutive days required, nor shall any employee receive higher grade pay when he is absent due to illness, personal reasons or vacation.
 5. Where an employee's absence due to illness, bereavement, personal business or vacation interrupts a higher grade assignment, and on the employee's return he is immediately reassigned to the higher grade assignment, he shall continue to receive pay at the higher grade until the conclusion of the higher grade assignment.
- J. Present employees who are qualified and designated to perform asbestos operation and maintenance activities pursuant to AHERA, and other employees who become qualified and are designated to perform AHERA operation and maintenance activities shall receive an annual stipend of \$300.

ARTICLE XX - SEPARABILITY AND SAVINGS

Each and every clause of this Agreement shall be deemed separable from each and every other clause of this Agreement to the extent that in the event any clause or clauses shall be finally determined to be in violation of any law, then in such event, such clause or clauses, to the extent that any may be in violation shall be deemed of no force and effect and unenforceable, without impairing the validity and enforceability of the rest of the Agreement, including any and all provisions of the remainder of any clause, sentence or paragraph in which offending language may appear.

ARTICLE XXI - NON-DISCRIMINATION

- A. The Board and the Association agree that there shall be no discrimination against any employee because of sex, age, nationality, race, religion, marital status, political affiliation or union membership, or lack thereof.
- B. The Board and the Association agree that all employees covered under this Agreement have the right without fear of penalty or reprisal to form, join, and assist any employee organization or to refrain from any such activity. There shall be no discrimination by the Board or the Association against any employee because of the employee's membership or non-membership or activity or non-activity in the Association.

ARTICLE XXII - MANAGEMENT RIGHTS

- A. The Board of Education hereby retains and reserves unto itself without limitation all powers, rights, authority, duties and responsibilities covered upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including but not limiting the generality of the foregoing, the following rights:
 - 1. The executive management and administrative control of the Board and its properties and facilities and activities of its employees by utilizing personnel methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the Board.

2. To make rules of procedure and conduct, to use improved methods and equipment, to determine work schedules and shifts, to decide the number of employees needed for any particular time, and to be in sole charge of the quality and quantity of the work required.
 3. The right of management to make such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety, and/or the effective operation of the Board after advance notice thereof to the employees to require compliance by the employees is recognized.
 4. To hire all employees, to promote, transfer, assign or retain employees in positions within the Board.
 5. To suspend, demote, discharge or take any other appropriate disciplinary action against any employees.
 6. To lay off employees in the event of a lack of work or funds, or under conditions where continuation of such work would be inefficient and non-productive.
 7. The Board reserves the right with regard to all other conditions of employment not reserved to make such changes as it deems desirable and necessary for the efficient and effective operation of the Board.
- B. In the exercise of the foregoing powers, rights, authority, duties and responsibilities of the Board, the adoption of policies, rules, regulations and practices and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms thereof are in conformance with the Constitution and laws of New Jersey and of the United States.
- C. Nothing contained herein shall be construed to deny or restrict the Board of its rights, responsibilities and authority under any national, state, county or local laws or regulations.

ARTICLE XXIII - FULLY BARGAINED AGREEMENT

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 or contemplation of either or both parties at the time they negotiated or signed this Agreement.

ARTICLE XXIV - ASSOCIATION RIGHTS AND PRIVILEGES

- A. 1. Whenever any representative of the Association or any employee participates during working hours in mutually scheduled negotiations, grievance proceedings, conferences or meetings, she/he shall suffer no loss in pay.
2. Employees who are duly elected representatives of the Association Executive Board and/or Representative Council shall be permitted to attend not more than two (2) Association meetings of the Executive Board and Representative Council per month. Day shift employees shall be excused for a maximum of one hour per meeting, and night shift employees shall be excused for whatever time the meeting is in session.

In the event that the Association holds an emergency meeting which requires the attendance of said duly elected representatives, the President of the Association shall notify the Business Administrator, who shall permit the duly elected representatives noted above to attend the emergency meeting(s).

In all cases, employees who are representatives of the Executive Board and/or Representative Council must notify their immediate supervisor at least one day in advance of the scheduled meeting, except in cases of emergency meetings when he/she will notify the immediate supervisor as soon as possible prior to the emergency meeting(s).

- B. The Association and its representatives shall be permitted to use school buildings at all reasonable hours for meetings. The principal of the building in question shall be notified in advance of the time and place of all such meetings.
- C. The Association shall be permitted to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use.
- D. All day-shift employees will be released at 3:25 p.m. the day of the annual EAN meeting for the purpose of attending the EAN meeting. Night-shift employees will be released so long as each building has the coverage of at least one (1) buildings and grounds employee, if this is determined to be necessary by the Secretary/Business Administrator. Night-shift employees who are released to attend this meeting must report back to work at the conclusion of the meeting or by 5:15 p.m., whichever is sooner.

ARTICLE XXV - DURATION OF AGREEMENT

- A. The provisions of this Agreement shall be effective as of July 1, 1992 and shall remain in full force and effect until June 30, 1995, subject to the right of the Board and Association to negotiate for a modification of this Agreement as provided in Article II of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, at the day and year first above written.

BOARD OF EDUCATION OF THE
TOWNSHIP OF NUTLEY

EDUCATION ASSOCIATION OF NUTLEY

By: J.P. Dancy
President

By: John C. Finicayles
Secretary

By: D.J. Langona
President

By: Mary Pulat
Secretary