

AGREEMENT

BETWEEN

FLORENCE TOWNSHIP BOARD OF EDUCATION

AND

F.T.E.A./N.J.E.A. SUPPORT STAFF

(revised)

JULY 1, 1989 - June 30, 1991

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ARTICLE I - RECOGNITION

Section A - The Board hereby recognizes the FTEA/NJEA as the representative for collective negotiations concerning the terms and conditions of employment for all regularly employed support staff employees under contract, including the following:

Administrative Aides
Cafeteria Personnel
Custodial Personnel
Maintenance Personnel
Classroom Teacher Aides
Library Aide
Transportation Personnel
Transportation Aides (Special Education)

but excluding:

All Supervisory Personnel
Per Diem Employees
Substitutes
Other School Employees

Section B - The Association hereby recognizes that the Board reserves for itself full jurisdiction and authority over matters of policy and retains the right, in accordance with applicable laws and regulations and subject to the provisions of this agreement:

1. To direct employees of the district;
2. To hire, promote, transfer, assign and retain employees in positions within the district and to suspend, demote, discharge or take other disciplinary actions against employees;
3. To release employees from duties because of a lack of work or other legitimate reasons;
4. To maintain the efficiency of the district operations entrusted to them;
5. To determine the methods, means and personnel by which such operations are to be conducted;
6. To take whatever actions might be necessary to carry out the goals of the school district in situations of emergency.

ARTICLE II - NEGOTIATION PROCEDURE

Section A - The parties agree to enter into collective negotiations in accordance with Chapter 123, Public Laws of 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment.

Section B - Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be applicable during the term of this Agreement.

Section C - This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement, neither party shall 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 of the parties at the time they negotiated or executed this Agreement.

Section D - 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.

ARTICLE III - GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is a claim affecting the terms and conditions of employment of an employee, group of employees or the Association based upon the application, interpretation or violation of this Agreement, policies or administrative decisions.
2. An aggrieved person is the person or persons or the Association instituting the claim.

3. A Party in interest 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.

B. Purpose

1. 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 concerning the welfare or terms and conditions of employment. Both parties agree that the proceedings will be kept as informal as may be appropriate at any level of the procedure.

C. Procedure

1. The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be altered by mutual agreement.
2. 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, and if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest the time limits set forth herein shall be reduced, by mutual agreement, so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
3. Level #1
Within 10 working days an employee with a grievance shall first discuss it with his/her principal or immediate supervisor with the objective of resolving the matter informally. The employee may elect to have an Association representative make arrangements for the informal meeting.

4. Level #2
If the aggrieved person is not satisfied with the disposition of his/her grievance at Level #1, or if no decision has been rendered within five (5) working days after the informal meeting with the principal or immediate supervisor, he/she may file the grievance in writing with the Association within the five (5) working days after the decision at Level #1 or ten (10) working days after the grievance was presented, whichever is sooner. Within five (5) working days after receiving the written grievance, and if it has merit, the Association shall refer it to the principal or immediate supervisor.
5. Level #3
If the aggrieved is not satisfied with the disposition of the grievance at Level #2, or if no decision has been rendered within ten (10) working days after the grievance was delivered to the principal or immediate supervisor, he/she may, within five (5) working days after a decision by the principal or supervisor or fifteen (15) working days after the grievance was delivered to the principal or the immediate supervisor, whichever is sooner, request in writing that the Association submit the grievance to the Superintendent. If the Association determines that the grievance is meritorious, subsequent to Level #2, it may submit the grievance in writing to the Superintendent within fifteen (15) working days after receipt of a request by the aggrieved person.
6. Level #4
The Superintendent shall request a report on the grievance from the principal or immediate supervisor and shall confer with the employee and principal or supervisor separately.

The Superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) working days. He shall communicate his decision in writing along with the supporting reasons to the employee, the principal or supervisor, and the Association.

If the grievance is not settled after reaching the Superintendent of Schools, the matter may be referred back to the Association for reconsideration. The Association shall make a determination as soon as possible, but within a period not to exceed ten school days, notifying the employee in writing of that determination.

If the Association determines that the grievance has merit, it shall recommend to the Superintendent that the grievance be reviewed again, and shall submit its recommendation for consideration. The Superintendent shall make a determination within five (5) school days. If not satisfactorily resolved, the grievance is to be submitted to the Board of Education. The Board will meet with the employee and principal/supervisor and make a determination within ten (10) days, notifying in writing the employee, superintendent, principal, supervisor and Association of its decision.

7. Level #5

In the event a grievance has reached an impasse and cannot be resolved under Article III, either party may seek advisory arbitration without the other's consent.

When advisory arbitration is intended to be used in the remediation of a grievance, the following conditions must exist:

- a. The topics for arbitration will be limited only to the 'express terms of the written Agreement'.
- b. The arbitrator shall be limited to the issues submitted and shall consider nothing else. The arbitrator can neither add to nor subtract anything from the Agreement between the parties.
- c. Grievances that are related to Board policies and/or administrative decisions and practices shall not be topics for recognition.
- d. The list of arbitrators shall be procured from the Public Employment Relations Commission (PERC).

E. Miscellaneous

1. Any employee who may have a grievance pending shall not have the right to refuse an Administrative directive or a Board Policy on the grounds that he/she has instituted a grievance. The employee must continue under the direction of the Superintendent and Administrators regardless of the pending of any grievance until such grievance is properly resolved.

ARTICLE IV - EMPLOYEE AND ASSOCIATION RIGHTS AND PRIVILEGES

- A. Whenever any employee is required to appear before the Superintendent, Board or any committee concerning any matter which could adversely affect the continuation of that employee his/her office, position or employment or the salary or any increments pertaining thereto, he/she shall be given prior notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him.
- B. The Board agrees to make available at regular office hours such material as would be a matter of public record. All material must remain in the Board Office.
- C. Whenever any representative of the Association is mutually scheduled by the parties to participate during working hours in negotiations or grievance proceedings, he/she shall suffer no loss in pay.
- D. The Association and Association representative shall have the privilege to use school buildings as per Board Policy.

ARTICLE V - VACATIONS

This Article of the Agreement refers to the Custodians and Maintenance Personnel who are employed on a 12-month basis.

- A. Personnel with less than one (1) full year of service shall receive one (1) day for each month of service not to exceed ten (10) working days. Definition: Full year of service shall mean continuous employment from July 1 through June 30 for at least six full months.
- B. Personnel with one (1) full year of service through ten (10) full years of service shall receive two (2) weeks vacation - ten (10) working days.
- C. Personnel with eleven (11) through fifteen (15) years of service shall receive three (3) weeks vacation - fifteen (15) working days.
- D. Personnel with 16 years of service and up shall receive twenty (20) working days - four (4) weeks vacation.
- E. All vacation schedules are subject to approval of the Superintendent of Schools.

ARTICLE VI - HOURS OF WORK

- A. The work assignment for members of the unit are as follows:

Administrative Aides	- 2½ hrs/day
Bus Drivers	- 4 hrs/day or per route requirement
Cafeteria	- 6 hrs/day
Part-time Cafeteria Workers	- 3 hrs/day
Custodians	- 8 hrs/day
Maintenance Personnel	- 8 hrs/day
Classroom Teacher Aides	- 7 hrs/day
Transportation Aides (S.E.)	- 4 hrs/day or per route requirement

- B. The right to increase or decrease the work schedule shall remain a unilateral prerogative of the Board. However, work hours will not be changed without prior consultation with the Association.
- C. Employees shall serve an initial 90 days probationary period which shall be counted toward tenure status after three consecutive years of service, together with the Board's tenure appointment at the beginning of the next succeeding year.
- D. By definition a work week consists of an eight (8) hour working day from Monday through Friday, totaling a work week of forty (40) hours.

Hours worked in excess of forty (40) hours/week will be paid at the rate of $1\frac{1}{2}$ times the employee's regular hourly rate of pay.

A work week for overtime purposes would include holidays, sick leave days, personal/business days that cover bereavement, jury duty and personal business days approved by the Superintendent.

Employees working on Saturday and Sunday will be paid at the rate of $1\frac{1}{2}$ times their regular hourly rate of pay; EXCEPT Bus Drivers who will be paid at the trip rate for Saturdays, Sundays and holidays.

- E. An employee called back to work at a time not contiguous to the regular work schedule shall receive a minimum of two (2) hours compensation. The Board shall have the right to require the employee to work the full two (2) hours.
- F. Custodial/Maintenance personnel may leave on days of inclement weather when the snow removal has been completed, subject to the approval of the Supervisor.
- G. When there are one-session school days, Cafeteria Personnel may leave when their work is finished, subject to the Supervisor's approval.
- H. The Board has the right to schedule overtime work. In a school, scheduled overtime work shall be divided as equally as practicable in a continuous cycle beginning with the appropriately licensed

employee with the highest seniority. Should there be no volunteers, qualified employees will be scheduled to work mandatory overtime in a continuous in-school cycle by least seniority.

- I. Six hour cafeteria employees are entitled to one 15 minute break during the course of their normal work day as long as it does not interfere with job responsibilities.

Eight hour custodians, eight hour groundsman, and eight hour maintenance men are entitled to two fifteen (15) minute breaks during the course of their normal work day only when emergency situations do not exist and as long as it does not interfere with job responsibilities.

- J. Six hour cafeteria employees are entitled to a thirty minute lunch which may be subject to unavoidable interruptions. Lunch will be scheduled by the cafeteria supervisor.

Eight hour custodians, eight hour groundsman, and eight hour maintenance men are entitled to a thirty minute lunch which may be subject to unavoidable interruptions. Lunches will be scheduled by the Supervisor of Maintenance.

- K. In the event a six (6) hour cafeteria employee is absent, a current three (3) hour employee shall be offered the opportunity to work the six (6) hours. Whenever possible, a substitute for the three (3) hour cafeteria person will be engaged.

ARTICLE VII - EVALUATION OF SUPPORT STAFF

- A. 1. The performance evaluation of all support staff covered by this agreement shall be completed by the Supervisor/Supervisors specified within the job description. All performance evaluations shall be conducted openly and with full knowledge of the employee.
2. Before any written performance evaluation report is finalized, submitted to the Central Administration, or placed in the personnel file, such report shall be discussed with the employee within ten days of the evaluation. The support staff employee will be given a

- copy of the written evaluation report at least one day before any conference is held to discuss it. He/She shall have the right to submit a written response to any material within the evaluation report within 15 days of the conference. This response will be reviewed by the evaluator and will be attached to copies of the report in all file locations.
3. Every evaluation report shall be signed by both the evaluator and the support staff member evaluated. The support staff member's signature, however, shall not be interpreted as an assent to the contents signed. In no event shall anyone be asked to sign an incomplete evaluation.
 4. Copies of the signed evaluation reports will be issued to the support staff employee, the supervisor, and the Superintendent of Schools. A copy of the evaluation report will be filed in the support staff member's personnel file.
 5. The support staff evaluations may occur any time after July 1, however, one evaluation must have been provided no later than February 1.
- B.
1. Each support staff member shall have a personnel file established and maintained in the office of the Superintendent of Schools.
 2. Each support staff member shall have the opportunity once each year to review with the Superintendent of Schools the contents of his/her personnel file. The request for review must be in writing. An employee shall be entitled to have an authorized representative of the Association accompany him or her during such review.
 3. No material derogatory to an employee's conduct, service, character or personality shall be placed in his/her personnel file unless the employee has had an opportunity to review the material. The employee shall also have the right to submit a written answer which shall be reviewed by the Superintendent and attached to the file copy.
- C. All materials contained in the personnel file are confidential; however, an employee shall be permitted to reproduce or circulate any material in his/her file.

ARTICLE VIII - SALARIES

- A. The salaries of all employees covered by this Agreement will be set forth in the attached Schedule A.
- B. A 10-month employee must have at least five (5) months of service to be considered for advancement to the following year's salary schedule. Those with less than five (5) months will remain at the same step for the following year.
- C. A 12-month employee must have at least six (6) months of service to be considered for advancement to the following year's salary schedule. Those with less than six (6) months will remain at the same step for the following year.
- D. When moving from one job category to another, the employee will be placed on the next step above his/her old salary on the new position's salary guide.
- E. Regular part-time cafeteria personnel will be given credit for said service when and if they move to a full-time position in the Florence Township School System.
- F.1 Support staff employees shall be paid bi-weekly during each month of employment or,
- F.2 When a pay period ends on or during a school holiday or school vacation; the checks will be issued on the last working day prior to the beginning of said holiday or vacation.
- F.3 Members of the Support Staff assigned to the night shift may receive their paychecks the day prior to the regularly scheduled payday provided that the check is picked up at the office of the Board Secretary prior to 4:00 P.M.
- F.4 Annual salary increases shall be in addition to longevity pay.

ARTICLE IX - PROTECTION OF EMPLOYEES

- A. Employee protection shall be as per statutory requirements.

ARTICLE X - SICK LEAVE

- A. All 10-month employees shall receive ten (10) sick leave days with pay per year. Unused sick leave is accumulative.
- B. All 12-month employees shall receive twelve (12) sick leave days with pay per year. Unused sick leave is accumulative.
- C. For new employees sick leave shall be prorated at one day per month of employment.
- D. Upon retirement of an employee, under the Public Employees Retirement System (PERS) the Board of Education will compensate him/her at \$16.50 per each day of unused sick leave for 1989-1990 and at \$18.00 per each day of unused sick leave for 1990-1991.
- E. Full time employees who are under contract for at least 20 hours per week shall be entitled to a perfect attendance honorarium of \$150 for 1989-1990 and \$200 for 1990-1991. Perfect attendance is the use of no personal or sick leave.

ARTICLE XI - TEMPORARY LEAVE OF ABSENCE

- A. Employees shall be entitled to the following leaves of absence with full pay each year.
 - 1. Employees are entitled to four (4) personal-business days per year. No more than four personal-business days may be used per year, and a reason must be stated for the use of this privilege.
 - 2. Unused personal-business days can be accumulated and upon retirement, under the Public Employees Retirement System (PERS), these days will be compensated at the rate of \$20 per day provided that the employee is regularly employed at a minimum of twenty (20) hours per week.
 - 3. Up to three (3) days will be granted in the event of the death of an employee's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, grandparents, brother-in-law, sister-in-law, and any other member of the immediate household. When adverse circumstances

prevail, additional leave up to two (2) days may be granted by the Superintendent upon the employee's request.

In the event of the death of a co-worker in the Florence Township School District, the Superintendent shall grant to an appropriate number of employees sufficient time off to attend the funeral. The time and number shall be at the Superintendent's discretion.

4. Time necessary for persons called into temporary active duty by any unit of the U.S. Reserves or the State National Guard, provided such obligations cannot be fulfilled on days when school is not in session, shall be granted. A support staff employee shall be paid his/her regular pay less any pay which is received from the State or Federal Government.
5. Other leaves of absence with pay may be granted by the Board. The Board's decision is not subject to the grievance procedure.

ARTICLE XII - INSURANCE PROTECTION

- A. The Board shall provide single health care insurance protection designated below. The Board shall pay the premium for each individual employee who remains in the employ of the Board for the full school year and who meets the requirements for the State Health Benefits Program. The Board shall make payment of insurance premiums to provide insurance coverage for a full twelve (12) month period commencing July 1st and ending June 30th.
- B. The Board shall provide for each eligible employee a description of the health-care insurance coverage which shall include the conditions and limits of coverage as listed below:

N.J. Blue Cross Plan
Rider J
N.J. Blue Shield and the Prudential Insurance Company of America
Major Medical Benefits
- C. In addition to the single health care insurance protection described above, the Board will pay

100% of the dependent insurance coverage. Employees retiring from the Public Employees Retirement System (PERS) may choose to continue Health Insurance by paying premiums at group rate.

- D. There will be a full Family Prescription Plan - \$1.00 Co-Pay. The cost of the premium for this plan will be borne solely by the Board. To be eligible an employee must work a minimum of twenty (20) hours per week.
- E. To qualify for local coverage in the State Health Benefits Program or any other insurance program provided by the Board it is essential that an employee be "full time". "Full time" shall mean employment of any eligible employee who appears on a regular payroll and who receives a salary or wages for a minimum of 20 hours per week.
- F. The Board will pay \$370 toward a full family dental plan. Any premium in excess of \$370 will be assumed by the employee through payroll deduction.

ARTICLE XIII - ASSOCIATION PAYROLL DUES DEDUCTION

- A.1 The Board agrees to deduct from the salaries of its employees dues for the Florence Township Education Association, the Burlington County Education Association and the New Jersey Education Association as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, NJ Public Laws of 1969 (NJSA 52:14-15.93) and under rules as established by the State Department of education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the Florence Township Education Association by the 15th of each month following the monthly pay period which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.
- A.2 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 prior to the effective date of such change.

- B. The Board agrees to deduct from employees' salaries money for Tax Sheltered Annuity as said employees individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to such association. The employee may change the amount of deductions to be effective January 1 and/or July 1 by submitting written notice to the Secretary of the Board sixty (60) days (November 1 and May 1) in advance of the aforementioned dates. A new employee may elect to enroll at the time of initial employment.

ARTICLE XIV - REPRESENTATION FEE

- A. Section A - If an employee does not become a member of the Association during any membership year beginning September 1st and concluding on June 30th and covered by this Agreement, he/she 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 fee will not be collected to pay for Association activities that are partisan, political or for ideological positions only incidentally related to terms and conditions of employment, and all benefits available only to members of the majority representative.
- B. Section B - The representation fee to be paid by non-members will be equal to 85% of the amount of the regular membership dues for that membership year. The Association will certify to the Board, in writing, prior to the start of each membership year that the amount of representation fee to be assessed does not exceed 85% of dues, fees and assessments, and that the representation fee does not include any amount of dues, fees and assessments that are expended - (1) for partisan, political, or ideological activities or causes that are only incidentally related to terms and conditions of employment or (2) applied toward the cost of benefits available only to the members of the majority representative.
- C. Section C - Once during each membership year (September 1st - June 30th) covered 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 current year. The Board will deduct from the salaries of such employees the representation fee in equal installments, as nearly as possible, from the pay checks paid to these employees during the remainder of the membership year. The deductions will begin with the first paycheck paid ten (10) days after receipt of the list by the Board.

- D. Section D - The association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses, that may arise out of, or by reason of any action taken or not taken by the Board in conformance with this provision.

ARTICLE XV - SENIORITY AND JOB DESCRIPTION

- A. School district seniority is defined as service by appointed employees in the school district in the collective bargaining unit covered by this Agreement. An appointed employee shall lose all accumulated school district seniority if he/she resigns or is discharged for cause.
- B. In the event of a reduction in force in the district, including reductions caused by the discontinuance of a facility or its relocation, the employees shall be laid off in the inverse order of seniority of the employees in the category involved in the layoff. In the event of any reductions in force (RIF) district-wide seniority in the category shall apply.
- C. The Board will notify the Association in advance of the planned reduction and upon request shall discuss the matter with the Association prior to the implementation of such reduction.

ARTICLE XVI - MISCELLANEOUS

- A. When the Administrators so indicate, the Administrative Aides will not be required to take classes outdoors due to temperature conditions.
- B. Cafeteria personnel will be compensated for each day worked beyond 180 days.

- C. Classroom Teacher Aides will be notified of their employment status for the next school year in as timely a manner as possible.
- D. The Superintendent shall post in each building a list of known vacancies as they occur during the school year.

SALARY SCHEDULES OF NON-CERTIFICATED PERSONNEL

ADMINISTRATIVE AIDES

1989-90	1990-91
Step 1 - \$2630 (5.98)	Step 1 - \$2835 (6.44)
2 - 2710 (6.16)	2 - 2915 (6.63)
3 - 2790 (6.34)	3 - 2995 (6.81)
4 - 2870 (6.52)	4 - 3075 (6.99)
5 - 2960 (6.73)	5 - 3165 (7.19)
6 - 3050 (6.93)	6 - 3260 (7.41)
	7 - 3355 (7.63)

CAFETERIA PERSONNEL

Step 1 - \$7700 (7.13)	Step 1 - \$8125 (7.52)
2 - 8050 (7.45)	2 - 8475 (7.85)
3 - 8415 (7.79)	3 - 8825 (8.17)
4 - 8795 (8.14)	4 - 9220 (8.54)
5 - 9185 (8.50)	5 - 9635 (8.92)
6 - 9575 (8.87)	6 - 10,065 (9.32)
7 - 9970 (9.23)	7 - 10,490 (9.71)
	8 - 10,920 (10.11)

PART-TIME CAFETERIA

Step 1 - \$3225 (6.11)	Step 1 - \$3410 (6.46)
2 - 3375 (6.39)	2 - 3560 (6.74)
3 - 3525 (6.68)	3 - 3710 (7.03)
4 - 3715 (7.04)	4 - 3875 (7.34)
5 - 3915 (7.41)	5 - 4085 (7.74)
6 - 4030 (7.63)	6 - 4300 (8.14)
	7 - 4430 (8.39)

CUSTODIAL PERSONNEL

1989-90	1990-91
Step 1 - \$14,160 (6.81)	Step 1 - \$14,765 (7.10)
2 - 14,960 (7.19)	2 - 15,565 (7.48)
3 - 15,780 (7.59)	3 - 16,365 (7.87)
4 - 16,650 (8.00)	4 - 17,260 (8.30)
5 - 17,550 (8.44)	5 - 18,210 (8.75)
6 - 18,450 (8.87)	6 - 19,195 (9.23)
7 - 20,145 (9.69)	7 - 20,180 (9.70)
8 - 21,840 (10.50)	8 - 22,035 (10.59)
	9 - 23,885 (11.48)

GRUNDSMAN/UTILITYMAN

Step 1 - \$19,770 (9.50)	Step 1 - \$20,840 (10.02)
2 - 20,430 (9.82)	2 - 21,540 (10.36)
3 - 21,110 (10.15)	3 - 22,240 (10.69)
4 - 21,810 (10.49)	4 - 22,975 (11.05)
5 - 22,510 (10.82)	5 - 23,740 (11.41)
6 - 23,215 (11.16)	6 - 24,505 (11.78)
7 - 23,920 (11.50)	7 - 25,275 (12.15)
	8 - 26,045 (12.52)

MAINTENANCE

Step 1 - \$22,860 (10.99)	Step 1 - \$24,250 (11.66)
2 - 23,610 (11.35)	2 - 25,000 (12.02)
3 - 24,365 (11.71)	3 - 25,750 (12.38)
4 - 25,145 (12.09)	4 - 26,570 (12.77)
5 - 25,940 (12.47)	5 - 27,420 (13.18)
6 - 26,740 (12.86)	6 - 28,290 (13.60)

Maintenance (continued)

1989-90	1990-91
Step 7 - \$27,535 (13.24)	Step 7 - \$29,160 (14.02)
	8 - 30,025 (14.44)

TRANSPORTATION- BUS/VAN DRIVERS

1989-90	1990-91
Step 1 - \$5775 (8.02)	Step 1 - \$6115 (8.49)
2 - 6310 (8.76)	2 - 6675 (9.27)
3 - 6850 (9.51)	3 - 7250 (10.07)
4 - 7405 (10.28)	4 - 7835 (10.88)
5 - 8010 (11.13)	5 - 8475 (11.77)
6 - 8640 (12.00)	6 - 9140 (12.69)
7 - 9270 (12.88)	7 - 9805 (13.62)

N.B. Salaries are determined by taking the individual routes and multiplying the annual hours involved in running the route times the hourly rate as specified above.

CLASSROOM TEACHER AIDE

1989-90	1990-91
Step 1 - \$7040 (5.59)	Step 1 - \$7475 (5.93)
2 - 7250 (5.75)	2 - 7725 (6.13)
3 - 7465 (5.92)	3 - 7950 (6.31)
4 - 7690 (6.10)	4 - 8190 (6.50)
5 - 7915 (6.28)	5 - 8435 (6.69)
6 - 8235 (6.54)	6 - 8680 (6.89)
	7 - 9025 (7.16)

LIBRARY AIDE

1989-90	1990-91
Step 1 - \$2540	Step 1 - \$2565
2 - 2770	2 - 2795
	3 - 3045

TRANSPORTATION BUS AIDE

1989-90	1990-91
Step 1 - \$6.07/hr.	Step 1 - \$6.57/hr
2 - 6.21/hr.	2 - 6.71/hr.
3 - 6.35/hr.	3 - 6.85/hr

LONGEVITY

\$200 after completion of 10 years in Florence Township
\$200 after completion of 15 years in Florence Township
\$200 after completion of 20 years in Florence Township
\$200 after completion of 25 years in Florence Township

STIPENDS

	1989-90	1990-91
Head Cook	\$600	\$625
Head Custodial	600	625
Black Seal License	110	125
Field Trip Rate	6.70/hr	7.00/hr

The Board shall pay the cost of bus drivers' license renewal at the rate of \$32. per every four (4) years.

Sidebar Agreement:

Screens will be placed on kitchen windows for the 1989-1990 contract year. At the end of the 1989-1990 contract year, this sidebar contract language will be removed from the contract.

ARTICLE XVII -

DURATION OF AGREEMENT

A. This Agreement shall be effective as of July 1, 1989, and continue in effect until a new Agreement is negotiated between the Association and the Board.

All contractual items will be opened for renegotiation during the 1990-1991 school year in preparation for a new contract that will be effective on July 1, 1991, or upon the date thereafter when an amicable conclusion has been reached.

In witness thereof the Association has caused this Agreement to be signed by its President and Secretary and the Board has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon.

FLORENCE TOWNSHIP
EDUCATION ASSOCIATION

By: *Sorothy Nemith*

By: *Elmer W. Ego*

Date: *Sept 5, 1989*

FLORENCE TOWNSHIP
BOARD OF EDUCATION

By: *Christine A. Pulkova*

By: *Lucie L. Phillips*

Date: *9/11/89*