

**THIS DOES NOT  
CIRCULATE**

AGREEMENT

between the

WESTWOOD EDUCATIONAL SECRETARIES ASSOCIATION

and the

BOARD OF EDUCATION OF THE WESTWOOD REGIONAL SCHOOL DISTRICT *Board of*

COUNTY OF BERGEN, NEW JERSEY

*Education (Employers)*

- X 1984 - 1985
- X 1985 - 1986
- X 1986 - 1987

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## AGREEMENT

This is an agreement between the Westwood Regional Board of Education, hereinafter called the Board, and the Westwood Educational Secretaries Association, hereinafter called the Association. It shall become effective as of July 1, 1984 and shall continue in effect until June 30, 1987 or until a subsequent successor agreement has been negotiated.

All present policies shall remain in effect except for such additions and changes as indicated hereafter.

### I. RECOGNITION

- A. Pursuant to Chapter 303, Laws of 1968, as amended, of the State of New Jersey, known as the New Jersey Public Employer-Employee Relations Act, the Westwood Regional Board of Education hereby recognizes the Westwood Educational Secretaries Association as exclusive representative for the purpose of collective negotiations for all full-time secretarial and clerical personnel under contract to the Board of Education with the exception of the secretary to the Superintendent, the secretary to the Assistant Superintendent, the secretary to the Business Administrator-Board Secretary, budget bookkeepers and payroll bookkeepers.
- B. Unless otherwise indicated, the term Secretaries, when used hereinafter in the Agreement, shall refer to all personnel represented by the Association.

### II. NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations in accordance with Chapter 303, Public Law of New Jersey, 1968, in a good-faith effort to reach agreement concerning the terms and conditions of secretaries' employment. Any Agreement negotiated shall apply to the unit defined in Article I, shall be reduced to writing, shall be ratified by the Association, shall be adopted by the Board, and shall be signed by the Association and the Board.
- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

### III. SICK LEAVE

- A. All 12-month secretaries shall be entitled to 12 sick days per year; 10½ month secretaries shall be entitled to 11 sick days per year; 10-month secretaries shall be entitled to 10 sick days per year. Secretaries entering the school district during the school year will be pro-rated on the basis of one day per month for each full month of employment.

### IV. TEMPORARY LEAVE OF ABSENCE

- A. Secretaries shall be entitled to nonaccumulative leave of absence with full pay for the following reasons:
1. One day to attend graduation exercises of the employee or the employee's children
  2. Required appearance in court

3. Not to exceed 5 days for the death and the death connected illness of a member of the immediate family. Immediate family shall be understood to mean parents, spouse, child, brother, sister, or long time member of the immediate household.

Not to exceed 1 day may be granted to attend the funeral of a relative not in the immediate family or for a close associate if prior approval has been granted by the Superintendent of Schools.

In case of unusual or extenuating circumstances, evidence may be presented to the Superintendent that could result in the approval of an additional allowance.

All leaves of absence referred to in this section are subject to the following:

- A. At least five (5) school days notice shall be given in requesting a personal day through the immediate superior. Lacking such notice, the absence will be considered unauthorized and the Secretary's pay will be deducted on a pro rata basis of the employee's annual salary. The five (5) school days notice will be waived in cases of extreme emergency with no deduction in salary.
- B. Extensions to any temporary leaves of absence referred to in Section A as outlined above may be made at the discretion of the Superintendent of Schools.
- C. Leaves taken pursuant to this Article shall be in addition to any sick leave to which the Secretary is entitled.

#### V. HOLIDAYS

Secretaries will follow the same holiday schedule as set forth in the School Calendar for the fiscal year.

#### VI. VACATIONS

- A. As of June 30 of any given year, twelve month secretaries completing one to nine years of service shall receive a vacation of ten working days in the following July or August. An employee completing a part of a year shall have a pro-rated vacation.
- B. As of June 30 of any given year, twelve month secretaries completing ten to nineteen years of service shall receive a vacation of fifteen working days in the following July or August.
- C. As of June 30 of any given year, twelve month secretaries completing twenty or more years of service shall receive a vacation of twenty working days in the following July or August. Secretaries who are entitled to four weeks vacation will have the option of taking three weeks vacation and be paid for the fourth week in addition to her/his regular pay.
- D. After 12 years of service,  $10\frac{1}{2}$  month secretaries shall receive an additional  $\frac{1}{44}$  to be added to their next year's pay schedule. In case of termination at the end of any given year on June 30, such  $10\frac{1}{2}$  month secretary shall be entitled to  $\frac{1}{44}$  of the secretary's salary on the next year pay schedule in payment of this additional week of vacation entitlement. In case of termination other than on June 30, an equitable financial settlement shall be made. Those  $10\frac{1}{2}$  month Secretaries presently receiving an additional  $\frac{1}{44}$  vacation pay shall continue to receive it as part of their contractual salary. No additional personnel shall be eligible for this entitlement effective July 1, 1976.

## VII. MISCELLANEOUS PROVISIONS

- A. The Superintendent shall notify the President of the Westwood Educational Secretaries Association of any secretarial vacancies as they become available.
- B. Secretaries planning to leave the District shall be required to give 30 days notice.

## VIII. WORKING CONDITIONS

- A. Hours:
  - 1. A normal work week for employees hired as office personnel shall consist of five (5) working days; namely Monday, Tuesday, Wednesday, Thursday, and Friday.
  - 2. A normal work week shall consist of thirty-five (35) hours (excluding lunch).

## IX. INSURANCE COVERAGE

Secretaries shall participate fully in any insurance coverage or other medical benefits offered by the Board in the contract of the Westwood Education Association. As of July 1, 1984 the Board will permit retirees to remain in the dental, optical and/or prescription plans by paying the Board the appropriate monthly premiums in advance. The Board and Association shall be saved harmless in the event this benefit cannot be implemented.

## X. GRIEVANCE PROCEDURE

A grievance shall mean a complaint by an employee based upon the interpretation, application or violation of policies, agreements, and administrative decisions affecting them. The term grievance shall not apply to any matter which (1) a method of review is prescribed by State Law or State Board of Education Rule having the force and effect of law, or (2) the Board is without authority to act or (3) a complaint of a non-tenured employec which arises by reason of the final decision of the Board not to re-employ the employee. As used in this definition the term "employee" shall mean also a group of employees having the same grievance. An employee shall have the right to present the grievance or designate representatives of the Westwood Educational Secretaries Association or another person of their own choosing to appear with the employec or for the employee at any step in the procedure. A gricvance to be considered under this procedure must be initiated by the employee within 30 calendar days of the action or deed which prompted the grievance.

- A. Any employee who has a grievance shall discuss it first with the Principal (or immediate superior or department head, if applicable) in an attempt to resolve the matter informally at that level.
- B. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within 5 school days, the employee shall set forth the complaint in writing to the Principal or Supervisor. The Principal or Supervisor shall communicate the decision to the employee in writing within 3 school days of receipt of the written complaint.

## X. GRIEVANCE PROCEDURE (Cont.)

- C. The employee may appeal the Principal's or Supervisor's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and must set forth the grounds upon which the grievance is based. The Superintendent shall request a report on the grievance from the Principal or Supervisor, shall confer with the concerned parties and, upon request, with the employee or Principal (Supervisor) separately. The Superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed 10 school days. The Superintendent shall communicate his decision in writing, along with supporting reasons, to the employee and the Principal or Supervisor.
- D. Further Appeal
1. If the grievance is not resolved to employee's satisfaction after reaching the Superintendent, the matter may be referred to the local Association for consideration. The Association shall make a determination as soon as possible, but within a period not to exceed 10 school days, notifying the employee in writing of that determination.
  2. If the Association determines that the grievance has or may have merit, it shall recommend that the grievance be heard by the Board.
  3. If the Association determines that the grievance is without merit, it will so advise the employee and a copy of its findings shall be sent to the Principal, the Superintendent, and the Board.
  4. An employee whose grievance has been determined to be without merit by the Association shall retain the right to appeal in writing to the Board.
- E. If the grievance is not resolved to the employee's satisfaction, the employee may request a review by the Board. The request shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance, hold a hearing with the employee if requested, and render a decision in writing within 30 calendar days.
- F. An appeal from the decision of the Board may be made directly to the Commissioner of Education.

## XI. WITHHOLDING OF INCREASE

Increases are not automatic and may be withheld from secretaries or clerks by the Board of Education upon the recommendation of the Superintendent that performance has been below acceptable standards. Increases withheld for this reason shall be deemed to have been lost.

Said decision to withhold an increase shall be subject to the grievance procedure.

Special increases may be granted by the Board of Education upon the recommendation of the Superintendent or on their own volition in the best interest of the school district.

## XII. REPRESENTATION FEE

### A. Purpose of Fee

If a secretary 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 to offset the costs of services rendered by the Association as majority representative. Membership fee is to include that of W.E.S.A., B.C.F.A., N.J.E.A., and any other fee required.

### B. Amount of Fee

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 equal to the maximum allowed by law.

### C. Deduction and Transmission of Fee

The Board agrees to deduct from the salary of any secretary who is not a member of the Association for the current membership year the full amount of the representation fee set forth in Section B above and promptly will transmit the amount so deducted to the Association. The Board agrees to deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each secretary during the remainder of the membership year in question. The deductions will begin 30 days after the secretary begins her employment in a bargaining unit position.

### D. Termination of Employment

If a secretary who is required to pay a representation fee terminates 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 secretary during the membership year in question and promptly forward same to the Association.

### E. Mechanics

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 used for the deduction and transmission of regular membership dues to the Association.

## XIII. REDUCTION IN FORCE

Reduction in force and recall will be based on seniority and evaluation.

1984-85

STEPS	B	C-12	C-10 $\frac{1}{2}$	D-12	D-10 $\frac{1}{2}$	D-10
1	\$10,526	\$ 9,804	\$ 9,199	\$ 9,409	\$ 8,538	\$ 7,966
2	11,164	10,446	9,586	9,821	8,997	8,261
3	11,801	10,905	9,973	10,233	9,456	8,557
4	12,439	11,364	10,360	10,645	9,915	8,852
5	13,076	11,823	10,759	11,211	10,374	9,204
6	13,714	12,465	11,157	11,778	10,833	9,557
7	14,351	13,106	11,556	12,344	11,292	9,909
8	14,989	13,748	11,956	12,911	11,751	10,262
9	15,626	14,390	12,553	13,477	12,210	10,616
10	16,271	15,034	13,150	14,042	12,672	11,040
		17,226	13,550			11,676
			16,022			12,811

1985-86

STEPS	B	C-12	C-10 $\frac{1}{2}$	D-12	D-10 $\frac{1}{2}$	D-10
1	\$11,315	\$10,539	\$ 9,889	\$10,115	\$ 9,178	\$ 8,563
2	12,001	11,229	10,305	10,558	9,672	8,881
3	12,686	11,723	10,721	11,000	10,165	9,199
4	13,372	12,216	11,137	11,443	10,659	9,516
5	14,057	12,710	11,566	12,052	11,152	9,894
6	14,743	13,400	11,994	12,661	11,646	10,274
7	15,427	14,089	12,423	13,270	12,139	10,652
8	16,113	14,779	12,853	13,879	12,632	11,032
9	16,798	15,469	13,494	14,488	13,126	11,412
10	17,491	16,162	14,136	15,095	13,622	11,868
		18,518	14,566			12,552
			17,224			13,772



## 1986-87

STEPS	B	C-12	C-10 $\frac{1}{2}$	D-12	D-10 $\frac{1}{2}$	D-10
1	\$12,164	\$11,329	\$10,631	\$10,874	\$ 9,866	\$ 9,205
2	12,901	12,071	11,078	11,350	10,397	9,547
3	13,637	12,602	11,525	11,825	10,927	9,889
4	14,375	13,132	11,972	12,301	11,458	10,230
5	15,111	13,663	12,433	12,956	11,988	10,636
6	15,849	14,405	12,894	13,611	12,519	11,045
7	16,584	15,146	13,355	14,265	13,049	11,451
8	17,321	15,887	13,817	14,920	13,579	11,859
9	18,058	16,629	14,506	15,575	14,110	12,268
10	18,803	17,374	15,196	16,227	14,644	12,758
		19,907	15,658			13,493
			18,516			14,805

SIGNATURES OF AUTHORIZED OFFICIALS

In witness of this Agreement the Westwood Educational Secretaries Association has caused this Agreement to be signed by its President and Secretary and the Westwood Regional Board of Education has caused this Agreement to be signed by its President, attested to by its Secretary and its corporate seal to be placed hereon, on this 8th day of October, 1984.

WESTWOOD EDUCATIONAL SECRETARIES ASSN.

WESTWOOD REGIONAL BOARD OF EDUCATION

By *Theresa Pullets*  
Theresa Pullets, President

By *R. Alan Karch*  
R. Alan Karch, President

By *Marjorie Marquardt*  
Marjorie Marquardt, Secretary

By *Angelo Raimondi*  
Angelo Raimondi, Board Secretary