

AGREEMENT

PAULSBORO BOARD OF EDUCATION

AND

PAULSBORO ASSOCIATION OF SCHOOL SERVICE PERSONNEL

X JULY 1, 1988 - JUNE 30, 1990

ARTICLE I

RECOGNITION

- 1. A. The Paulsboro Board of Education , Gloucester County, New Jersey,
- 2. hereafter known as the Board hereby recognizes the Paulsboro
- 3. Association of School Service Personnel, hereafter known
- 4. as the Association, as the exclusive representative for collective
- 5. negotiations concerning the terms and conditions of employment for all
- 6. full-time salaried and part-time, personnel under contract and employed
- 7. by the Board and so assigned as an employee who performs custodial,
- 8. Maintenance, Groundskeeper, Cafeteria, or Bus Driver responsibilities,
- 9. but not excluding administrative, or supervisory personnel.

ARTICLE II

NEGOTIATION PROCEDURE

- 10. A. The parties agree to enter into collective negotiations over a Successor
- 11. Agreement, and they agree that Agreement shall remain in force until
- 12. such time as a new Agreement is reached in accordance with Chapter
- 13. 123, Public Laws of 1974. Such negotiations shall begin as prescribed
- 14. by law.
- 15. B. The Board agrees to furnish the Association, upon reasonable request,
- 16. information normally made available to the Public, through the Superin-
- 17. tendent of Schools.
- 18. C. This Agreement shall not be modified in whole, or in part, by the parties
- 19. except by mutual agreement by both parties.

ARTICLE III

GRIEVANCE PROCEDURE

1. A. DEFINITIONS

2. 1. GRIEVANCE

3. A "Grievance" is a claim by an employee or the Association based upon
4. the interpretation, application, or violation of this Agreement, policies,
5. or administrative decisions affecting an employee or group of employees.

6. 2. AGGRIEVED PERSON

7. An "Aggrieved Person" is the person, or persons, or the Association
8. making the claim.

9. 3. PARTY IN INTEREST

10. A "Party in Interest" is the person, or persons, making the claim and any
11. person including the Association or the Board, who might be required
12. to take action or against whom the action might be taken in order to
13. resolve the claim.

14. B. PURPOSE

15. The purpose of this procedure is to secure at the lowest possible level
16. equitable solutions to the problems which may from time to time arise
17. affecting employees. Both parties agree that these proceedings will be
18. kept as informal and confidential as may be appropriate at any level
19. of the procedure.

20. C. PROCEDURE

21. 1. Time Limits

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

1. PROCEDURE cont'd.:

2. 2. Level One - Principal or Immediate Superior

3. An employee with a grievance shall first discuss it with his principal or
4. immediate superior, either directly, or through the Association's designated
4. representative, with the objective of resolving the matter informally.

5. 3. Level Two - Superintendent

6. If the aggrieved person is not satisfied with the disposition of his grievance
7. at Level One, or if no decision as been rendered within five (5) school days
8. after the presentation of the grievance, he may file the grievance, in writing,
9. with the Association within five (5) school days after the decision at Level
10. One or ten (10) school days after the grievance was presented, whichever
11. is sooner. Within five (5) school days after receiving the written grievance.
12. the Association shall refer it to the Superintendent of Schools.

13. 4. Level Three

14. If the Association is not satisfied with the disposition of the grievance at
15. at level two, or if no decision has been rendered within ten (10) school days
16. after the grievance was delivered to the Superintendent, they may within
17. five (5) school days after the grievance was delivered to the Superintendent,
18. the Association may submit, in writing, the grievance to the Board of
19. Education. The Board will review the grievance in caucus with the person
20. and representative from the Association within fifteen (15) school days.
21. Following the caucus, the Board of Education shall set forth, in writing, its
22. decision and the reason therefore, within forty five (45) calendar days.

23. 5. Level Four

24. a. If the aggrieved person and the Association determine that the grievance
25. is not satisfied, the grievance may be submitted to arbitration within
26. fifteen (15) school days by the aggrieved person or the Association if so
27. desired.

28. b. Within ten (10) school days after such written notice of submission to
29. to arbitration, the Board and the aggrieved person and the Association,
30. shall attempt to agree upon a mutually acceptable arbitrator to serve.
31. If the parties are unable to agree upon an arbitrator, or to obtain such
32. a commitment within the specified period, a request for a list of
33. arbitrators may be made to the American Arbitration Association by
34. either party.

1. c. The arbitrator so selected shall confer with the representatives of the
2. Board and the aggrieved person and the Association and hold hearings
3. promptly and shall issue his decision. The arbitrator's decision shall be
4. in writing and shall set forth his findings of fact, reasoning, and con-
5. clusions on the issues submitted. The arbitrator shall be without power
6. or authority to make any decisions which require the commission of an
7. act prohibited by law or which is violative of the terms of this Agreement.
8. The decision of the arbitrator shall be submitted to the Board and the
9. Association and shall be final and binding on the parties.

10. d. The costs for services of the arbitrator, including per diem expenses, if
11. any, and actual and necessary travel subsistence expenses and the cost
12. of the hearing room shall be borne equally by the Board and the
13. Association. Any other expenses incurred shall be paid by the party
14. incurring same.

15. D. MISCELLANEOUS

16. All meetings and hearings under this procedure shall not be conducted
17. in public and shall include only personnel involved, the administration
18. involved, Board of Education and their designated or selected represen-
19. tatives.

ARTICLE IV

EMPLOYEE RIGHTS & PRIVILEGES

20. A. Pursuant to Chapter 123 Public Laws 1974, the Board hereby agrees
21. that every employee of the Board shall have the right freely to organize,
22. join, and support the Association and its affiliates for the purpose of
23. engaging in collective negotiations and other concerted activities for
24. mutual aid and protection. As a duly selected body exercising
25. governmental power under the laws of the State of New Jersey the
26. Board undertakes and agrees that it shall not directly, or indirectly dis-
27. courage or deprive, or coerce any employee in the enjoyment of any
28. rights conferred by Chapter 123, Public Law 1974 or other laws of New
29. Jersey or the Constitution of New Jersey and the United States; that it
30. shall not discriminate against any employee with respect to hours,
31. wages, or any terms or conditions of employment by reason of his
32. membership in the Association and its affiliates, his participation in any
33. activities of the Association, and its affiliates, collective negotiations
34. with the Board, or his institution of any grievance, complaint, or other
35. proceeding under this agreement or otherwise with respect to any
36. terms or conditions of employment.

1. B. Nothing contained herein shall be construed to deny or restrict to any
2. employee such rights as he may have under New Jersey Laws or other
3. applicable laws and regulations. The rights granted to employees
4. hereunder shall be deemed to be in addition to those provided
5. elsewhere.

6. C. No employee shall be disciplined, reprimanded, or reduced in rank or
7. compensation without evidence of a direct violation of Board Policy,
8. administrative directive, or this Agreement.

9. D. Whenever an employee is required to appear before the Superintendent,
10. Board, or any committee or member thereof concerning any matter
11. which could adversely affect the continuation of that employee in his
12. position, employment, or the salary of any increments pertaining
13. thereto, then he shall be given prior written notice of the reasons for such
14. meeting or interview and shall be entitled to have a representative of
15. the Association present to advise him and represent him during such
16. meeting and interview.

17. E. No employee shall be prevented from wearing pins or other identification
18. of membership in the Association or its affiliates.

19. F. All newly hired employees shall serve a sixty (60) day probationary
20. period during which time they may be discharged without any recourse
21. under this Agreement.

22. G. Cafeteria employees shall be given, at the Board's expense, three
23. aprons/smocks yearly. All other members identified in Article I shall be
24. given, at the Board's expense, two (2) sets of uniforms (one set consists
25. of two (2) shirts and one (1) pair of pants(and one (1) additional set
26. after six months of employment. In the event that the employee leaves
27. within one year for whatever reason, they shall return the uniforms,
28. or refund the cost of same. Each employee shall maintain their respec-
29. tive uniform in a clean condition. No hats, armbands, or other types of
30. additional material of a decorative nature may be worn. Failure to wear
31. the proper uniform will subject the employee to a written reprimand on
32. the first occasion. On the second occasion the employee will be sent
33. home without pay or any recourse in the matter. Failure to wear the
34. proper uniform on three occasions in a one year period will be
35. considered as insubordination.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

1. A. Upon mutual agreement whenever any representative of the Association
2. or any employee participates during working hours in negotiations,
3. grievance proceedings, conferences, or meetings, he shall suffer no loss
4. in pay.

5. B. The Association and its representatives shall have the privilege to use
6. school buildings at all reasonable hours for meetings. The request shall
7. be submitted, in writing, to the Superintendent stating the time and place
8. of all such meetings.

9. C. The Association shall have the right to use school facilities, and equip-
10. ment, at reasonable times, when such equipment is not otherwise in
11. use, except cafeteria and cooking area. School facilities and equipment
12. shall be used exclusively for programs of the Paulsboro Association of
13. School Service Personnel and its members and no other organization.
14. The Association shall pay for the reasonable cost of all materials and
15. supplies incident to each use, and for any repairs necessitated as a
16. result thereof.

17. D. Adequate bulletin board space shall be reserved in each school
18. location in a place to be designated by the supervisor at such school
19. location , readily accessible to all members of the bargaining unit,
20. for the posting of Association notices and other material dealing with
21. proper and legitimate Association business. All such notices and
22. material shall bear the signature of a responsible Association official
23. or shall clearly indicate that its issuer or publisher is the Association.
24. The authorized representative of the Association shall be the sole
25. person empowered to post these materials on that Board. The bulletin
26. board space shall be identified with the name of the Association.

27. E. In the event there is no Association representative in any work location,
28. an authorized representative from another work location may be
29. designated the authorized representative of the Association by a
30. letter of authorization, signed by the President of the Association, to
31. carry out all duties and responsibilities of Association Representatives
32. as set forth in this Agreement, except that such representatives shall
33. not be entitled to leave the premises of the work location in which he
34. works during his work hours.

ARTICLE VI

BOARD RIGHTS

1. A. The Board of Education reserves to itself the sole jurisdiction and
2. authority over matters of policy and retains the right, subject only to
3. the limitations imposed by the language of this Agreement in accord-
4. ance with applicable laws and regulations.

ARTICLE VII

WORK SCHEDULE

5. A. DAILY WORK HOURS
6. 1. Schedule Posting - work schedules showing the employees shifts,
- work days, and hours shall be posted in each school.
7. 2. WORK SHIFT FOR CUSTODIAL AND MAINTENANCE
8. Eight hours of work, exclusive of a 30 minute lunch period, shall
9. constitute a work shift. All employees shall be scheduled to work on
10. a regular shift and shall be advised of a regular starting and quitting
11. time. A fulltime employee is one who works thirty five (35) hours per
12. week. Changes to an employees working hours shall be by
13. Board of Education, or authorized representative.
14. 3. CLEAN-UP PERIOD
15. a. Employees shall be granted ten (10) minutes prior to the end of
16. the work shift in which to put away equipment and supplies and
17. for the purpose of personal clean-up.
18. b. Clean-up period for cafeteria personnel shall be ten (10) minutes
19. for personal clean-up.
20. 4. NIGHT SHIFT - Employees to work 8 hours, including a 30 minute
21. lunch if on the premises.
22. 5. WORK SHIFT FOR NEW BUS DRIVERS - All new persons hired under
23. the hourly rate of this Agreement shall be hired only for those hours
24. necessary to drive the school bus.

1. B. EMERGENCY CALL TIME & OVERTIME

2. 1. Any employee called in on an emergency to perform work other than
3. his regular work shift shall receive a minimum of two (2) hours at time
4. and one-half provided that such call-in was not necessitated by that
5. employee's own negligence in the performance of his duties, under
6. which conditions he shall receive no extra pay. If an employee is
7. called in for the negligence of anyone represented by this unit, the
8. negligent employee shall be docked the amount of overtime pay
9. needed to correct the negligence.
10. 2. Overtime shall be paid at the rate of one and one-half (1 1/2) the
11. employee's regular hourly rate of pay for all time worked in their
12. job capacity outside of the regular work schedule of forty (40) hours
13. in any week. Holidays and vacation days shall be considered as
14. part of the forty (40) hour work week.
15. 3. An overtime list shall be maintained in alphabetical order and
16. personnel selected on this basis. Attempts will be made to equalize
17. all hours.
18. 4. Part-time employees will be given additional hours before a substitute
19. is called in.

20. C. VACATION SCHEDULE (12) MONTH EMPLOYEES ONLY)

21. 1. Vacations may be taken throughout the school year. In June of each
22. year each employee shall submit his/her choices of vacation. If there
23. are any conflicts, employees with seniority shall receive first choice.
24. All vacation requests are subject to final approval by the Superinten-
25. dent.
26. 2. Ten vacation days will be granted after completion of the employee's
27. anniversary date of employment. Any employee who works full-time
28. during June, July, or August, at a substitute rated and then is hired in
29. September under the Contract will be eligible for vacation the
30. ensuing year.
31. 3. Eligible employees shall receive vacation as follows:
32. a. After 1 year - 10 days
33. b. After 5 years - 12 days
34. c. After 10 years - 17 days
35. d. After 15 years - 20 days

- 1.
- 2.
- 3.
4. Vacation times shall be scheduled to coordinate with other vacations within the staff and shall be subject to approval by the Building Principal and Superintendent.
- 4.
5. Vacation schedules shall be posted by June 1 and any changes are to be mutually agreed upon.

6. D. HOLIDAYS

7. 1. All custodial and maintenance employees who are salaried and full-time (8 hrs/day) shall receive 13 holidays per year, plus Independence Day for all 12 month employees. These holidays shall be selected by the Association and approved by the Superintendent. The selection shall be made within 30 days of the time an official school calendar is presented to the Association by the Superintendent.
- 8.
- 9.
- 10.
- 11.
- 12.
13. 2. They must be taken on days when school is not in session and must be consistent for all employees.
- 14.
15. 3. All work schedules shall be reduced one (1) hour without loss of pay or benefits on the last working day preceding Thanksgiving. On the day preceding Christmas the decision to leave early for personnel covered under this Agreement shall be determined by the Superintendent of Schools.
- 16.
- 17.
- 18.
- 19.
20. 4. Employees who work on holidays shall be paid at the rate of time and one-half. Lacking volunteers the head custodian shall appoint employees on a rotating basis.
- 21.
- 22.

TRANSFER & REASSIGNMENT

23. A. Employees desiring a change in assignment shall make their request, in writing, to the Superintendent.
- 24.
25. If there are no vacancies available at that time, prior consideration shall be given to the individual's requesting transfer when positions become available.
- 26.
- 27.
28. B. Involuntary transfers will be made only when conditions require it. The employee to be transferred shall be given every consideration possible as to available positions in the system. Seniority with the system will be given consideration.
- 29.
- 30.
- 31.
32. C. The Superintendent shall discuss the transfer with the employee and/or his representative.
- 33.

ARTICLE IX

VACANCIES & NEW POSITIONS

1. A. Notice of all vacancies in custodial, maintenance, bus drivers, cafeteria
2. shall be posted in each school by the Superintendent within five (5)
3. school days of:
 4. 1. Official receipt of letter of resignation by the Board
 5. of Education.
 6. 2. Official Board action vacating a position or creating
 7. a new position within the school system.
8. B. The notice shall state the name of the job, a short description of the
9. same, the deadlines for filing an application, and shall be posted at all
10. schools. The person requesting the transfer to this vacant position shall
11. fill out the standard application.
12. C. All such applicants shall be considered and be given an interview within
13. a reasonable period of time.
14. D. The Board shall determine the qualifications and abilities of employees
15. who apply and in filling such vacancies the Board agrees to give due
16. weight to the background attainments and skills of all applicants, the
17. length of time each has been employed by the Board and other relevant
18. factors.
19. E. All ten month employees shall have the right to submit a letter, in writing,
20. to the Superintendent of Schools no later than the last day of the
21. student year expressing their interest in any new opening.

ARTICLE X

SICK LEAVE AND OTHER LEAVE

22. A. Full time custodial and maintenance 8 /hr. day (40 hr. week)
23. Full time cafeteria workers 7/hr. day (35 hr. week)
24. All employees, including part-time hourly workers, shall be allowed sick
25. leave with full pay, as of October 1, 1979 according to months of employ-
26. ment. All unused sick leave shall be accumulative for additional sick
27. leave as needed in subsequent years.

28. 12 months - 12 days

29. 11 months - 11 days

30. 10 months - 10 days

1. All part time hourly workers accumulating sick leave and moving to a full
2. time position, as defined in the contract will only be permitted to carry
3. over from one year to the next the exact sick leave time (by hours) to which
4. is stated in this Agreement.

5. B. Fulltime employees and six hour contracted cafeteria employees shall be
6. entitled to the following temporary accumulative leaves of absence with
7. full pay each school year:
 8. I. All fulltime employees shall be entitled to one (1) day after one (1) year
 9. of employment and a total of two (2) days after three (3) years of con-
 10. secutive employment for personal, legal, business, household, or
 11. family matters which require absence during school hours. Application
 12. to the employee's Principal, or other immediate supervisor for this
 13. leave shall be made at least one (1) week before taking the leave
 14. except in the case of emergency. The applicant for such leave shall
 15. state the reason(s) for taking the leave and the application shall be
 16. approved by the Superintendent in order for an employee to be paid.
 17. This leave may not be taken before or after a holiday or vacation.
 18. Unused personal leave days during the contract year shall be added
 19. to fulltime employees' accumulated sick leave time for the next school
 20. year.

 21. 2. Up to two (2) paid days for the President, Vice-President, and Secre-
 22. tary of the Association to attend the N.J.E.A. Convention. They may
 23. appoint a substitute representative.

 24. 3. Time necessary for appearances in any legal proceedings connected
 25. with the employee's employment or with the school system if the
 26. employee is required by law to attend.

 27. 4. Board will make an effort to exclude employees from Jury duty when
 28. requested.

 29. C. A maternity leave of absence, without pay, will be granted to any regular
 30. employee, who has been employed by the Board, upon request for such
 31. leave, accompanied by proper certification of pregnancy by the employ-
 32. ee's physician. The employee will be able to return to her position
 33. after a suitable amount of time elapses for recuperation and after the
 34. physician has certified that the said employee is in good health and is
 35. is able to resume her responsibilities.

1. D. All benefits to which an employee is entitled at the time his leave of
2. absence commenced, including unused accumulated sick leave, shall
3. be restored to him upon his return, and he shall be assigned to the same
4. position which he held at the time said leave commenced, if available,
5. or if not to a substantially equivalent position.

6. E. In the event of death in the immediate family, employees shall be granted
7. with pay, for attending the deathbed or funeral as hereinafter stated:

8. 1. An allowance of up to four (40) days may be granted in the case of
9. any of the following:
10. a. Employees parents, spouse, children, brothers, sisters, and other
11. persons residing as a member of the household of the employee.
12. b. Legally adopted members of the family and step-relations as
13. outlined in la.
14. c. The number of days must be justified and approved by the
15. Superintendent.

16. 2. An allowance of up to two (2) days may be granted to attend the funeral
17. of any of the following:
18. a. Uncles, aunts, grandparents, and grandchildren of the employee.
19. b. Brother-in-law, sister-in-law, son-in-law, and daughter-in-law of
20. the employee.
21. c. Parents and grandparents of the employee's spouse.
22. d. The number of days must be justified and approved by the
23. Superintendent.

24. F. \$22.00 per day shall be paid for accumulated sick leave after ten years
25. of service and upon retirement. \$25.00 for 1989-90.

ARTICLE XI

EMPLOYMENT PROCEDURES

25. A. SENIORITY & JOB SECURITY

26. 1. School District seniority is defined as service by appointed employees
27. in the school district in the collective bargaining unit covered in this
28. Agreement.
29. 2. In the event of a work reduction in force, including reductions caused
30. the discontinuance of a facility or its relocation, the employee of the
31. district shall be laid off in the inverse order of Seniority, consistent with
32. Title 18A:17-4.

- 1.
- 2.
3. Notice of recall, by seniority, to work shall be addressed to the
4. employee's last address appearing on the records of the school
5. district by certified mail, return receipt requested. Within ten (20) days
6. from receipt of such notice of recall, the employee shall notify the Board
7. Secretary, in writing, whether or not he desires to return to the work
8. involved in re-call. If he fails to reply or if he indicates that he does not
9. desire to return to school work, he shall forfeit all his seniority and all
10. rights to re-call. If he indicates that he desires to return to the work
11. involved in the re-call notice, then he shall report to work within two (2)
12. weeks from the date he received the re-call notice or within such period
13. of time as is set forth in a written extension of time signed by the
- Board Secretary or his/her designee. In the event he shall fail to so
- report to work, he shall forfeit all of his seniority and all rights to re-call.

CUSTODIAL SALARY GUIDE

14.	<u>STEP</u>	<u>1988-89</u>	<u>1989-90</u>
15.	1	\$ 10,416	\$11,100
16.	2	10,964	11,570
17.	3	11,450	12,100
18.	4	12,240	12,700
19.	5	13,030	13,370
20.	6	13,820	14,100
21.	7	14,608	15,100
22.	8	15,398	15,760
23.	9	16,417	16,500
24.	10	16,978	17,400
25.	11.	17,767	18,080

26. ANYONE BEYOND STEP 11 WILL RECEIVE AN INCREASE OF 8.5% FOR
27. 1988-89 AND \$1,125 FOR 1989-90.

28. GRUNDSKEEPER

29.	1	14,105	14,105
30.	2	15,190	15,190

31. ANYONE ON STEP 2 WILL RECEIVE \$1,325.00

2. <u>CAFETERIA-HOURLY</u>			
3.	1988-89		1989-90
4.	STEP 1	\$	\$6.00
5.	STEP 2	\$5.80	\$6.29
6.	STEP 3	\$6.42	\$6.97

7. CAFETERIA-SALARIED

8.	\$8,145	\$8,800
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9. ASSISTANT MAINTENANCE WORKER

10. <u>1988-89</u>			
11.	STEP 1 - \$14,105		\$15,100
12.	STEP 2 - \$14,850		15,800
13.	STEP 3 - \$15,187		16,370

16. BOILER LICENSE

17.	<u>1988-89</u>	<u>1989-90</u>
18.	\$300.00	\$300.00

ARTICLE X111
INSURANCE PROTECTION

1. The Association's representatives shall meet with the Superintendent at
2. least once every calendar quarter during the year to review and discuss
3. current problems, practices of mutual interest, and the administration of
4. this Agreement.

ARTICLE XIV
INSURANCE PROTECTION

5. A. HEALTH CARE

6. 1. Each employee working a minimum of 30 regularly
7. scheduled work week hours and all other fulltime
8. employees covered under this agreement shall receive

-14-

1. the State Health Plan (1420), Major Medical, Rider J. The Board shall
2. pay the additional dependent coverage above single coverage up to
3. \$1,140.00 per employee. If the employee does not choose dependent
4. coverage he/she will receive \$300.00 toward Washington National
5. coverage.

1. agreement shall receive the State Health Plan (1420), Major
2. Medical, Rider J. The Board shall pay the additional dependent
3. coverage above single coverage up to \$1,140.00 per employee.
4. If the employee does not choose dependent coverage he/she
5. will receive \$300.00 toward Washington National Coverage.

6. 2. If any other Association receives Medical coverage in excess of the
7. above the additional coverage shall be provided to the Association.

8. 3. Both the Board and Association will be bound by all rules and
9. regulations of the New Jersey Health Benefits Plan.

ARTICLE XV
PERSONAL FREEDOM

10. A. The personal life of an employee is not an appropriate concern or
11. attention of the Board except as it may directly prevent the employee
13. from performing properly his assigned functions during the workday.

14. B. Employees shall be entitled to full rights of citizenship and no religious
15. or political activities of any employee or the lack thereof shall be grounds
16. for any discrimination with the respect to the employment of such
17. employee, providing said activities do not violate any local, state,
18. or federal law.

ARTICLE XVI
DEDUCTIONS FROM SALARY

19. A. **ASSOCIATION PAYROLL DUES DEDUCTION**

20. 1. The Board agrees to deduct from the salaries of its employees dues
21. for the Paulsboro Association of School Service Personnel, PASSP,
22. the New Jersey Education Association, or any one or any combi-
23. nation of such associations as said employees individually and
24. voluntarily authorize the Board to deduct. Such deductions shall be
25. made in compliance with Chapter 223, NJ Public Laws of 1969
26. (NJSA 52:14-15 9E and rules established by the State Department
27. of Education. Said monies, together with current records of any
28. corrections shall be transmitted to such person as may from time to
29. be designated by the PASSP by the 15th of each month following the
30. monthly payroll period in which deductions were made. The person
31. designated shall disburse such monies to the appropriate association
32. or associations.

- 1.
 - 2.
 - 3.
 - 4.
 - 5.
 - 6.
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 thirty days written notice prior to the effective date of such change.
3. Employees shall be permitted to have a Credit Union

ARTICLE XV11

MISCELLANEOUS PROVISIONS

7. A. BOARD POLICY

8. This Agreement constitutes Board Policy for the term of said Agreement,
9. and the Board and Association shall carry out the commitments con-
10. tained herein and give them full force and effect as Board Policy.

11. B. SEPARABILITY

12. If any provision of this Agreement or any application of this Agreement
13. to any employee or group of employees is held to be contrary to law,
14. then such provision or application shall not be deemed valid and
15. subsisting except to the extent permitted by law, but all other provisions
16. or applications shall continue in full force and effect.

17. COMPLIANCE BETWEEN INDIVIDUAL CONTRACT AND MASTER
18. AGREEMENT

19. Any individual contract between the Board and an individual employee
20. of this Association, heretofore or hereafter executed shall be subject
21. to and consistent with the terms and conditions of this Agreement. If an
22. Individual contract contains any language inconsistent with this
23. Agreement, during its duration, shall be controlling.

24. D. PRINTING AGREEMENT

25. Copies of this Agreement shall be printed at the joint expense of the
26. Board and Association, based on copies required by each unit, after
27. agreement with the Association on format within thirty (30) days after
28. the Agreement is signed. The Agreement shall be presented to all
29. employees now employed and hereafter employed.

1. E. Whenever any notice is required to be given by either of the parties
2. to this Agreement to the other, pursuant to the provision(s) of this
3. Agreement, either party shall do so, in writing, at the following
4. addresses:

5. 1. If by Association, to the Board at 7th & Delaware
6. Streets, Paulsboro, NJ 08066

7. 2. If by Board , to Association, at

8. F. DISMISSAL

9. Violation of any of the following shall result in immediate dismissal
10. without cause for grievance or hearing:

11. 1. Calling or participating in any unauthorized strike, work stoppage,
12. or walk-out.

13. 2. Drunkenness, proven during working hours, or being under the
14. influence of alcohol during working hours.

15. 3. Proven theft or dishonesty

16. 4. Unprovoked assault on his EMPLOYER or his EMPLOYERS
17. REPRESENTATIVE

18. 5. Use of illegal drugs, in or out of school buildings.

19. 6. Any proven immoral act.

20. 7. Material falsification of any school record.

21. 8. Gambling on school property.

22. 9. Fighting on school property.

23. 10. Insubordination or refusal to obey proper orders of a Supervisor.

24. 11. Deliberate destruction or abuse of school property.

1. 12. Possession of firearms on school premises.
2. 13. Absence for two days without notification.
3. 14. Leaving school premises during working hours without permission of immediate supervisor.
4. 15. Failure to follow grievance procedure.

ARTICLE XIX
DURATION OF AGREEMENT

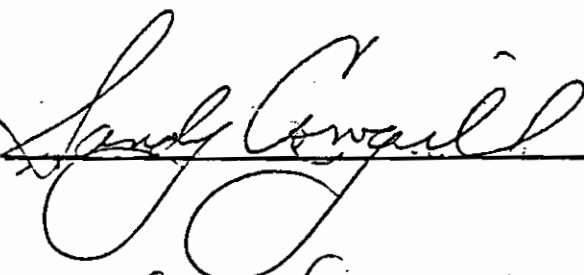
5. A. DURATION PERIOD

6. This Agreement shall be effective as of July 1, 1988 and shall continue
7. in effect until June 30, 1990 with no re-openers. This Agreement shall
8. not be extended orally, and it is expressly understood that it shall expire
9. on the date indicated unless is is extended in writing.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, and their corporate seal to be placed thereon, all on the day and year first above written.

PAULSBORO ASSOCIATION OF
SCHOOL SERVICE PERSONNEL

PAULSBORO BOARD OF EDUCATION

BY: 

BY: 

BY: 

BY: 