

INVESTIGATION
JULY 5 1991
BUDGETS

AGREEMENT

between the

UPPER TOWNSHIP TEACHER AIDES ASSOCIATION

and the

~~UPPER~~ TOWNSHIP BOARD OF EDUCATION

July 1, 1990 to June 30, 1993

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ARTICLE I

HEALTH CARE COVERAGE

- A. As of the beginning of each school year, the Board shall provide the health care insurance protection as designated below.

The Board of Education shall pay the full premium for each individual and in cases where appropriate, for family plan insurance coverage.

1. Major medical coverage
2. Blue Cross
3. Blue Shield
4. Rider J
5. Co-Pay Prescription - \$1.00 Co-Pay

- B. Description of Coverage

The Board agrees to request the insurance carrier to provide a description of the health care insurance coverage provided under this agreement to each employee.

- C. For each teacher-aide who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1st and ending August 31st. When necessary, payment of premiums on behalf of the teacher-aide shall be made retroactively or prospectively to assure uninterrupted participation and coverage.

- D. Dental Insurance

The Board will provide family coverage in the amounts indicated in the agreement signed between the board and the insurance carrier. See attachment.

ARTICLE II

SICK LEAVE

- A. As of September 1st of each year, all teacher-aides employed on a full ten (10) month contract shall be entitled to ten (10) sick leave days each school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.

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- B. The Superintendent may request medical certification of all illnesses. This practice will not normally be followed unless a teacher-aide is absent three (3) or more consecutive days.
- C. Workman's compensation shall be provided in accordance with the dictates of New Jersey Statutes 18A:30-2.1.
- D. Teacher-aides shall be given a written accounting of accumulated sick leave no later than September 30th of each school year. This accounting shall include the ten (10) days for the current year.

ARTICLE III

PERSONAL LEAVE

- A. The provisions for personal leave at full pay stated below shall be for one (1) year and unused days shall not be accumulative for use in another year.
 - 1. Death in the immediate family:

An allowance of up to five (5) days per event shall be granted for death of father, mother, spouse, child, brother, or sister. Two (2) days per event will be granted for grandmother or grandfather, mother-in-law, father-in-law, brother-in-law, sister-in-law or any other person residing in the domicile.
 - 2. Serious illness in the immediate family:

An allowance of up to five (5) days shall be granted for a medically serious illness of father, mother, spouse, child, brother or sister. An allowance of up to two (2) days shall be granted for a medically serious illness of mother-in-law, father-in-law, grandmother or grandfather.
 - 3. Leave of a personal nature:

An allowance of up to two (2) days shall be granted upon written request provided:
 - a. Personal leave shall not be used for entertainment, recreation or other employment.

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- b. Requests for personal leave shall be filed with the Superintendent or his/her designee at least three (3) school days in advance of the contemplated absence.
 - c. Personal days will not be granted on the first five days of school, or on days immediately preceding or following a school vacation or any later than the 31st of May.
 - d. In an emergency, the Superintendent or his/her designee, upon being informed of the nature of the emergency, may waive all restrictions and authorize a personal day. (A situation not being able to meet the restrictions in 3b, or 3c can constitute an emergency.)
 - e. Any teacher-aide who does not use personal leave days during a school year will receive one additional sick day to be added to his/her accumulated sick days for each personal day not used.
 - f. The Superintendent or his/her designee may grant additional personal days under extenuating circumstances.
4. Leaves granted pursuant to Section a above shall be in addition to any sick leave to which the teacher is entitled.

ARTICLE IV

EXTENDED LEAVES OF ABSENCE

- A. Good Cause - Other leaves of absence without pay may be granted by the Board of Education with good reason.

ARTICLE V

HOLIDAYS

- A. Each teacher-aide shall be entitled to paid holidays outlined on the approved School Calendar for the School Year pursuant to Board Policy.

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- B. For purposes of this article, each employee working at least a five hour contractual day will be eligible as specified below:

HOLIDAYS 1990-1991

Veterans Day
Thanksgiving Day
Christmas Day
New Years Day
Martin Luther Kings Birthday
Presidents Day
Good Friday
Memorial Day

ARTICLE VI

SALARY

- A. Each teacher-aide shall receive the following percentage increase on their annual salary:

1. 1990-91 - twelve (12) percent
2. 1991-92 - ten (10) percent
3. 1992-93 - ten (10) percent

- B. Any teacher-aide who is a classroom substitute for a full day will receive the substitute rate of pay per day:

one - nine full days - \$50.00 per day
ten - nineteen full days - \$60.00 per day
twenty full days and on (if have teaching certificate) - \$75.00 per day

Any teacher-aide currently making more per diem than the above rates shall receive their current rate of pay for substitute work.

ARTICLE VII

MISCELLANEOUS PROVISIONS

- A. The Board agrees to reimburse any certified member of the teacher-aide staff for credits toward further educational courses approved by the superintendent. All requests for such courses shall be submitted, prior to enrollment, to the superintendent for approval. The Board will reimburse each individual up to \$700.00 per year. The said reimbursement to be made in the budget year following the budget year in which the voucher is presented to the Board. To be eligible for reimbursement, the grade received must be no lower than a "B" except in cases of a Pass/Fail option where a passing grade shall be required.

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ARTICLE VIII

DURATION OF AGREEMENT

A. Duration Period

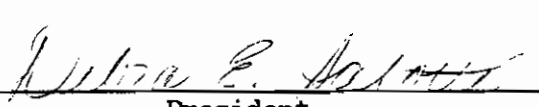
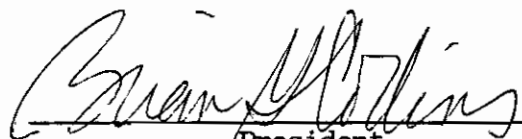
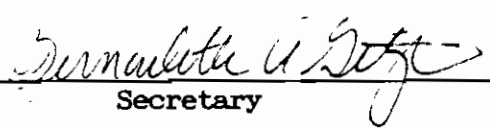

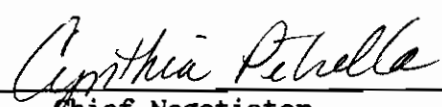
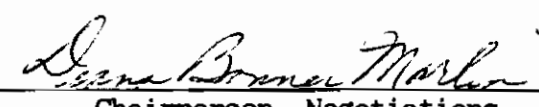
This Agreement shall be effective as of July 1, 1990 and continue in effect until June 30, 1993 subject to the parties right to negotiate the following no later than January 1 of each year.

1. Salary re-opener
2. An existing Article of choice for each party

This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, all on the day and year first above written.

UPPER TOWNSHIP TEACHER AIDES ASSOCIATION UPPER TOWNSHIP BOARD OF EDUCATION

 _____ President	 _____ President
 _____ Secretary	 _____ Secretary
 _____ Chief Negotiator	 _____ Chairperson, Negotiations