

CONTRACT LANGUAGE PROPOSALS

between

The Lacey Township Board of Education

and

The Lacey Township Administrators and Supervisors Association

This Agreement made this 30th day of November, 2020, by and between the negotiating teams representing the Lacey Township Board of Education (hereinafter referred to as the “Board”) and the Lacey Township Administrators and Supervisors Association (hereinafter referred to as the “Association”), agree to language revisions in the Collective Bargaining Agreement as follows:

1. Duration of Agreement:

This Agreement shall cover the period July 1, 2020 through June 30, 2023.

2. Cover:

Revise dates from “July 1, 2017 to June 30, 2020” to “July 1, 2020 to June 30, 2023”.

3. General:

Create a table of contents similar to the LTEA agreement.

4. Article I - Membership, Section A, Unit Membership Recognition Clause:

Revise dates in paragraph 4 from “July 1, 2017 to June 30, 2020” to “July 1, 2020 to June 30, 2023”.

5. Article II - Negotiation Procedure, Section C, Maintaining Current Benefits:

Revise dates in paragraph 4 from “July 1, 2017 to June 30, 2020” to “July 1, 2020 to June 30, 2023”.

6. Article III - Grievance Procedure, Section A, Definition:

Correct typo in 3rd line “boar” to “board”.

7. Article III - Grievance Procedure, Section C, Procedure:

Procedures should begin at Item #1, which should be labeled as #1 as it is the first procedural step.

8. Article IX - Leaves of Absence, Section A, Sick Leave:

Amend as follows:

- a. Eliminate language regarding 10 month employees.
- b. Add, “Sick leave shall be credited annually on July 1. Employees new to the bargaining unit commencing employment after July 1 shall receive one (1) day for

each full month of employment through the balance of the school year (prorated over 12 months).”

9. Article IX - Leaves of Absence, Section B, Terminal Leave Compensation:

Eliminate language regarding 10 month employees.

10. Article IX - Leaves of Absence, Section G, Separation from Service:

Eliminate language regarding 10 month employees.

11. Article X - Vacation, Section A, Time Allotted:

Amend as follows:

- a. Clarify the definition of “week” (e.g., 5 days, etc).
- b. Eliminate “Department Chairpersons”.
- c. Add, “No Employee shall be permitted to take vacation during the Monday through Friday of the week prior to school opening except as may be approved by the Superintendent and or His/Her designee.”
- d. Add, “No employee shall use more than five (5) consecutive vacation days on days when students are present in school, except with the approval of the Superintendent.”

12. Article X - Vacation, Section B, Banking Time:

Eliminate language regarding 10 month employees.

13. Article X - Vacation, Section C, Separation from Service:

Eliminate language regarding 10 month employees.

14. Article XV - Salaries:

Eliminate language regarding Department Chairpersons.

15. Article XVI - Miscellaneous Provisions, Section B, Work Year:

Eliminate language regarding 10 month employees.

16. Article XVI - Miscellaneous Provisions, Section D, Co-Curricular:

Eliminate language regarding Department Chairpersons.

For the Board:


Robert C. Riggs, Chairperson


Donna McAvoy


Frank Palino

For the Association:


Jeffrey Brewer, Chairperson


Jason King


Michelle Amos