



AGREEMENT

between

**BRICK TOWNSHIP
BOARD OF EDUCATION**

and

**TRANSPORT WORKERS UNION
OF AMERICA AFL-CIO
LOCAL 225 BRANCH 4**

July 1, 2006 to June 30, 2009

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THIS AGREEMENT entered into as of the first day of July, 2006, by and between the Board of Education of Brick Township in the town of Brick Town, New Jersey, hereinafter called the "Board" and the Transport Workers Union of America, AFL-CIO, and it's Local 225, Branch 4, hereinafter called the "Union".

ARTICLE I
Recognition

In accordance with the provisions of the New Jersey Employer-Employee Relations Act, the Brick Township Board of Education hereby recognizes the Transport Workers Union of America, AFL-CIO, and its Local 225, Branch 4, as the sole and exclusive representative for collective negotiations concerning the terms and conditions of employment for the following unit certified by the New Jersey Public Employment Relations Commission.

UNIT: All Employees of Brick Township Board of Education employed in the Cafeteria, Clerical, Custodial, Maintenance and Transportation Departments, but excluding Supervisors of Bus Garage, Custodians, Food Services, Grounds, Maintenance, Payroll, Transportation; Administrative Assistant of Superintendent of Schools, professional employees, supervisors within the meaning of the Act and Police.

ARTICLE II
Negotiations Procedure

A. Not later than November 1st of the calendar year preceding the calendar year in which this Agreement expires, the BOARD and the UNION agree to enter into collective negotiations on a successor agreement in accordance with Chapter 303, Public Laws 1968, and S-1087, Public Laws 1975, as amended.

B. The UNION shall present its entire written proposals to the BOARD, and not later than twenty (20) days after this presentation, the BOARD shall present its entire written proposals to the UNION.

C. The Board and the Union agree to utilize the salary scatter gram of the month of November preceding the expiration date of the Agreement for the purpose of formulating salary guides.

ARTICLE III
Grievance Procedure

A. A grievance shall mean a complaint by a member of the Bargaining Unit that there has been to him or her a misinterpretation or misapplication of the terms of the AGREEMENT.

B. **LEVEL ONE:** Within thirty (30) school days after the grievant knew or should have known of the events or conditions on which the grievance is based, a grievance may be submitted in writing to the immediate supervisor by the grievant with or without a UNION Committee Representative. Within ten (10) school days thereafter, a written reply shall be given by the supervisor to the grievant and UNION Committee Representative.

LEVEL TWO: Within ten (10) school days from receipt of the Supervisor's reply, the UNION may submit the grievance in writing to the Business Administrator. He and/or his representative shall meet with the UNION and the Union Chairperson and Section Representative within ten (10) school days after receipt of the grievance to discuss the matter. The Business Administrator shall send his decision in writing to the UNION within ten (10) school days after the grievance meeting.

LEVEL THREE: Within ten (10) school days after receipt of the decision if the grievance is still unresolved, the matter may then be submitted to the Superintendent by the UNION for review by the BOARD. The BOARD, or a committee thereof, shall hold a hearing within seven (7) school days from the time of submission of the grievance to the Superintendent at this level to discuss the grievance with a UNION Committee composed of one or more local officers of the UNION, the Section Chairperson and the Section Representative. The BOARD shall give its reply within five (5) school days after the hearing.

C. 1. Within twenty (20) school days after receipt of the BOARD reply, any grievance processed under this article through the above levels, which cannot be resolved satisfactorily after going through the foregoing procedures, may be submitted by either the UNION or the BOARD in writing to the Public Employment Relations Commission for arbitration.

2. The arbitrator so selected shall confer with the representatives of the BOARD and the UNION and hold hearings promptly and shall issue his decision not later than thirty (30) days from the date of the submission of briefs, or if oral hearings have been waived, then, from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The Arbitrator shall be without power or

authority to make any decision, which requires the commission of an act prohibited by law or which is violative of the terms of the AGREEMENT. The decision of the arbitrator shall be submitted to the BOARD and the UNION and shall be final and binding on the parties.

3. The costs for the services of the arbitrator, including the per diem expenses, if any, and actual necessary travel and subsistence expenses, shall be borne equally by the UNION and BOARD. Any other expenses incurred shall be borne by the party or parties incurring same.

D. If during any step of the grievance procedure it is agreed that an employee has been unjustly suspended or discharged, such employee shall be reinstated with full seniority rights and benefits, and shall be compensated for his or her wage losses resulting from such suspension or discharge unless the parties agree otherwise.

E. If an employee is brought up on charges, no suspension or discharge will be put into effect without a formal hearing by the Appointing Authority and/or his representative meeting with the Section Chairperson and the Section Representative. This provision does not apply to situations requiring immediate action because of the nature of the offense. It is understood that the UNION shall have the right to appeal the Appointing Authority's decision to the BOARD in any case of suspension or discharge.

F. Employees elected to positions on the UNION Grievance Committee shall be given time off without loss of pay when required to attend grievance hearings during their regular working hours.

ARTICLE IV
Vacations



A. For Permanent full time employees:

TWELVE-MONTH EMPLOYEES

Less than one year worked	-- 1 day for each month worked up to June 30th.
1st year through 10th year	-- 12 working days
11th year through 20th year	-- 15 working days.
21st year and over	-- 20 working days.

Permanent part-time employees shall receive a vacation credit allowance on a proportional basis

TEN MONTH EMPLOYEES *

11th year through 20th year working -- Per diem pay for 3 days, added to base.
21st year and over working -- Per diem pay for 6 days, added to base.

* a.) Ten Month Employees do not receive vacation days as paid time off. In the 1st Local 225 Contract a lump sum amount was added to the base pay of all the ten (10) month salary guides, to compensate for ten (10) vacation days.

* b.) Ten Month Employees hired before June 30, 1998 upon reaching the 11th through the 20th years of service, receive three (3) days pay at their current daily per-diem rate. Upon reaching the 21st year of service and over, they receive an additional three (3) days pay at their current per-diem rate.

Ten Month Employees hired after June 30, 1998 will no longer receive vacation days as indicated above in (* b.).

B .1. Vacation allowance for twelve-month employees must be taken during the current calendar year at such time as permitted or directed by the immediate supervisor, unless the supervisor and the Appointing Authority determines that it cannot be taken because of pressure of work. In such case, any unused vacation may be carried forward into the next succeeding year only.

2. At least once in any three (3) year period each twelve-month employee will be permitted to take part of vacation due (up to two weeks) in any season of the year, provided, however, no more than one (1) employee in any department shall be on vacation at the same time without approval of the Department Head and Appointing Authority.

C. A minimum of five (5) days written notice must be given to the Department Heads regarding vacation requests. Failure to do so may result in denial of vacation days for blocks of time of five (5) days or more. Less than five (5) days will be at the discretion of the Supervisor. However, at no time shall more than thirty (30%) percent of the workforce from any one location per department be permitted to take vacation.

ARTICLE V

Holidays

A. Permanent employees, both full-time and part-time, shall receive their full pay for holidays as follows: 13 days for 10-month personnel
14 days for 12-month personnel

Holidays for each year will be as indicated on the yearly school calendar.

B. 1. If employees are required to work on such holidays, they shall receive time and one half (1/2) of their regular base straight time rate of pay for any time worked on such holidays.

2. If employees are required to work on the following designated holidays: Christmas Day, Easter, Thanksgiving Day, New Year's Day, they shall receive double time (2 x's) their regular base straight time rate of pay for any time worked on such holidays.

C. Custodial, Grounds, Maintenance and Mechanics shall receive compensatory days as follows:

1. Two (2) days per year for the duration of this Agreement.

ARTICLE VI Overtime

A. Time and one half (1 1/2) the regular straight time base rate of pay shall be paid for all authorized hours worked over eight (8) hours per day or forty (40) hours per week. Clerical employees, however, shall be paid overtime for authorized hours worked over seven (7) hours per day or thirty-five (35) hours per week. Employees working on a night shift (commencing 3:00 PM or later) shall be paid overtime for authorized hours worked over seven and one half (7 1/2) hours per day or thirty-seven and one-half (37 1/2) hours per week.

B. The normal work day and work week for permanent full-time employees shall be:

Clerical & Attendance Counselor: Seven (7) hours per day, Monday through Friday, with two (2) consecutive days off each week, and thirty-five (35) hours per week, plus a daily lunch period of one (1) hour. Clerical employees during the months of July and August shall be scheduled to work six (6) hours per day, Monday through Friday, plus a daily lunch period of one half (1/2) hour, with the understanding that individual schedules must be staggered in offices with more than one (1) clerical employee (in order to provide clerical coverage for the full time such offices are open).

Cafeteria: Two (2) to eight (8) hours per day with two (2) consecutive days off each week, provided that the current eight (8), six (6), five (5), and four (4) hour positions are retained.

Effective 7/1/07, cafeteria workers shall work two (2) to seven and one half (7 1/2) hours per day with two (2) consecutive days off each week, provided that the current positions in year 2007 are retained.

Bus Drivers & Attendants:

1. Eight (8) hours per day within the employee's eleven (11) hour daily time cycle, Monday through Friday, and forty (40) hours per week with two (2) consecutive days off each week.

Effective March 8, 2001, all high school late runs shall be eight (8) hours per day within the employee's twelve (12) hour daily time cycle, runs for all non-public schools shall be eight (8) hours per day within the employee's twelve (12) hour daily time cycle, Monday through Friday, and forty (40) hours per week with two (2) consecutive days off each week. The Board and the Union agree that there will be no more than fifteen (15) "less than 8 hour runs" in any school year. These runs will be bid in the same manner as the regular pick.

2. Effective July 1, 1998, drivers selecting packages that include non-public runs shall be obligated to work all days the non-public school is in session; if absent on such day, the driver shall not be paid for the time missed and shall also be docked for the day. However, if the driver is absent from driving the non-public route due to an illness of at least five (5) consecutive workdays prior to the non-public school day, they will be permitted to utilize a sick day.

3. In the event that the spring recess of a non-public run does not coincide with the public school calendar, drivers on non-public runs may request to have the week off when public schools are closed. A request must be made at least two (2) months in advance and is subject to getting a replacement driver. Replacement drivers shall be selected from a sign up list for "spring break" work, which will be posted, and drivers shall be assigned in seniority order. If additional drivers are needed, substitutes shall be offered such work in seniority order. Replacement drivers shall be paid at the substitute rate for performing such work.

Custodial, Maintenance & Grounds, Transportation Maintenance: Eight (8) hours per day, Monday through Friday, with two (2) consecutive days off each week, and forty (40) hours per week, plus a daily lunch period of one-half (1/2) hour. For night shifts (commencing 3:00 PM or later) seven and one-half (7 1/2) hours per day, and thirty-seven and one half (37 1/2) hours per week plus a daily lunch period of one half (1/2) hour.

C. There shall be no pyramiding or duplication of pay for overtime or other premium pay, and to the extent hours are credited toward one premium they shall not be credited toward another.

D. 1. The work year for full-time personnel except cafeteria employees and bus drivers and bus attendants shall extend from September 1 through June 30 for ten-month employees, and from July 1 through June 30 for twelve-month employees. The work year for all ten-month employees shall coincide with that of teachers; specifically, any day the teachers are required to report to school, all ten-month employees are required to report to school. For additional days required they shall be paid in addition to their regular salary at their regular rate of pay pro-rated. The school year for twelve-month secretaries shall begin on July 1 and end on June 30 following, and shall include such holidays throughout the year as enjoyed by the teachers in the Brick Township School System. The school year is the same as defined in the contract with the school administrators. However, in all cases where secretaries are asked to work by a twelve-month administrator during any such holiday as they might ordinarily be entitled to, they must work on said day or days and the administrator shall offer to said employee compensatory time for said additional work day which additional work days shall not exceed three (3) in number. The Administrator shall notify the Superintendent of Schools and the Business Administrator of said compensatory time. The time shall not be accumulated from year to year.

2. Effective with the 1998-99 school year, ten (10) month clerical employees shall work from September 1 through June 30, regardless of when the student year or teacher year may end in June.

E. The daily wage rate for ten-month employees shall be determined by dividing 197 days into the annual salary, and for twelve-month employees by dividing 237 days into the annual salary. Paychecks for transportation substitutes will be delivered with the paychecks of regular employees to the Transportation Coordinator for distribution.

F. All overtime work for bus drivers shall to the extent practical be assigned to the regular drivers on a rotation basis. There shall be no difference between eight (8) hour drivers or less than eight (8) hour drivers; all shall be on the same roster for extra work; overtime will be paid when less than eight (8) hour workers meet the criteria of over eight (8) hours per day or forty (40) hours per week.

G. For the purpose of computing hours worked over forty (40) hours per week, or over thirty-seven and one-half (37 1/2) hours for night shift employees and thirty-five (35) hours for clerical, the following days will be considered as days worked: paid personal days, and Holidays referred to in Article V, which fall on a day the employee, would otherwise have worked. Effective upon ratification (June 1998) paid sick days shall not be counted in determining eligibility for overtime pay. Only days worked, paid holidays, personal days and vacation days shall be counted. This provision shall also apply to all overtime pay. The week shall begin on Monday and end on Sunday.

H. The assignment of overtime work in each department (except bus drivers, which are covered in Article VI. F), shall be on a rotation basis starting with the senior employee. In the Custodial Department, the overtime has to be on a seniority rotation basis according to schools. Custodial employees who have not obtained their required Black Seal Boiler License shall not be eligible for overtime, with the exception of the grandfathered custodians who may work overtime as long as another worker who holds a black seal license is present.

I. Cafeteria:

1. Substitute Food Service Workers shall be guaranteed a minimum of two (2) hours per day at the applicable rate of pay.
2. Permanent part-time cafeteria employees shall have the opportunity to work extra hours at their location due to the absence of an employee with more hours prior to calling in a substitute. The rate of pay for the additional hours worked shall be at the substitute rate.

J. School Bus Drivers reporting for Extra Curricular School Activity assignments on Saturdays, Sundays or Holidays are guaranteed a minimum of four (4) hours at the applicable rate of pay.

K. School Bus Drivers reporting for Extra Curricular School Activity assignments that are canceled shall receive a minimum guarantee of two (2) hours at the applicable rate of pay.

L. Effective upon ratification (May 10, 2007), permanent full time employees assigned to work in a "higher classification" on a temporary basis shall receive the higher rate of pay from the first day of such assignment. The higher rate shall be \$20.00 extra per day. Work in a higher class must be pre-approved by the immediate Supervisor.

M. During inclement weather, Custodians, Maintenance and Grounds personnel will not be required to work at their regular scheduled time in the morning if weather conditions are such that main roads, school parking lots, and driveways have not been opened. However, they must remain on call and will be expected to report to work when notified by the Business Administrator and/or his designee.

N. Custodial, Maintenance, Groundsmen and Mechanics required to work during inclement weather, when all other employees do not have to report to work, will receive additional compensation in accordance with the following schedule:

1. Straight time at the applicable rate of pay for hours worked.

O. Transportation personnel will receive twenty-four (24) hours notice to report for overtime assignments, when possible, and the overtime roster shall be posted in the drivers' room.

P. Effective March 8, 2001, all Custodians and Head Custodians, Cooks and Senior Cooks may be assigned by the Administration. Effective July 1, 1979, all Custodians and Head Custodians may be transferred at the discretion of the Administration. However, all Custodians and Head Custodians employed prior to July 1, 1979 shall not be included in this transfer policy.

Q. Head Custodians will receive an additional annual allowance to be included in their base salary in accordance with the following schedule:

Stipends Head Custodians:	Current			
	7/05 to 6/06	7/06 to 6/07	7/07 to 6/08	7/08 to 6/09
Brick Township High School		2750	2860	2982
Night Head Custodian (BHS)	1750	1750	1820	1897
Brick Twp Memorial HS	2750	2750	2860	2982
Night Head Custodian (BMHS)	1750	1750	1820	1897
Lake Riviera Middle School	2200	2200	2288	2385
Night Head Custodian (LRMS)	1450	1450	1508	1572
Veterans Memorial Middle Sch.	2200	2200	2288	2385
Night Head Custodian (VMMS)	1450	1450	1508	1572
Emma Havens Young School	1450	1700	1768	1843
Veterans Elementary	1200	1450	1508	1572
Drum Point School	1200	1450	1508	1572
Lanes Mill School	1200	1450	1508	1572
Midstreams School	1200	1450	1508	1572
Laurelton School	950	1200	1248	1301
Herbertsville School	950	1200	1248	1301
Osbornville School	950	1200	1248	1301
Primary Learning Center	950	1200	1248	1301
Enrichment Center	950	1200	1248	1301

R.1. Garage Personnel, if required to work on a weekend, shall be guaranteed a minimum of four (4) hours at the applicable rate of pay.

2. Garage Personnel, if required to stand-by while busses are out on a weekend trip or any trip, shall be guaranteed two (2) hours at the applicable rate of pay.

S. Custodians shall be guaranteed a minimum of two (2) hours for checking the High School and a one (1) hour guarantee for checking grammar and middle schools when schools are closed.

T. Call Out Time: All staff shall be guaranteed a minimum of two (2) hours for call outs during the employees regularly scheduled time off.

U. Talking on one's cell phone regarding personal business during work hours is limited to lunch and breaks. The office phone number may be used for emergencies. Any messages coming in on the office phone will be communicated to the appropriate employee in a timely manner.

ARTICLE VII Leaves of Absence

A.1. For an employee's personal illness, permanent full time employees are entitled to one (1) working day per month during the first calendar year of employment after initial appointment and fifteen (15) days in every calendar year thereafter (twelve and one half (12 1/2) days for ten-month employees). For employees hired prior to June 30, 1998, with at least one (1) year of service, health care insurance benefits will be continued by the BOARD for the period of sick leave up to a maximum period of one (1) year.

2. For employees hired after June 30, 1998, insurance benefits will be continued by the Board for a period of six (6) months, provided the employee has at least three (3) years of service.

3. Effective July 1, 2004, a Sick Day Bank shall be established. Each employee covered by this agreement will be given the option of participating. The decision shall be binding for the remainder of one's time in the district. Each participant may voluntarily contribute one (1) of his sick days to the bank. Each employee covered by this agreement will be given ninety (90) calendar days in which to decide to join or not. This will constitute a pool of days upon which a participant may draw, as explained below:

a. A participant who has exhausted his/her days due to a protracted, verifiable, and catastrophic illness and /or injury of which is the reason for the application to this committee.

b. The participant's record must show non-abuse of sick day usage, as determined by the committee.

c. The committee may or may not award the days and may do so in not more than thirty (30) day segments. Reapplication is necessary for each segment.

d. The maximum allowable sick days provided to any one (1) employee shall not exceed ninety (90) days.

If the pool diminishes to the point whereby it is less than thirty (30) percent of whole days in relation to the number of participants, the participants will be asked to contribute one (1) additional day (as determined by the committee). Should a participant at any time of replenishing, opt not to continue, such action will constitute a withdrawal from the bank, losing any days thus far contributed. Any participant, once having contributed one (1) day (or more in cases of replenishment), may in no way retrieve any days thus far contributed. The committee will be made-up as follows:

1. Three (3) members of the Transport Workers Union of America as selected by the TWU, one of who shall be the Chairperson of the Section.
2. The Superintendent.
3. The Board Business Administrator.

If a tie vote occurs, up to thirty (30) days will be awarded, but no more, for a single incident of illness.

B. Notice of absence must be given to the supervisor promptly prior to starting time. Failure to do so may be cause for denial of sick leave and discipline. Absence without notice for five (5) consecutive days shall constitute a resignation.

C. An employee who is absent may be required to submit a physician's certificate pursuant to statute. An employee who shall be absent on sick leave for four (4) or more consecutive days shall be required to submit a physician's certificate substantiating an illness. An employee may be required as a condition of return from illness to have a medical examination by a physician designated by the Board at the expense of the Board.

D .1. a. Permanent full-time employees shall be granted up to three (3) personal days leave per year for personal business that cannot be conducted outside of school hours. Personal days shall be approved by the immediate supervisor/department head and the Appointing Authority. Personal days must be requested five (5) days in advance to the supervisor. Personal day requests should be either granted or denied within three (3) days of receiving said request. Personal business is defined as: serious illness or accident in the immediate family; household emergencies; marriage; legal business; commencement exercises, religious observance; other extremely unusual commitment or emergency. Unused Personal days may be accumulated, without limitation, for conversion to sick days.

b. In the Custodial Department, at no time shall more than thirty (30%) percent of the workforce from any one location be permitted to use personal and/or vacation days during Winter and/or Spring break(s). In the Cafeteria, no more than thirty (30%) of the workforce from any one location shall be granted use of personal days immediately before or after Winter and/or Spring Break(s).

2. Up to four (4) days leave in one year with full pay for each death in the immediate family will be granted. Such days will not be taken from personal leave. The immediate family shall be defined as: spouse, parent, child, sister, brother, in-law, grandparent, grandchild and step-parent. In case of death of a relative of the second degree (aunt, uncle, nephew, niece) absence of one (1) full day with pay will be granted. Request for personal leave, with or without pay, should be made twenty-four (24) hours prior to time of absence, and must be approved by the immediate supervisor and the Business Administrator.

3. Secretarial/Clerical personnel shall be able to use the same "telephone service" for reporting in sick or for emergency personal days as currently used by the professional staff, meaning the telephone answering service and the main switchboard commencing at 6:00 a.m. and effective July 1, 1979.

4. Personal days with pay will be granted to a new permanent full time employee on a prorated basis after four (4) months of employment.

E. Union Leave-One (1) full time Union Officer shall be granted unpaid leave to serve as an elected officer of the Transport Workers Union of America AFL-CIO. Such leave will coincide with the applicable term or duty of the office held. The School District shall continue to pay the employee's wages and benefits and shall be reimbursed for same by the Union. During such leave the employee will continue to accrue seniority. This is effective beginning July 1st, 1986.

F. Employees may not use sick days immediately prior to or immediately after vacation. An employee who uses a sick day immediately prior to or immediately after a holiday shall be required to submit a physician's certificate substantiating an illness. Failure to produce such evidence will result in a reduction of the employee's paycheck by one full day.

G. FMLA-FLA: Employees applying for leave under the Family and Medical Leave Act and the Family Leave Act shall be required to utilize their accrued sick time for such leave. The employee shall have the option to voluntarily utilize personal and vacation days to enable the employee to continue to receive pay while absent on such leave in accordance with Department of Personnel Rules and Regulations (DOP).

ARTICLE VIII
Seniority

A. Seniority shall be defined as length of continuous service with the Brick Township School District. The length of time that an employee is a provisional appointee will be computed towards his continuous service--this is effective July 1st, 1986.

1. It is agreed between the BOARD and the UNION that if there is a reduction in force within a classification, an employee shall be entitled to exercise his or her seniority right to assume, by bumping, a position within his or her category of employment, or in a category in which the reduction-in-force employee has prior certification. This clause shall be consistent with the New Jersey Department of Personnel Rules and Regulations, formerly called Civil Service Department.

B. 1. Whenever possible, on the first date prior to the last week in August, bus drivers and bus attendants may pick their school runs. When transportation personnel pick or accept a bid for a package, they are obligated to perform such work and there are no returns once accepted.

2. a. Once each year, on or before June 30th, custodial employees may pick their location or station assignments for those available within their classification in order of seniority.

2. b. Once each year, on or before the end of the working school year, cafeteria employees may pick their location or station assignments for those available within their classification in order of seniority. In cafeteria, eight (8) hour positions and those above six (6) hours shall be bid by classification. Cafeteria workers who work four (4) to six (6) hour positions shall bid in seniority order as a group. Cafeteria workers who work three and one-half (3 ½) hours or less shall bid as a group in seniority order and they would move up as positions become available at the next pick according to their seniority.

3. Despite the foregoing provision to select assignments based on seniority, in the event two or more documented and substantiated complaints are received indicating that a problem has developed on a run or work assignment, the parties will attempt to resolve the issue by a mutually agreeable switch. If such agreement cannot be achieved, the Board reserves the right to restrict the scope of the pick for certain individuals. The Union and the affected worker must be made aware of the reason behind such limitations.

4. The Section Representative or the Chairperson shall be present at their respective section picks and shall assist all members in their selections.

C. 1. Except as provided above, permanent full-time vacancies and permanent new positions will be posted as they arise, and will be filled by transfers from within the bargaining unit provided there are qualified employees who have applied for such openings. All applicants shall be granted an interview for the position they applied for, or a written response acknowledging receipt of application and informing them that they will not receive an interview.

Promotional upgrades due to desk audits shall be posted for announcement in the District with a provision that eligible employees may apply when the Department of Personnel announces the exam. Where qualifications are equal, seniority shall prevail. After permanent employees, qualified substitute employees in order of seniority shall be given first opportunity to fill openings in their classifications. In the event that the Board determines not to offer a substitute employee the open position, he/she and the Union shall be given the reason for that determination. The Board's decision shall not be grievable.

All positions posted in the school district shall be recommended for appointment to the Board of Education within thirty (30) workdays of the closing date of the posting. If the posted position is not to be filled, the Union shall be provided notice.

An employee filling an opening under this Section C, within his department retains seniority in the department and the right to go back to his former position, in case the new position is eliminated, and further providing that such right is subject to the other provisions of this AGREEMENT. The following shall be considered departments for the purpose of this provision: Attendance; Cafeteria; Custodial; Maintenance; Grounds; Clerical and Transportation.

2. In-case of layoffs, the least senior employees in the classification affected will be laid off first provided those retained are qualified.

3. Any vacancy created by a transfer will be filled by recall of the senior qualified laid-off employee. In the event there is no employee in this category, then the vacancy may be filled at the discretion of the BOARD.

4. Where employees are laid off and an opening occurs for re-employment, they shall be called back within classification in the order of seniority.

D. A complete list of job classifications and duties will be posted. One (1) copy of all job descriptions currently in force shall be made available to all Civil Service personnel. This one (1) copy shall be placed in the Transportation Office.

E. 1. When a vacancy in a run occurs after a pick, the senior driver, beneath the driver who was on the vacant run, so desiring the vacant run may pick it. The vacancy created because of this shall be filled:

1. By the recall of the senior laid-off driver.
2. In the event there is no laid-off driver to be recalled, then management may assign the run.
3. When a new eight (8) hour run is created out of a less than eight (8) hour run, it shall be posted for all to bid; after the position is filled, the driver who had been assigned to the less than eight hour run shall be assigned to the run which then became vacant.
4. When after a pick, additional runs are added, the additional run or runs may be picked by the senior drivers or driver so desiring such added run or runs.

The vacancy created by this will be filled:

5. By the recall of the senior laid-off driver.
6. In the event there is no laid-off driver to be recalled, then management may assign the run.
7. When a run is substantially changed, (i.e., additional trip or trips added) such added work will be added to the run of the least senior available driver provided it does not exceed eight (8) hours work per day.
8. Runs of the Head Drivers will be assigned by the BOARD.

E. 2. Temporary vacancies in the Transportation Department that will exist for one month or longer shall be offered to the rank and file under the person who is absent. One move shall be allowed, by placing the senior employee into the temporary vacancy. The senior late run driver that would like to move shall fill the run that becomes vacant due to this move. A senior substitute driver that would like to move shall be assigned to the late run for the duration of the temporary vacancy. All go back to their original pick or list upon the employee returning. In the event there is no late run driver, a substitute shall be assigned for the duration of the vacancy.

F.1. Effective July 1, 1989, a seniority system shall be instituted for substitute bus drivers. Seniority shall be defined as length of continuous service with the Brick Township School District.

2. If a vacancy becomes available for substitute work, the senior qualified substitute will fill the vacancy.

ARTICLE IX
Transportation

A. All buses operated by the BOARD while in service transporting students shall be driven by drivers on the Brick Township School Transportation Bus Driver Roster, except in cases of emergency or special circumstances, such as no driver being on hand. In cases where bus attendants are needed, the bus attendants shall be taken from the Brick Township School Transportation Bus Attendants Roster.

B. Subject to the provisions set forth in paragraph A above, first opportunity shall be offered to said drivers and bus attendants in seniority order to accept summer bus driving and attendant work. They shall have one (1) week after the offer to accept or decline.

C. The summer rate shall be as follows:

	7/06-6/07	7/07-6/08	7/08-6/09
Drivers	\$15.04	\$15.64	\$16.30
Attendants	\$12.36	\$12.86	\$13.40

Summer wages shall be paid for work picked from the summer work board.

D. When a run is posted mid-year due to a vacancy only employees who are actively working may bid on such work. Actively working shall be defined as those employees not on a leave of absence, or, if on a leave of absence, the employee will be ready to return and perform the route within ten (10) school days from when the posting comes down.

E. Procedure for Overtime:

1. At the Transportation pick, drivers and attendants shall sign the overtime/extra work (straight-time) list for the upcoming school year. At the start of the new school year, this list will be compiled in seniority order and posted. New permanent employees shall be asked to sign the overtime/straight time list upon employment.

2. Overtime shall be assigned in a seniority rotation order starting with the senior employee on the list. Only late run drivers shall receive a by pass.

3. As workers are posted for overtime or extra work, the assignment shall be posted on the appropriate roster in the two locations (Transportation Office & Transportation Lounge) which shall reflect the date and time, and assignment.

4. An employee posted for overtime will be notified by the Transportation Supervisor or his/her designee on a daily basis as opportunities for overtime & extra work arise. Overtime must be accepted or declined when offered. If the employee declines, they shall move to the bottom of the list and not given another turn until they are reached again in the normal seniority rotation.

5. In the event an employee is unable to perform an overtime assignment and needs to turn the work back in, the Employer will assign the work to the next available driver in seniority order. The driver canceling the trip shall move to the bottom of the rotational list and not given another turn until they are reached again in the normal seniority rotation.

ARTICLE X
Insurance Protection

A.1. The BOARD shall continue to provide health-care benefits on the same basis as made available to the teaching staff. This shall include a dental program. Major Medical Insurance to be increased to a maximum of \$1,000,000.00 effective July 1, 1986. Coordination of benefits shall be provided for married couples effective July 1, 1986.

2. Effective on the 1st day of the month which follows ratification of this Agreement (July 1st, 1994), existing part time employees (employees who work less than 35 hours per week), excluding substitutes, shall receive a managed health care DPP program as offered by the Board and approved by the Union. In the event they become full time employees during the duration of this Agreement, there shall be no option to upgrade coverage.

3. All employees, excluding substitutes, hired on July 1, 1994, and thereafter, will receive the above-managed health care program. Existing Full Time Employees who currently are enrolled in the traditional insurance plan are eligible, but not required, to enroll in the managed health care system.

4. Effective July 1, 1991, the health/hospitalization plan shall include Mandatory Second Surgical Opinion rider.

5. Effective January 1, 1995, the prescription co-payment by an employee shall be \$5.00 for generic drugs and \$15.00 for name brand, and zero on mail orders.

6. a. Employees hired after June 30, 1998, who work less than 35 hours per week but at least 20 hours per week, will have employee only coverage in a managed care plan (including dental and prescription). The health insurance coverage of employees who decrease their hours voluntarily shall be adjusted based on the hourly requirements in the contract to qualify for such insurance. If any individual, by virtue of the pick process, has their hours reduced they will continue to maintain the insurance benefits they held prior to the pick.

b. Effective upon the date of ratification (May 10, 2007), new employees working less than six (6) hours shall not be eligible for insurance benefits. New employees working a minimum of six (6) hours will be eligible for employee only coverage. New employees working seven (7) or more hours will be eligible for employee and dependent coverage.

7. School Bus Drivers hired before June 30, 1998 who have runs that are four (4) hours shall be provided single insurance coverage with the managed care plan offered by the Board. When the hours of a four (4) hour run are increased to six (6) hours, the driver shall be eligible for full family coverage in the managed care plan. All other benefits such as pension, vacation, sick shall be the same as the rank and file.

8. Effective, July 1, 1999, the dental allowance for braces shall be increased from \$750. to \$1000.00.

9. The Board shall provide a payroll deduction for voluntary disability insurance for any of the plans offered.

10. Effective July 1, 2006, employees who voluntarily switch from Traditional to Direct Access during the life of this Agreement shall receive a one time buy out of \$1500. Once the change to direct access is made, the employee will not be eligible to return to the Traditional Plan. You must be on the Direct Access coverage for one year, and the Board will provide the payment in June of 2008, or June 2009 as applicable. While open enrollment is in November of each year, the Board and the Union will try to secure additional open enrollments.

ARTICLE XI

Board Rights

A. The Board of Education reserves all rights and functions vested in it pursuant to applicable law and regulations and all other functions as are normally and customarily exercised by the Boards of Education in the management of the affair of the school district. The Board of Education shall have as its management prerogative the right to enter into agreement for contract services with business of other outside agencies, provided it does not effect a reduction in force or deprive active members of the bargaining unit overtime work.

B. Transport Workers Union of America, Local 225 Branch 4, recognizes that the school district, in accordance with provisions of State Laws, Rules and Regulations, shall be governed by the Board of Education and that the Board of Education cannot unlawfully delegate its authority with reference to any decision affecting the school system. It is not

the intent of this AGREEMENT to violate any of the school laws, laws of the State of New Jersey, or the United States of America.

C. If any provision of this AGREEMENT or any applications of this AGREEMENT to any employee hereby covered shall be found contrary to law, such provision or application shall have the effect only to the extent permitted by law; but all other provisions or applications of this AGREEMENT shall continue in full force and effect.

**ARTICLE XII
No Strike -- No Lock Out**

There shall be no strike, picketing, slow down, job action or other concerted refusal to render full and complete service. Violation of this clause shall be considered grounds for dismissal and appropriate legal action by the BOARD. There shall be no lock out by the BOARD.

**ARTICLE XIII
Dues Deduction**

A. The BOARD shall deduct from the wages of employees and remit to the Secretary-Treasurer of the UNION regular membership dues, assessments or fines, for those employees who sign authorization cards permitting such payroll deductions in the form and manner set forth in the following authorization form:

FILL CARD OUT IN INK ONLY
Voluntary Authorization for Payroll Deduction for
Transport Workers Union of America, Local 225 Branch 4, AFL-CIO

TO:

You are hereby authorized and requested to deduct from my wages once in each calendar month the regular monthly Dues, Assessments or fines, for such month as from time to time certified by the President or Secretary-Treasurer of the Transport Workers Union of America, Local 225 Branch 4, and to turn the same over to the Secretary-Treasurer of the said Union prior to the 20th day of said calendar month. "This authorization shall remain in effect until withdrawn by the undersigned in which even the withdrawal of authorization shall become effective as of the January 1 or July 1 following the date on which the notice of withdrawal is filed."

Signature _____

Address _____

Employer _____

Date _____

This card for Local No. 225 Branch 4

B. Provided it is legally permissible, any employee in the bargaining unit who voluntarily becomes a member of the UNION will be required as a condition of employment to maintain such membership with respect to payment of dues for the term of this AGREEMENT.

C. For any employee in the bargaining unit who has not signed a dues deduction authorization card after thirty (30) days of employment, the BOARD will deduct from all such employees, an Agency Fee and/or Maintenance Fee charge, not to exceed eighty-five (85%) percent of the regular dues, each month at the time the regular dues are deducted and remit such Agency Fee and/or Maintenance Fee charge to the Secretary-Treasurer of the UNION.

D. The UNION will indemnify and save harmless the BOARD from any and all claims and disputes that may arise out of or by reason of action taken by the BOARD in reliance on the authorization form set forth above.

ARTICLE XIV
Committee on Political Education

The Board agrees to deduct and transmit to the Secretary-Treasurer of the Union the amount specified from the wages of those employees who voluntarily authorize such contributions on the forms provided for that purpose by the Transport Workers Union Committee on Political Education. These transmittals shall occur monthly and shall be accompanied by a list of the names of those employees for whom such deductions have been made and the amount deducted for each such employee.

The UNION will indemnify and save harmless the BOARD from any and all claims and disputes that may arise out of or by reason of action taken by the BOARD in reliance on the authorization of deducted monies in behalf of the UNION.

ARTICLE XV
Bulletin Boards

The BOARD will provide reasonable accessible bulletin boards for the posting of UNION notices. Prior to posting, a copy of the notice shall be furnished to the Business Administrator. Notices shall not be inappropriate.

**ARTICLE XVI
Inclement Weather**

When schools are closed because of inclement weather, clerical and cafeteria personnel, Attendance Investigator and Building Service Workers, bus drivers and attendants shall not be expected to report to work. If because of special circumstances, they are required to report, equivalent time off shall be granted.

**ARTICLE XVII
NJ Department of Personnel**

A. All provisions of this AGREEMENT are subject to applicable NJ Department of Personnel (Civil Service) rules and regulations.

B. To the extent accorded by NJ Department of Personnel (Civil Service) rules and regulations, any employee hired or assigned to a position on a temporary assignment basis shall be given the opportunity to be tested for said position.

**ARTICLE XVIII
Salaries**

A. Salary increases over the three-year agreement shall be as follows:

7/1/06-6/30/07 ----- 4.5% retroactive

7/1/07-6/30/08 ----- 4.% plus Guide Adjustments/Position Re-Alignment to
Mechanics and Clerical

7/1/08-6/30/09 ----- 4.25% plus Guide Adjustments/Position Re-Alignment to
Custodians, Grounds, Maintenance, 10 month Transportation and 10 month Cafeteria
workers.

The Board and the Union shall agree to the disbursement of monies. The Board agrees that all contractual pay paid to the bargaining unit members is pensionable to the extent permitted by the NJ Division of Pensions.

Substitute Rates, with the exception of Cafeteria workers, shall increase by five (.05) cents per year each year of the Agreement and are listed in the F. 1. Guide.

B.1. The classifications and entry-level salaries are attached herein for the 2006-2007, 2007-2008 and 2008-2009 work years. No employee shall be paid less than the entry-level.

B.2. Promotions/Upgrades: The definition of a job title upgrade or promotion is an employee changing to a job title with a higher entry-level salary than the entry-level salary for the job title they currently hold. In instances where titles are changed within the same "letter/number" guide, this is considered a lateral title change with no change in wages.

Employees receiving a job upgrade/promotion within their current "letter" guide (e.g. A-A, B-B, C-C etc.) will receive a minimum of \$1250.00 increase on their base salary or the difference between the entry-level guides, whichever is greater in that contract year, with the exception if they are changing to a title that is less than their current entry level.

Employees receiving a job upgrade/promotion out of their current "letter" guide (e.g. A-B, C-D, D-E etc.) shall receive a \$1500.00 increase or the difference between the entry-level amount of their current job title and the entry-level amount of the guide to which they are moving to, whichever is greater, with the exception if an employee moves to a title that is less than their current entry level.

In the event a part-time contractual employee increases their hours, he/she shall receive the increase for the additional hours based on their per diem rate.

C. In addition to such salary schedules, annual meritorious longevity increments shall be granted as follows upon completion of meritorious service as indicated. Only employees who have been employed in the Brick Township School District as of June 30, 1975 will be entitled to the following longevity:

--At the completion of five (5) years of meritorious service, One Hundred and Fifty (\$150.00) Dollars in additional annual salary.

--At the completion of the tenth (10) year of meritorious service, an additional One Hundred and Fifty (\$150.00) Dollars in additional annual salary.

--At the completion of the fifteenth (15) year of meritorious service, an additional Two Hundred (\$200.00) Dollars in annual salary.

--At the completion of the twentieth (20) year of meritorious service, an additional Two Hundred (\$200.00) Dollars in annual salary.

Longevity Pay shall be paid the fifteenth (15th) or the thirtieth (30th) of the month following the anniversary date of the employee.

D. Groundskeepers will be paid grounds rate all year, but are to work wherever assigned.

E. Senior Food Service Workers: A Senior Food Service Worker or any Assistant Cook will be assigned at every location where there are more than two (2) Food Service Workers.

F. The BOARD will pay Custodians and Custodial Workers who are holders of Black-Seal Licenses the sum of Five Hundred Twenty Five (\$525.00) Dollars annually. The Board shall have the right to move the least senior Black Seal License Holder to cover any school when needed.

All custodial staff hired after September 1, 2000 will have one year from their provisional/regular appointment date to obtain the Black Seal Boiler Operators License. The Board will reimburse the custodial staff member for one course and course material not to exceed \$250.00 upon obtaining the license and submitting a copy to the supervisor. The custodial staff member may be removed from their position in the event they do not obtain the Black Seal Boiler Operators License within the timelines of this provision. The custodial staff member is responsible for maintaining the license throughout their employment.

Effective 7/1/07, reimbursement for obtaining black seal license shall be \$275.
Effective 7/1/08 black seal reimbursement shall be \$300.

G. Tuition, required textbooks, and other expenses of job related courses will be paid for by the BOARD when the employee has been authorized to attend that particular job related course of study.

H.1. Employees required to appear at a Board of Education hearing or in Court for any job-related matter during Day Time hours shall not be penalized for "lost time" away from his/her daily assignment.

2. Employees required to appear at a Board of Education hearing or in Court for any job related matter during Night Time hours will receive "compensatory time off". This provision does not apply to matters covered by Article III, Grievance Procedure, of this AGREEMENT.

I.1. Effective July 1, 1986 all personnel, upon retirement, shall receive credit for accumulated sick leave based on the following formula: $(1/2 \text{ days} \times 1/2 \text{ the Daily Rate})$

2. All employees hired on or after July 1, 1994 will receive payment for unused sick time at retirement in accordance with the above provision. However, the maximum dollar benefit for these employees shall be "capped" at \$4,500.00.

3. For employees hired after June 30, 1998 who retire with a minimum of fifteen (15) years of service, shall receive credit for accumulated sick leave based on the following formula:

$(\frac{1}{2} \text{ days} \times \frac{1}{2} \text{ the Daily Rate})$

J. Any employee assigned to work an evening shift will be paid a night shift differential of \$320.00 per year.

K. All Grounds staff must possess a CDL driver's license within one year after the effective date of this Agreement (March 8, 2001). The Board will provide the training and pay for the required physical examination. The Grounds staff person will be responsible for maintaining the license throughout their employment.

L.1. The Board will pay the following stipends annually to the maximum number of employees as follows:

- (1) Plumbing License Holder.....\$1,500.00
- (6) Asbestos Removal Certificate Holder.....\$1,250.00
- (3) Pesticide Certificate Holder.....\$1,000.00
- (2) Air conditioning Certificate Holder.....\$1,250.00
- (1) Electrician Site Plan Review.....\$2000.00

2. The Board will pay a stipend to Cooks and Senior Cooks who satellite food to other locations at the rate of \$250.00 per location.

3. The Board will pay a stipend to Bus Attendants who are EMT Certified \$500.00 per year.

4. The Board will pay a stipend to the Lead Grounds employee at the following locations:

BMHS.....	\$1000.00
BHS.....	\$1000.00
LRMS.....	\$ 750.00
VMMS.....	\$ 750.00

M. Effective July 1, 2004 the Board shall no longer prepay Ten Month Employees; they shall be paid on the next regular pay cycle for work performed the prior two (2) week pay period.

N. The Board will reimburse all CDL holders, up to \$85.00, towards the cost of fingerprints when required for renewal of the license on a four (4) year renewal cycle

Article XIX
Work Clothing

1. The BOARD will provide rental of uniforms and laundry service for Bus Mechanics. Five (5) sets of summer, and five (5) sets of winter -- and two (2) cleanings per week.
2. The Board will provide three (3) sets of uniforms and three (3) aprons to all Cafeteria Personnel each year of the contract. An employee shall be able to substitute extra pants or shirts in lieu of the aprons. In order to obtain a better quality of uniform, the Food Service Director and the Cafeteria Union Representative shall meet and select the uniform prior to it being ordered.
3. The BOARD will provide five (5) uniforms per year for all workers in Maintenance, Grounds and Custodians. In addition, Grounds employees shall also receive a Carhart Jacket and insulated bib overalls every other year of the Contract. All employees who receive uniforms and shoes shall not be permitted to work unless in uniform and wearing the shoes. In addition, Maintenance, Grounds, and Mechanics shall receive \$100.00 per year for shoe allowance.
4. The Board will provide a \$100.00 per year shoe allowance for all permanent Custodians, effective July 1, 2003.
5. Maintenance, Mechanics Mechanic Helpers, and Grounds personnel shall be issued winter jackets on a yearly basis. Custodians and Custodial Workers shall receive one jacket every three (3) years; if damaged they may be returned for a replacement.
6. All employees will not be permitted to work unless in uniform, subject to seasonal adjustments and Board policy.

ARTICLE XX
Cafeteria Substitutes

- A. A substitute is a person who takes the place of a regular permanent employee who is absent.
- B. There is no guaranteed number of hours of work for substitutes. The minimum shift is two (2) hours and the maximum shift is seven (7) hours.
- C. Substitutes must be available to work from 7:00 a.m. to 2:00 p.m. in all schools.

D. Substitutes shall answer the telephone between the hours of 5:30 a.m. and 8:00 a.m. Refusal to answer the phone constitutes refusal to work.

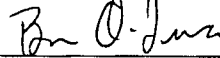
E. Substitutes refusing to work more than once per week may be required to submit a physician's certificate substantiating illness. Failure to produce evidence may result in removal from the substitute list.

ARTICLE XXI
Duration of Agreement

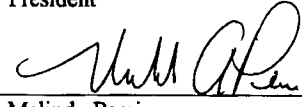
This AGREEMENT shall be binding and effective as of the first day of July 2006 and continue in full force and effect until midnight, June 30, 2009. It shall be automatically renewed for successive one-year periods thereafter unless either party serves notice in writing to the other on or before November 1st of the calendar year preceding the calendar year in which the AGREEMENT expires of desire to negotiate a new AGREEMENT.

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 seals to be placed hereon, on this 13th day of August 2007.

BOARD:



Brian DeLuca
President

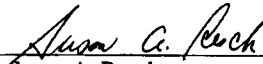


Melindo Persi
Acting Superintendent/Board Sec'y.

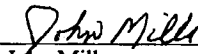
UNION:

 7-18-07

Christopher W. Mikkelson
President



Susan A. Resch
International Vice President



John Mills
Chairperson

CLASSIFICATIONS

BRICK SCHOOLS	ENTRY LEVEL GUIDE		
	A1		
	06-07	07-08	08-09
	\$25,243	\$26,253	\$27,303
OCCUPATIONAL THERAPY ASSISTANT			
PHYSICAL THERAPY ASSISTANT			
PURCHASING EXPEDITOR			
PRINCIPAL DATA CONTROL CLERK			
	A2		
	06-07	07-08	08-09
	\$23,453	\$24,391	\$25,367
PRINCIPAL CLERK STENOGRAPHER			
PRINCIPAL PAYROLL CLERK			
PRINCIPAL ACCOUNT CLERK (Typing)			
PRINCIPAL EMPLOYEE BENEFIT CLERK			
SENIOR DATA CONTROL CLERK			
	A3		
	06-07	07-08	08-09
	\$22,212	\$23,100	\$24,024
PRINCIPAL CLERK TYPIST			
PRINCIPAL LIBRARY ASSISTANT (Typing)			
PRINCIPAL PERSONNEL CLERK (Typing)			
	A4		
	06-07	07-08	08-09
	22,022	22,903	23,819
SENIOR CLERK STENOGRAPHER			
SENIOR PERSONNEL CLERK			
SENIOR PAYROLL CLERK (Typing)			
SENIOR PURCHASING ASST. (Typing)			
	A5		
	06-07	07-08	08-09
	\$21,316	\$22,169	23,056
PAYROLL CLERK			
PURCHASING ASSISTANT (Typing)			
SENIOR ACCOUNT CLERK (Typing)			
PERSONNEL CLERK (Typing)			
SENIOR CLERK TYPIST			
SENIOR LIBRARY ASSISTANT (Typing)			

	A6			
	06-07	07-08	08-09	
CLERK TYPIST	\$20,206	\$21,014	\$21,855	
LIBRARY ASSISTANT (Typing)				
ACCOUNT CLERK (Typing)				

	A7			
	06-07	07-08	08-09	
SENIOR CLERK TYPIST (10 months)	\$18,959	\$19,717	\$20,506	
ACCOUNT CLERK (Typing 10 months)				
SENIOR LIBRARY ASSISTANT (10 months)				

	A8			
	06-07	07-08	08-09	
CLERK TYPIST (10 months)	18,266	18,997	19,757	
LIBRARY ASSISTANT (10 months)				
CLERK (10 months)				

	B1			
	06-07	07-08	08-09	
SUPERVISING OMNIBUS OPERATOR	\$21,039	\$21,880	\$22,755	

	B2			
	06-07	07-08	08-09	
SCHOOL BUS DRIVER	\$19,833	\$20,616	\$21,441	

	B3			
	06-07	07-08	08-09	
BUS ATTENDANT	\$16,642	17,308	17,990	

	B4			
	06-07	07-08	08-09	
CHAUFFEUR	\$19,311	\$20,083	\$20,886	

	B5			
	06-07	07-08	08-09	
SENIOR MECHANIC	\$25,968	\$27,009	\$28,089	

	B6		
	06-07	07-08	08-09
MECHANIC	\$25,048	\$26,050	\$27,092
	B7		
	06-07	07-08	08-09
MECHANIC'S HELPER	\$21,462	\$22,320	\$23,213
<hr/>			
	C1		
	06-07	07-08	08-09
TRUCK DRIVER (CAFETERIA)	\$19,833	\$20,616	\$21,441
	C2		
	06-07	07-08	08-09
SENIOR COOK	\$18,854	\$19,608	\$20,392
	C3		
	06-07	07-08	08-09
COOK	\$18,116	\$18,841	\$19,595
	C4		
	06-07	07-08	08-09
SENIOR FOOD SERVICE WORKER	\$16,811	\$17,843	\$18,182
	C5		
	06-07	07-08	08-09
FOOD SERVICE WORKER (8 HOURS) (7 ½ HOURS)	\$16,617	----- \$17,282	----- \$17,973
	C6		
	06-07	07-08	08-09
FOOD SERVICE WORKER (4 HOURS)	\$8,310	\$8,642	\$8,988
	C7		
	06-07	07-08	08-09
ASSISTANT COOK	\$17,229	\$17,918	\$18,634

	D1			
	06-07	07-08	08-09	
CUSTODIAN	\$22,478	\$23,377	\$24,312	
SENIOR CUSTODIAL WORKER				
	D2			
	06-07	07-08	08-09	
CUSTODIAL WORKER	\$21,781	\$22,652	\$23,558	
	D3			
	06-07	07-08	08-09	
GROUNDSKEEPER	\$22,478	\$23,377	\$24,312	
	D4			
	06-07	07-08	08-09	
SENIOR GROUNDS EMPLOYEES	\$24,862	\$25,856	\$26,898	
<hr/>				
	E1			
	06-07	07-08	08-09	
SENIOR MAINTENANCE REPAIRER	\$25,968	\$27,009	\$28,089	
SENIOR STOCK CLERK				
HEAD CUSTODIAN (HIGH SCHOOL)				
	E2			
	06-07	07-08	08-09	
MAINTENANCE REPAIRER	\$25,048	\$26,050	\$27,092	
	E3			
	06-07	07-08	08-09	
ELECTRICAL LICENSE HOLDERS	\$29,314	\$30,487	\$31,706	
<hr/>				
F. 1. SUBSTITUTE GUIDE	06-07	07-08	08-09	
CAFETERIA WORKER	\$10.75	\$10.75	\$10.75	
CLERICAL/SECRETARY	\$11.80	\$11.85	\$11.90	
CUSTODIAL WORKERS	\$13.36	\$13.41	\$13.46	
SCHOOL BUS ATTENDANT	\$11.88	\$11.93	\$11.98	
SCHOOL BUS DRIVER	\$14.44	\$14.49	\$14.54	

NOTES

LOCAL UNION OFFICERS

Christopher W. Mikkelson
Diane Nase
Joyce L. Kramer
Marcella Germann

President
Vice President
Secretary Treasurer
Recording Secretary

SECTION COMMITTEE

John Mills
Diane DesJardins
Fern Pappalardo
Barry Parker
Margaret Reddan
Raymond Schlauch
Maureen Bresee
Charles Pavlak
Robert Dudas

Chairperson
Recording Secretary
Transportation Representative
Custodial Representative
Secretarial Representative
Maintenance Representative
Cafeteria Representative
Grounds Representative
Mechanic Representative

INTERNATIONAL OFFICERS

James C. Little
Susan A. Resch

International President
International Vice-President

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