

Pudelko, Walter S.

From: Paul Kalac <PKalac@sseclaw.com>
Sent: Friday, February 13, 2015 12:44 PM
To: Pudelko, Walter S.
Cc: Silverstein, Mark; Paul Kalac
Subject: Sending: Glassboro - Sidebar Agreement - Board and GEA - 2015 (00658474).DOC
Attachments: Glassboro - Sidebar Agreement - Board and GEA - 2015 (00658474).DOC

Hi, Walt:

Here is the Sidebar Agreement between the Board and the GEA which applies to Summer 2015 only

Also, please notice I removed the last paragraph of the document which was in the previous documents regarding "if the Board is considering the same type of arrangement for the following summer....."

That paragraph was removed because the Sidebar Agreement is applicable each year during the terms of the current collective bargaining agreement which expires on June 30, 2016. As such, I did not put any reference to Summer of 2016 because that time is part of the new round so collective negotiations.

If you have any questions, please do not hesitate to contact me.

Thank you very much.

Paul C. Kalac, Esq.
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June 20, 2015

Sidebar Agreement between the Glassboro Board of Education and the
GEA Which Applies to the Summer of 2015 Only

1. Article XXII, "SECRETARIAL/TRANSPORTATION PERSONNEL DAILY HOURS, SNOW DAYS, OFFICE CLOSURES AND WORK YEAR REDUCTION", (Page 25), subparagraph A:

"During the Summer of 2015 only, the following terms and conditions of employment apply:

Secretarial weekly hours for the Summer will be thirty-two and one-half (32.5) hours plus one (1) hour per day for lunch.

All full-time secretarial employees shall work a four (4) day workweek during the Summer of 2015.

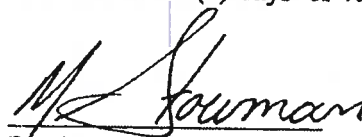
For all Fridays during the Summer of 2015, the school buildings will be closed, and secretaries are not to report to work.

The Summer of 2015 is defined as the 1st Monday after the school year ends for all students in June 2015 and the last working day, which is August 27, 2015, prior to the students' return for the next school year.

During the Summer of 2015 only as defined above, the usage of sick and personal leave days shall be calculated on a day-to-day basis. If an employee takes a sick day, that employee will be charged for the usage of one (1) sick day. If an employee takes a personal day, that employee shall be charged for the usage of one (1) personal day. The usage of vacation time shall be based upon what constitutes a work week. If a secretary takes a week's worth of vacation, that employee is entitled to four (4) days' of vacation and will be charged for four (4) days' of vacation.

For the Board

Date:



For the GEA

Date: 3-11-2015

March 1, 2015
Glassboro Board of Education/GESPA - Sidebar Agreement for the Summer of 2015 only as applies to the Collective Bargaining Agreement covering the time period of July 1, 2013 to June 30, 2016

1. Article IX, "Work Hours and Work Load", (Page 8), subparagraph B:

"During the Summer of 2015 only, work hours for all full-time Maintenance, Grounds, and Custodian employees shall consist of 10.5 consecutive hours, four (4) days a week, inclusive of a 30-minute duty free lunch/dinner period. This shall constitute a work shift. All full-time Maintenance, Grounds, and Custodian employees shall work a four (4) day workweek during the Summer of 2015. For purposes of this Sidebar Agreement, a workweek for the Summer of 2015 for all Maintenance, Grounds, and Custodial employees is defined as four (4) days. The Summer of 2015 is defined as the 1st working day after the school year ends for all students in June of 2015 and the last working day prior to the students' return for the next school year.

During the Summer of 2015 only, all full-time Maintenance, Grounds, & Custodial employees shall be scheduled to work 10.5 hour shifts and each such employee shall be advised of his/her regular starting and quitting times. At least one (1) Black Seal Custodian or shift foreman in each building must remain on the premises during their duty-free lunch. In the event that a shift cannot be filled, the shift foreman must remain in the building.

Each full-time Maintenance, Grounds, and Custodial employee shall receive two (2) fifteen (15) minute breaks each day.

Any time worked beyond 40 hours per week shall be compensated as overtime.

Maintenance, Grounds and Custodial employees shall be eligible for overtime assignments on a seniority basis provided the employees possess the necessary credentials for the particular assignment. Foremen are responsible for ensuring that qualified staff are present for all needed assignments and shall cover the assignment if no qualified employees volunteer for the assignment.

During the Summer of 2015 only as defined above, the usage of sick and personal leave days shall be calculated on a day-to-day basis. If an employee takes a sick day, that employee will be charged for the usage of one (1) sick day. If an employee takes a personal day, that employee shall be charged for the usage of one (1) personal day. The usage of vacation time shall be based upon what

constitutes a work week. If a Maintenance, Grounds, or Custodian employee takes a week's worth of vacation, that employee is entitled to four (4) days of vacation and will be charged for four (4) days of vacation.

For the Board of Education

Date:

Brian D. [Signature]

For the GESPA

Date:

3/19/19