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(3)

A G R E E M E N T

between

THE WAYNE BOARD OF EDUCATION

and

THE WAYNE CUSTODIAL-MAINTENANCE-CAFETERIA ASSOCIATION

for 1973-74 and 1974-75

CAFETERIA WORKERS

Approved by the Board of Education

June 14, 1973

Signed _____ July 9, 1973

AGREEMENT
PURSUANT TO NEW JERSEY PUBLIC EMPLOYER-EMPLOYEE
LABOR RELATIONS ACT (CHAPTER 303 PUBLIC LAWS OF 1968)

This Agreement is made and entered into on this _____ by and between the BOARD OF EDUCATION OF THE TOWNSHIP OF WAYNE in the County of Passaic, Hereinafter referred to as the "BOARD", and the WAYNE CUSTODIAL-MAINTENANCE-CAFETERIA ASSOCIATION, hereinafter referred to as the "ASSOCIATION", and

WHEREAS, the ASSOCIATION is the sole representative of the cafeteria workers in collective negotiations with the BOARD, and

WHEREAS, pursuant to negotiations under the provisions of the New Jersey Public Employer-Employee Relations Act (Chapter 303 Public Laws of 1968) the BOARD and the ASSOCIATION have reached agreement with respect to terms and conditions of employment for cafeteria workers for the school years 1973-74 and 1974-75.

WHEREAS, said Public Employer-Employee Labor Relations Act requires that when such agreement has been reached its terms shall be embodied in writing and signed by the respective parties;

NOW, THEREFORE, it is mutually agreed between the parties hereto as follows:

1. Salaries shall be paid in accordance with SCHEDULE "A" annexed hereto and made part of this agreement by reference thereto for the school year 1973-74, with wage re-openers for the school year 1974-75.
2. All other terms and conditions of employment are set forth in SCHEDULE "B" annexed hereto and made part of this agreement by reference thereto.
3. The Grievance Procedure as set forth in SCHEDULE "C" annexed hereto is made part of this agreement by reference thereto.


IN WITNESS WHEREOF, the parties hereunto have set their hands and seals the day and year first above written.

BOARD OF EDUCATION OF THE TOWNSHIP OF WAYNE

Attest:



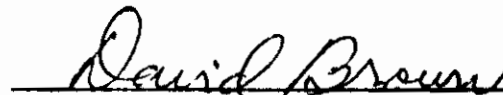
RONALD E. PILIERE, BUSINESS ADMINISTRATOR


ROBERT STEVENS, PRESIDENT

WAYNE CUSTODIAL-MAINTENANCE-CAFETERIA ASSOCIATION

Attest:


SHIRLEY WARHEIM, SECRETARY


DAVID BROWN, PRESIDENT

SCHEDULE "A"

FOOD SERVICE PERSONNEL

SALARY GUIDE

1973-74

<u>POSITION</u>	<u>STEP I</u>	<u>STEP II</u>	<u>STEP III</u>	<u>STEP IV</u>	<u>STEP V</u>
Cafeteria (hourly)	\$ 2.24	\$ 2.38	\$ 2.51	\$ 2.85	\$ 2.97
Head Cook (elementary)	3,796.	4,029.	4,267.	4,743.	4,982.
Head Cook (secondary)	4,030	4,267.	4,505	4,982.	5,221.

SCHEDULE "B"

WORKING HOURS AND CONDITIONS

- A. Cafeteria workers shall not be required to use their own cars for cafeteria business.
- B. Vacancies All vacancies that may arise shall be posted in a prominent location in all cafeterias in all schools for a period of not less than one week, provided vacancies occur during the school term. Vacancies which occur after the close of the school year will be on file August 15. Anyone interested in making application should call the cafeteria office on that date. The opening shall be filled by a person having seniority and ability, seniority not being the sole criteria to be used in promotions.
- C. Transfers Cafeteria employees shall be notified in writing of a transfer 2 weeks prior to the date the transfer is to be effective.
- D. Lunch Period All employees working a 4-hour day shall receive a 15 minute paid lunch period which can be used as a rest period or lunch period. All employees working 5 hours or more shall receive a 30 minute paid lunch period.
- E. Hours
1. Head Cooks All head cooks are salaried employees based on a 35-hour work week. Any head cook working in excess of 35 hours shall receive additional wages at the prevailing rates.
 2. The hours of any employee will be flexible to the needs of the kitchen with a minimum of 4 hours a day. If additional hours are necessary, employees having seniority and ability will be given top priority. The flexibility of hours might be necessary due to the student traffic changes in any or all schools each year, or any daily unforeseen emergency beyond the control of the food service department. Any deviation from the above hours must be mutually agreed upon by the Head Cook and the Director of Food Services. When such deviation is of a permanent nature, the President of the Wayne Custodial-Maintenance-Cafeteria Association will be asked to participate in the discussion

prior to the decision becoming part of the regulations.

E. Hours

3. Overtime hours Overtime hours shall be worked at the direction of the Head Cook and/or the request of the Principal with the approval of the Director of Food Services.

Hourly workers shall be paid at the rate of \$4.00 per hour for PTA meetings, or any special function day or night on regular working days, after regular hours.

Head Cooks shall be paid at the rate of \$5.00 per hour for the same activities as described above.

Overtime rate becomes effective after an employee goes home and is required to return to work any additional hours.

Overtime hours shall be worked where necessary in connection with a permit for the use of buildings.

F. Insurance

The Board shall undertake payment in full for the cost of each family employee insurance contract providing coverage for Blue Cross (hospitalization), Blue Shield (major medical including Rider J).

G. Sick Days, Personal Days, Leave of Absence

Sick Days 12 sick days with full pay shall be allowed each year, which shall be cumulative without limit. In case of absence of employee is of greater duration than accumulated sick leave, this situation may be referred to the Board of Education for special consideration.

Personal Days Compensated personal leave days shall be granted at the discretion of the Personnel Leave Committee.

Death in Family In the event of a death in an employee's immediate family (Mother, Father, Wife, Husband or Child) an absence of up to 5 days may be allowed without loss of pay, subject to review by the Personnel Leave Committee.

SCHEDULE "B"

Attendance Record Cafeteria employees shall submit, through their Head Cook, an individual daily attendance record to the Director of Food Services on the first and sixteenth of each month.

Leave of Absence Leave of Absence, including maternity, may be granted, without pay, only to employees having three or more years of service in the Wayne School System. Requests for leave of absence shall be made in writing to the Board of Education.

H. Holidays All hourly personnel shall be paid for holidays as outlined below except when they conflict with the school calendar:

Veteran's Day	New Year's Day
Thanksgiving Day	Lincoln's Birthday
Christmas Day	Good Friday
Memorial Day	

An additional holiday is to be granted effective 1974-75 school year (day to be determined).

GRIEVANCE PROCEDURES FOR HANDLING CAFETERIA WORKERS PROBLEMS

The aggrieved party shall first discuss the grievance with the immediate Supervisor, the building Principal, and the Food Services Director.

- A. An individual problem or disagreement within the framework of a building would be discussed with the Director of Food Services, the Principal, the individual involved and the President of the Association, the grievance having first been submitted to the Director of Food Services in writing within 24 hours of the following work day prior to the requested meeting. If agreement or understanding cannot be made at this point, the procedure shall go to Step "B" at the request of either party.
- B. A conference with the Superintendent or Assistant Superintendent, the individuals involved and the President of the Association. If no resolution can be determined at this time, proceed to Step "C".
- C. Conference meeting the Board of Education Committee consisting of three members of the Board, the Director of Food Services, the aggrieved individual, the President of the Association, the Superintendent or Assistant Superintendent. If resolution of the problem is unsatisfactory or no compromise can be determined, the problem should be taken to the Board as a whole.
- D. Conference meeting with the whole Board and the individuals mentioned in Step "C".
- E. In no event shall a grievance be presented later than five working days from the date of the alleged act complained of.

ADDENDUM
to
A G R E E M E N T

between

THE WAYNE BOARD OF EDUCATION

and

THE WAYNE CUSTODIAL-MAINTENANCE-CAFETERIA ASSOCIATION

covering

CAFETERIA WORKERS

1974-1975

Approved and Signed December 13, 1973

This supplement is intended to serve as fulfillment of the terms and conditions of the Agreement entered into between the Wayne Board of Education and the Wayne Custodial-Maintenance-Cafeteria Association covering Cafeteria Workers, which was approved by the Board of Education on June 14, 1973 and signed on July 9, 1973, hereinafter referred to as the Agreement of July 9, 1973.

NOW THEREFORE, it is mutually agreed between the parties hereto that the following changes are incorporated into the Agreement of July 9, 1973, effective July 1, 1974 through June 30, 1975.

1. Salaries shall be paid in accordance with SCHEDULE "A" 1974-75 annexed hereto and made part of this agreement by reference thereto.
2. One additional Holiday shall be granted to Cafeteria Employees in accordance with amendment to page 5, paragraph H - Holidays, SCHEDULE "B" annexed hereto and made part of this agreement by reference thereto.

All other terms and conditions of the Agreement of July 9, 1973 remain unchanged.

IN WITNESS WHEREOF, the parties hereunto have set their hands and seals this 13th day of December, 1973.

Attest:



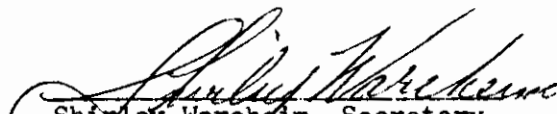
Ronald E. Piliere, Secretary

BOARD OF EDUCATION OF
THE TOWNSHIP OF WAYNE



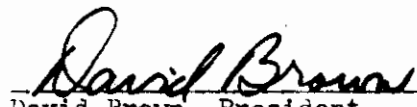
Robert B. Stevens, President

Attest:



Shirley Wareheim, Secretary

WAYNE CUSTODIAL-MAINTENANCE
CAFETERIA ASSOCIATION



David Brown, President

SCHEDULE "A"

1974-75 SALARY SCHEDULE
FOOD SERVICE PERSONNEL

POSITION	STEP I	STEP II	STEP III	STEP IV	STEP V
Cafeteria (hourly)	\$2.37	\$2.52	\$2.66	\$3.02	\$3.15
Head Cook (elementary)	\$4,080	\$4,330	\$4,580	\$5,080	\$5,330
Head Cook (secondary)	\$4,330	\$4,580	\$4,830	\$5,330	\$5,580

Head Cooks' salaries include \$30 additional
for extra paid Holiday in 1974-75.

SCHEDULE "B"

Attendance Record Cafeteria employees shall submit, through their Head Cook, an individual daily attendance record to the Director of Food Services on the first and sixteenth of each month.

Leave of Absence Leave of Absence, including maternity, may be granted, without pay, only to employees having three or more years of service in the Wayne School System. Requests for leave of absence shall be made in writing to the Board of Education.

*H Holidays An additional paid holiday is granted to cafeteria employees effective July 1, 1974 as set forth in the Agreement of July 9, 1973. All hourly personnel shall be paid for Holidays as outlined below except when they conflict with the school calendar:

Columbus Day	New Year's Day
Veterans' Day	Lincoln's Birthday
Thanksgiving Day	Good Friday
Christmas Day	Memorial Day

Head Cooks (Cafeteria Managers) receive an additional \$30 covering the above additional Holiday, this amount being included in the salaries listed on SCHEDULE "A".