# Agreement 1992 - 1995

between

THE BOARD OF TRUSTEES

of

**GLOUCESTER COUNTY COLLEGE** 

and

THE DIRECTORS GROUP WHICH IS AFFILIATED WITH IUE, AFL-CIO, LOCAL 442





Gloucester County College

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1	AGREEMENT

Between the Board of Trustees of Gloucester County College, operating under the provision of Public Laws of 1968, Chapter 303, and including Chapter 123, Public Laws 1974 of the State of New Jersey

7 and

The Directors Group which is affiliated with IUE,

AFL-CIO, Local 442

This Agreement entered into this January 8, 1992 by and between the Board of Trustees of Gloucester County College, hereinafter called the Board, and the Directors Group, which is affiliated with IUE, AFL-CIO, Local 442, hereinafter called the Directors Group, represents a complete agreement between the parties, and provides that:

# 1.1 Board Recognition

The Board hereby recognizes the IUE, AFL-CIO, Local 442, as the sole and exclusive negotiation representative for all Gloucester County College Directors. The term "Director," when used here and after in this Agreement, shall refer to all members of the designated bargaining unit and reference shall include both male and female.

# 1.2 Contrary to Law

If any provision of this agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall be

shall be void, but all other provisions or applications of this agreement shall continue in full force and effect.

# 3 1.3 Amendment

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Should the parties agree to an amendment of this Agreement such amendment shall be reduced to writing, submitted to ratification procedures of the Board and the Directors Group, and if ratified, become part of the Agreement.

## 1.4 Released Time for Negotiations

When mutually determined negotiating meetings are planned during the working day, two members of the Bargaining Unit may be granted released time.

## 1.5 Budget Information

In order for the Directors Group to represent members, the Board will make available to the Directors Group upon written request:

- (a) The number of members within the unit and their respective titles and salaries; and
- (b) Other reports within the public domain.

# 19 1.6 <u>Selection of Negotiators</u>

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. Negotiating teams at any one bargaining session are not to exceed four members. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make and consider proposals and make counter proposals. Either party may bring in not more than two consultants for a particular item of discussion.

# 1.7 Copies of Agreement

Copies of this agreement shall be reproduced by the Board and distributed to all members of the Directors Group now employed or hereafter employed by the Board for the duration of this Agreement. The Board will supply ten copies to the Directors Group. Bona fide candidates for employment shall be given a copy of the Agreement when the individual is given a Notice of Appointment.

## 1.8 Continuing Consultation

The Directors Group will meet with the President and appropriate administrators, once a year, to discuss administration of this Agreement and/or concerns of mutual interest.

# 1 ARTICLE II

# Rights of Parties

#### 2.1 Right to Organize

Nothing contained herein shall be construed to deny or restrict the rights of members under the New Jersey Statutes Annotated, Title 18A or other applicable laws and regulations. The rights granted and duties inferred herein shall be deemed to be in addition to those provided elsewhere. However, the Board retains all rights not specifically conferred upon the Directors Group.

#### 2.2 Right to Negotiate

Members as described in Article I have the right freely to organize, join and support the Directors Group for the purpose of engaging in collective negotiation and other concerted activities for mutual aid and protection.

# 2.3 Union Business

Duly authorized representatives of the Directors Group shall be permitted to transact official Union business and conduct meetings on College property at reasonable times, where such business does not interfere with the operation of the College or with the performance of the members' duties. No charge shall be made for the Union's use of College facilities.

# 2.4 Use of Facilities and Equipment

The Directors Group may use College facilities and equipment, such as typewriters, mimeographing machines, other duplicating equipment, calculating machines and AV equipment, at the

convenience of the President or his designees. No equipment shall be removed from the premises without written permission. Payment shall be made for any expendable supplies used for Directors Group purposes, and the Directors Group shall be liable for damage to any equipment used for said purposes. A request of the Directors Group shall be not unreasonably denied.

# 2.5 Board's Authority

The Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties responsibilities conferred upon and vested in it, prior to the signing of this Agreement, by the laws and Constitution of the State of New Jersey and of the United States.

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#### ARTICLE III

#### Director's Assignments and Responsibilities

## 3 3.1 Holidays

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Holidays for the period of the agreement shall be determined by action of the Board as noted on the Board's adopted yearly calendar.

## 3.2 Directors' Working Hours

- (a) The usual work week for Directors shall be 40 hours over a five consecutive day period, including a one-hour lunch period daily.
- (b) It is recognized that Director Group members are required to perform services that may be beyond that which would normally be accomplished within the usual work week. In such situations, <u>compensatory time shall be granted</u>. In all cases, compensatory time must be used within the same fiscal year.

# 3.3 Authorized Off-Campus Assignments

If a Director is required or receives approval to make a trip on College business, he or she shall be reimbursed for the most convenient and economical mode of transportation or the specified auto mileage reimbursement. If the College requests that the member use his/her own transportation, he or she shall be reimbursed at the rate of twenty-two cents per mile. The College shall provide liability insurance of at least \$300,000 whenever the member is required to drive on such College business.

# 3.4 Attendance at College Functions

Attendance by members at commencement is mandatory, and attendance at a reasonable number of other College functions is encouraged. The College will furnish academic attire when needed, at no cost to the member.

# 3.5 College Handbooks

The College Handbook will not conflict with the terms and conditions specified in this Agreement and nothing herein precludes a member from submitting suggestions.

1 ARTICLE IV 2 Personnel Files 3 4.1 (a) The College shall maintain a personnel file on each 4 employee which shall include, but not be limited to, the 5 following: Personnel information: 6 1. 7 Information relating to the employee's accomplishments 2. 8 submitted by the employee or placed in the file at his 9 request; 10 Records generated by the College; 3. 11 4. Job description; and 12 5. Information indicating special achievements, 13 research, performance and contributions. 14 (b) The employee may, upon request, examine the individual 15 personnel file referred to in 4.1 (a) and photocopy material 16 therein, within five (5) working days of the initial request, 17 at a time mutually convenient to the administrator in charge and the unit member. 18 19 (c) All material requested by the College or supplied by the 20 employee in connection with the employee's original employment shall be maintained in a confidential pre-employment file, 21 22 which shall not be available for examination by the employee. (d) The administrator in charge will be responsible for the 23 safekeeping of the personnel files. 24 25 (e) Unit members shall be shown material to be placed in their

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file and shall acknowledge by signature having seen same.

Such acknowledgment shall not necessarily indicate agreement with the material. Unit members shall have the right to respond to any material placed in the file within five (5) days after reviewing such material.

- (f) Material not in the file may not be used against the employee.
- (g) Personnel files will be available to the appropriate administrative personnel and Board members when matters of promotion, retention and performance are under discussion.

ARTICLE V

# Contracts, Dismissals and Vacancies

- 5.1 (a) Annual notice of intent to reappoint Directors who have completed five full academic years of service shall be issued by December 15. Annual notice of intent to reappoint Directors with less than five full years of academic service shall be issued by March 15.
  - (b) The Board of Trustees shall issue Directors an employment contract stipulating terms and conditions of employment (including position title, salary, duration, and any special conditions) no later than April 15 of the current year.
  - (c) Notice of non-reappointment shall be issued by December 15th for Directors who have completed five academic years of service and by March 15th for Directors with less than five academic years of service. Such notice shall not be issued without cause. If the cause is questioned the matter shall be processed through the grievance procedure except that the Board of Trustees shall act as the Arbitrator in the final and binding step.
  - (d) Removal during the term of the contract shall only be made for just cause. The employee shall be given 30 days notice of the College's intent to terminate the contract. Directors with more than five academic years of service or those with tenure protections shall be afforded the rights and privileges provided by statute and administrative code.

(e) Directors wishing to terminate their employment with the college shall provide 30 days notice.

# 5.2 Recommendations for Promotion

Nothing herein precludes request(s) of a Director who has academic rank from applying through his/her immediate supervisor for promotion in academic rank. It is understood that such determination rests solely with the Board.

#### 1 ARTICLE VI

# <u>Group Health Insurance</u>

# 3 6.1 Medical Insurance

The Board of Trustees shall provide for each member full family coverage under Hospital Service Plan of New Jersey (Blue Cross, U.C.R. Blue Shield, Rider "J" and Major Medical).

# 7 6.2 Prescription Plan

Each member shall continue to receive Board initiated and funded Blue Cross of New Jersey Prescription Plan (\$1.00 Co-Pay).

# 6.3 <u>Dental Insurance</u>

Full family dental insurance shall be provided to each Director member in accordance with the provisions of the current master policy (Delta Dental Plan of N.J.).

#### 15 6.4 <u>Insurance Carriers</u>

The Board reserves the right to change insurance carriers and/or self-insure so long as substantially similar benefits are provided. In the event the Board decides to change insurance carriers and/or self-insure, the matter will first be discussed with representatives of the Union prior to any change, and if the Union does not agree that the benefits to be provided by the new carrier or through self-insurance are substantially similar, the Union may file for arbitration within fifteen (15) calendar days from notification by the Board of its intention to change carriers of self-insure. The parties agree that any change will not include compensation

for a less expensive plan(s).

## 6.5 Retiree Coverage

All unit members covered by this agreement on their retirement from the College shall be eligible for all health insurance coverage currently in force at the member's (or spouse's) expense and at no cost to the College. In addition, effective July 1, 1987 future retirees (as defined in Article 12.1) shall be provided insurance coverage at the Board of Trustees expense as stated hereinafter. Such retirement benefit shall be operative with the effective date of reception of N.J. retirement benefits or TIAA/CREF using the same standards.

- (a) July 1, 1987 single coverage basic health insurance.
- (b) July 1, 1987 single coverage prescription insurance.
- (c) July 1, 1988 single coverage dental insurance.
- (d) July 1, 1990 retiree and spousal coverage for basic health insurance, prescription and dental.

1		ARTICLE VII
2		Directors' Salaries and Deductions
3	7.1	Salary
4		The salary of members shall be paid bi-weekly
5		for a period of twelve months.
6	7.2	Requests for Deductions
7		Members may, by executing the proper form as provided by the
8		Board, have automatic self payroll deductions for any of the
9		following purposes:
10		(a) Professional dues
11		(b) Government bonds
12		(c) Credit Union
13		(d) TIAA and CREF retirement programs
14		(e) Any professional insurance programs
15		(f) Such other as shall be mutually agreed upon by the
16		Directors Group and the Board
17	7.3	Representation Fee for Non-members
18		(a) The Union President shall submit to the College personnel
19		office a list of names of employees covered by this contract
20		who are not currently dues paying members. The College, in
21		compliance with State law and this agreement, will deduct from
22		such employees' pay a representation fee equal to 85% of the
23		amount set for unit members. (This amount will be determined
24		by the Union Treasurer, and is to be paid by payroll
25		deduction.)

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(b) It is agreed by the parties to this Agreement that the

Board shall have no other obligation or liability, financial or otherwise, (other than set forth herein) because of actions arising out of the understandings expressed in the language of this Article. It is further understood that once the funds deducted are remitted to the Union, the disposition of such funds thereafter shall be the sole and exclusive obligation and responsibility of the Union.

- (c) The Union shall indemnify and save the Board (and College) harmless against any and all claims, demands, suits or other forms of liability including reasonable legal and/or representation fees resulting from any of the provisions of this Article or in reliance on any list, notice or assignment furnished under this Article.
- (d) The Union agrees that it has established or will establish a procedure by which a non-member employee in the unit can challenge the representation fee in accordance with N.J.S.A. 34: 13A-5.6.

#### ARTICLE VIII

# 2 Paid Leaves of Absence

#### 3 8.1 Sick Leave

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Members, steadily employed by the Board of Trustees, shall be allowed sick leave with full pay for a period of twelve work days in any academic year. Up to ten days accumulated sick leave may be transferred from immediate previous educational employment. Unused sick leave shall be accumulative, to be used for additional sick leave as needed in subsequent years. The Board may require proof of illness.

# 11 8.2 Bereavement

- (a) A paid bereavement leave of four (4) days maximum will be 12 allowed for each death in the immediate family. Such leave 13 will include the day of death and/or the day of the funeral 14 and no more than (2) days immediately subsequent thereto. 15 Family shall mean: father, mother, siblings, wife, husband, 16 children, step-children, grandchildren, mother-in-law and 17 father-in-law. Additional leave may be granted at 18 discretion of the President. 19
- 20 (b) In the event of the death of a member of his or her 21 family other than those previously listed, a member shall be 22 entitled to one full day to attend the funeral.

## 23 8.3 Personal Leave

24 Unit members may be granted three (3) days personal leave with 25 pay for bona fide personal business which cannot be handled 26 outside of regular working hours, such as:

- 1 (a) Real estate closing.
- 2 (b) Marriage of the unit member or a member of his/her
  3 immediate family.
- 4 (c) Graduation of a member of the immediate family.
- (d) Required appearance in court wherein the employee is not
   party and suit with the College.
- Request for such leave shall be in writing not less than five

  (5) days in advance, except in the case of an emergency. In

  a personal emergency situation the employee shall notify the

  Supervisor as soon as possible.
  - (e) In cases where there is a life threatening illness of a unit member's spouse or child a maximum of six (6) personal days may be utilized provided such illness is certified by an attending physician and further provided that the unit member has unused personal leave days from the prior three years.

## 8.4 Sabbatical Leaves

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- Sabbatical leaves shall be granted by the Board, subject to the following conditions:
  - (a) A member will be eligible for sabbatical after completion of seven years continuous service at the College; or after seven years since his/her last sabbatical leave at the College.
  - (b) Such leave must be applied for during the first semester of the preceding year, with the specific study or research purpose clearly stated in the application.
  - (c) Application shall be submitted to the President.

1	(d)	After careful consideration of all applications, the
2		President shall make his recommendation to the Board.
3		Final decision on granting sabbatical leaves shall rest
4		with the Board.
5	(e)	Sabbatical leave may be for one half year or one full
6		year. This leave shall be creditable for college
7		seniority. Sabbatical pay for the length of the contract
8		is: 1/2 year 100%
9		1 year 60%
10	(f)	Sabbatical leaves are not subject to the grievance
11		procedure of this Agreement.
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# ARTICLE IX

# Unpaid Leaves of Absence

# 9.1 Applications for Unpaid Leave

Applications for unpaid leaves of absence, other than child rearing, must be made in writing not less than one semester prior to the effective date of such leave; notice to return must be made in writing not less than one semester prior to the date of return.

# 9.2 <u>Child Rearing Leave</u>

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Unit members of either sex shall be granted unpaid leave of absence up to one (1) year for care of a newborn child under one-hundred-twenty (120) days of age at the time the leave commences (or for an adopted child less than five (5) years of age) provided that where possible at least sixty (60) days prior written notice is given the College. Unit members granted such leave must return at the start of the next academic year. During such leave benefits shall be frozen.

## 18 9.3 Leave for Personal Reasons

A leave for personal reasons may be granted by the Board to a unit member upon mutual consent up to one year.

## 21 9.4 Leave for Professional Services

Leave to serve with IUE, its affiliates or an academic professional organization shall be granted for one year.

## 9.5 Leave for Advanced Study

Leave for advanced study in the unit member's field will be granted for one year.

# 9.6 Leave for Fulbright or Exchange Program Leave for one year will be granted to any member upon application for the purpose of participating in a Fulbright or other educational exchange program. 9.7 Unpaid Leave Benefits If legal and subject to the benefit plan, the Board shall permit unit members on unpaid leaves of absence to continue any and all benefits at their own expense. In addition, tuition waiver will be granted in accordance with Article X, paragraph 10.1, while on an approved unpaid leave of absence.

1		ARTICLE X
2		Directors' Privileges
3	10.1	Tuition Waiver
4		Subject to meeting entrance requirements, each unit member,
5		his/her spouse and children through age twenty-five (25) will
6		be granted waiver of tuition and activity fee to credit and
7		non-credit courses at the College. In any instance in which
8		the agreement with a co-sponsoring organization for an
9		offering prohibits access to courses, that agreement with the
10		co-sponsor shall govern.
11	10.2	Early Childhood Education Center
12		Members will be granted the privilege to use the facilities of
13		the Early Childhood Education Center for so long as it
14		continues to exist and in conformity with the rates and rules
15		of such facility.
16	10.3	Tuition Reimbursement
17		The Board of Trustees shall authorize payment to unit members
18		for graduate study. Payment shall be made subject to the
19		following conditions:
20		(a) Courses must be submitted at least ten (10) days prior to
21		matriculation in such course(s) and are subject to
22		approval by the President or his designee.
23		(b) Upon successful completion of graduate course work,
24		reimbursement will be made at the prevailing Rutgers
25		graduate liberal arts rate on a per credit basis. Unit
26		members shall be eligible for reimbursement up to 12

1	credit hours per fiscal year (July 1 to June 30).
2	(c) Nothing herein precludes approval by the President or his
3	designee of beneficial undergraduate courses.
4	10.4 Parking
5	A reserved parking area for members shall be provided.
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1		ARTICLE XI
2		Vacation for Directors
3	11.1	Vacation
4		Each member shall earn pro rata twenty-two (22) vacation days
5		per year. A total of ten vacation days may be carried into
6		the subsequent fiscal year. Vacation time may be carried into
7		the subsequent fiscal year except that no more than twelve
8		days may be carried beyond October 15th of such subsequent
9		fiscal year.
10	11.2	Vacation Schedule
11		A member's preference as to the period during which he/she
12		desires to take his/her vacation shall be given full
L3		consideration, but it must be recognized that vacations must
L <b>4</b>		be taken at such times as are consistent with the best
L5		interests of the College.
16	11.3	Termination Pay
L7		If at the time of termination of employment a Director
L8		has accumulated vacation time, he/she shall be compensated for
L9		it up to 30 days x base salary
20		260 days
21		(5 x 52)
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1	ARTICLE XII
2	Retirement "Bonus"
3	12.1 A retirement "bonus" shall be based on a payment of \$80 per
4	accumulated sick leave day; provided that:
5	(a) The unit member had been employed actively by the College
6	for twenty (20) years.
7	(b) The unit member must provide at least one year's prior
8	written notice of intent to retire.
9	(c) The unit member retires under the New Jersey Public
10	Employees Retirement System or employing the same
11	standards of this system if the unit member retires under
12	the Alternate Benefit Program (TIAA-CREF).
13	12.2 If the years of a unit member's active College service is less
14	than 20 but at least 10 full years, then the retirement
15	"bonus" shall be proportional i.e., 11/20, 12/20 etc. to the
16	maximum as per above.
17	12.3 The member may elect to defer the retirement "bonus"
18	compensation up to 12 months.
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#### ARTICLE XIII

## <u>Grievance Procedure</u>

- 13.1 A grievance is a claim or complaint by a unit member or a group of unit members of the Directors Group, hereinafter referred to as a Grievant, based upon an event which affects a condition of employment, discipline or discharge, and/or alleged violation of which constitutes a misrepresentation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board of Trustees. In the event that a unit member or group of unit members of the Directors Group believes there is a basis for a grievance, it shall:
  - (a) Informally discuss the grievance with the appropriate administrator.
  - (b) If, as a result of the informal discussion a grievance is unresolved, the Grievant may invoke the formal grievance procedure on the form required, signed by the Grievant. A formal grievance shall be filed with the employee's immediate supervisor within twenty-eight (28) days of the occurrence or thereafter be barred. Two (2) copies of the grievance shall be filed with the President of the College or a representative designated by him.
  - (c) Within one week of date of filing, the President or his designee shall meet with the Grievant or his representative in an effort to resolve the grievance. The President or his designee shall indicate his

disposition of the grievance in writing within one week of said meeting.

- (d) If the Grievant is not satisfied with the disposition of the grievance by the President or his designee or if no disposition has been made within the time limits in paragraph (c), the grievance shall be transmitted to the Board of Trustees by the Grievant by filing a written copy thereof with the Secretary of said Board. The Board shall, within five calendar weeks of the date of filing, either allow the grievance or hold a hearing on the grievance. No later than one calendar week thereafter, the Board of Trustees shall indicate its disposition of the grievance, in writing, to the Directors Group.
- (e) If the Union is not satisfied with the disposition of the grievance by the Board of Trustees, or if no disposition has been made within the period provided in paragraph (d), the grievance may be submitted to arbitration before an impartial arbitrator, he shall be selected pursuant to the rules and procedure of the American Arbitration Association, whose rules shall likewise govern the arbitration proceeding. Neither the Board nor the Union shall be permitted to assert in such arbitration proceeding any ground or to rely on any evidence not previously disclosed to the other party. The arbitrator shall have no power to alter, add to or subtract from the terms of the Agreement. Both parties

- agree to be bound by the decision of the arbitrator. No more than one (1) substantive issue may be submitted to the arbitrator at any proceeding unless agreed to in writing by both parties.
- (f) Subject to (g) infra, the fees and expenses of the arbitrator shall be shared equally by the parties.

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- (g) No reprisals of any kind shall be taken against any unit member for participating in any grievance. If any unit member for whom a grievance is filed, processed or sustained shall be found to have been unjustly discharged, he or she shall be restored to his or her full position with reimbursement all former professional compensation lost, and in addition the Board shall pay the entire cost of fees and expenses of the arbitrator. However, if the discharge is found to have been justified, the Directors Group shall pay the entire cost of fees and expenses of the arbitration.
- (h) The arbitrator shall submit a written decision within thirty (30) days of the close of the hearing setting forth his findings of fact, reasoning and conclusions on the issue submitted.
  - (i) The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. However, the time limits may be extended by mutual consent.
  - (j) All documents, communications and records dealing with

grievances shall be filed separately from the personnel file of the participants. (k) It is agreed that each party shall furnish the other with any information in its possession necessary for the processing of any grievance or complaint. (1) If a unit member or a supervisor has a matter which he/she wishes to discuss with the other, he/she is free to do so without recourse to the grievance procedure. (m) No grievance shall be adjusted without prior notification to the Directors Group and an opportunity for a Directors Group representative to be present, nor shall any adjustment of a grievance be inconsistent with the terms of this Agreement. (n) A grievance may be withdrawn at any level. 

1	13.2 Formal Grievance Procedure Form
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3	NAME
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5	POSITION
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7	DATE OF GRIEVANCE
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9	DATE OF FILING
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11	NATURE OF GRIEVANCE:
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16	PREVIOUS ACTION, IF ANY, TAKEN BY GRIEVANT:
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21	SIGNATURE
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2	DATE RECEIVED BY PRESIDENT
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4	DATE OF MEETING WITH GRIEVANT
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6	DISPOSITION:
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	DATE:SIGNATURE
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	DATE RECEIVED BY SECRETARY OF BOARD OF TRUSTEES
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16	DATE GRIEVANCE ALLOWED
	DATE OF HEARING
18	DATE OF INDICATION
	DISPOSITION:
20	
21	
22	
23	
24	DATE:SIGNATURE
25	
26	

# 1 ARTICLE XIV

26

2	Duration of Agreement
3	14.1 This Agreement incorporates the entire understanding of the
4	parties on all matters which were or could have been the
5	subject of negotiation and supersedes each and every provision
6	of all prior contracts between the parties. Except as
7	specified, neither party shall be required to negotiate with
8	respect to any such matter whether or not covered by this
9	Agreement and whether or not within the knowledge or
10	contemplation of either or both of the parties at the time
11	they negotiated or executed this Agreement.
12	14.2 This Agreement shall be effective starting July 1, 1992
13	through June 30, 1995 subject to the following:
14	(a) During the month of October 1994 either party may notify
15	the other in writing of its desire to terminate, modify or
16	supplement this Agreement. Within thirty days of such notice,
17	the duly authorized representatives designated by the parties
18	will meet to commence such negotiations.
19	(b) Each unit member shall receive the following salary
20 21	increases: 5% in 1992/93; 6% in 1993/94; and 7% in 1994/95.
22	
23	
24	
25	

by Kennet A.D. Rugus	by
Chairperson, Board of Trustees	International Representative, IUE, AFL-CIO
by Mexicol Mouth Secretary, Board of Trustees	President, Local 442, IUE, AFL-CIO
	by Leon D. Hugher
	by
5/01/92	
Dated	

1		APPENDIX A
2		GLOUCESTER COUNTY COLLEGE
3		SALARY SCHEDULE
4		DIRECTORS GROUP
5		TWELVE MONTH EMPLOYEES
6		Minimum Maximum
7	1992-93	
8	Level I	<b>\$29,</b> 330 <b>\$57,929</b>
9	Level II	26,135 53,713
10	1993-94	
11	Level I	29,330 61,405
12	Level II	26,135 56,936
13	<u> 1994-95</u>	
14	Level I	29,330 65,703
15	Level II	26,135 60,922
16		
17		
18	Notes:	
19	1.	Level I positions:
20		Director, Student Development
21		Director, Library/Media Services
22		Director, Enrollment Service
23		
24	2.	Level II Positions:
25		All others
26		