

AGREEMENT

BETWEEN

**THE BOARD OF TRUSTEES OF
THE CLARK PUBLIC LIBRARY**

AND

UNION COUNCIL NO. 8,

NEW JERSEY CIVIL SERVICE ASSOCIATION, IFPTE, AFL-CIO

Effective January 1, 2024 through December 31, 2026

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Tables Minimum & Maximum Salary Guidelines for Employees

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AGREEMENT

This agreement made and entered into is effective

January 1, 2024 through December 31, 2026

by and between the Board of Trustees of the Clark Public Library, Clark, New Jersey (hereinafter known and designated as the Employer) and Union Council No. 8, New Jersey Civil Service Association (hereinafter known and designated as the Association.)

WITNESSETH

WHEREAS, it is the purpose of this agreement to prescribe the legitimate rights of those library employees recognized as being represented by the Association and to provide orderly and peaceful procedures for presenting employee grievances and proposals, and to protect the rights of the public in the Township of Clark;

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

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ARTICLE 1
RECOGNITION

The Employer hereby recognizes Union Council No. 8, New Jersey Civil Service Association as the exclusive representative for professional, technical and building maintenance employees of the Clark Public Library, Clark, New Jersey.

Job Classification

Library Assistant
Senior Library Assistant
Principal Library Assistant
Library Associate
Librarian
Supervising Library Assistant
Senior Librarian

ARTICLE 2

DUES DEDUCTIONS

Section 1

The Employer agrees to deduct from the salaries of its employees, subject to this Agreement, initiation fees and dues for the Union. Such deductions shall be made in compliance with Chapter 123, Public Laws of 1974, N.J.S.A. (R.S.) 52:14-15.9e, as amended.

Section 2

A check-off shall commence for each employee who signs a properly dated authorization card supplied by the Union and verified by the Employer during the month following the filing of such card with the Employer.

Section 3

If during the life of this Agreement there shall be any change in the rate of membership dues, the Union shall furnish to the Employer written notice thirty (30) days prior to the effective date of such change and shall furnish to the Employer either new authorizations from its members showing the authorized deduction for each employee, or an official notification on the letterhead of the Union and signed by the President of the Union advising of such changed deduction.

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Section 4

The Union will provide the necessary "check-off authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Employer.

Section 5

Employees who have authorized the payroll deduction of fees to employee organizations may revoke such authorization by providing written notice to the Employer and the Union. An employee's notice of revocation of authorization for the payroll deduction of employee organization fees shall be effective on the 30th day after the anniversary date of employment.

ARTICLE 3 ASSOCIATION BUSINESS

Section 1

The Association shall advise the Employer in writing of the names of its representatives.

Section 2

The Association shall neither solicit members nor conduct any business on Employer's property during Employer assigned working schedules of either the representatives of the Association of the employee involved, except for the following:

- a. Collective bargaining
- b. Time spent conferring with management or employees on specific grievances as specified in the Grievance Procedure, provided that there shall be no unreasonable interference with work assignment. In the event of a conflict, the work assignments shall have priority.

ARTICLE 4 MANAGEMENT RIGHTS

The Association recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Employer. All the rights, powers, prerogatives, and authority possessed by the Employer prior to signing of this Agreement are retained exclusively by the Employer, subject only to limitations as specifically provided in this agreement.

ARTICLE 5 HOURS OF WORK

Section 1

The workweek of full-time employee shall be thirty-five (35) hours.

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The workweek of a part-time employee shall be between twenty (20) and twenty-four (24) hours. Part-time employees are not to exceed thirty (30) of work hours per week.

In order to provide adequate work coverage for the Library, the Director has the right to assign individual work schedules. Except in emergency situations and on a temporary basis only, no employee shall be required to work more than eight (8) hours in a day or more than five (5) days in a week.

The Director, for the efficient operation of the Library, has the right to vary from an individual's work schedule, provided however, that permanent changes shall be mutually agreed to by the Director and the individual affected by the change.

Section 2

The parties agree that all hiring, layoffs, separations, promotions, demotions and disciplinary actions shall be in accordance with Civil Service Statutes and Regulations as applicable to employees of the Clark Public Library.

ARTICLE 6 PAY PERIODS

The Library shall pay its employees twice per month, on or about the 1st and the 15th. Salaried workers will be paid for 35 hours of work per week. Hourly workers will be paid for hours worked.

ARTICLE 7 SALARIES

Section 1-Full-Time Employees

There shall be a general wage increases for full-time employees covered here under as follows and as reflected in the attached Salary Schedule:

Effective January 1, 2024- 3.5% plus \$350.00

Effective January 1, 2025- 3.5% plus \$350.00

Effective January 1, 2026- 3.5% plus \$350.00

(Step increases of \$350.00 dollars for full-time employees)

Section 2-Part-Time Employees

There shall be a general wage increases for part-time employees covered here under as follows and as reflected in the attached Salary Schedule:

Effective January 1, 2024- 3.5% plus .19 cent increase per hourly wage

Effective January 1, 2025- 3.5% plus .19 cent increase per hourly wage

Effective January 1, 2026- 3.5% plus .19 cent increase per hourly wage

(Step increases for part-time employees will be prorated from the \$350.00 dollars to \$0.19 cent increase per hourly wage.)

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Section 3

Starting salaries for all new bargaining unit employees effective January 1, 2024 through December 31, 2026 shall be based according to salary guidelines on the Salary Schedule.

Section 4

Effective the date of this contract, all members of the UNION COUNCIL NO. 8 will receive a minimum compensation adjustment. This adjustment will ensure that no member's compensation falls below the minimum threshold established by the Salary Schedule Table on page 20 of the Union Contract after factoring in the 3.5% raise and step adjustment.

ARTICLE 8 OVERTIME

All full-time employees (35 hours/week) who work more than 35 hours in one week, will be paid straight time for the first 5 hours worked over 35 and time 1 1/2 for the hours exceeding 40 in one week. The employee may choose to be paid or receive compensatory time at the rate paid. If the employee elects to take compensatory time, this time must be used within 3 (three) months. If the compensatory time is not used within 3 (three) months, employees will be paid for the hours worked.

Part-time employees who work less than 30 hours per week will be paid their hourly rate for all hours worked.

ARTICLE 9 PROMOTIONAL RATE OF PAY

Employees that are promoted will receive the minimum base salary according to the Salary Schedule effective as of the effective date of the promotion.

ARTICLE 10 VACATIONS

Section 1

Effective January 1, 2024 all professional employees shall be entitled to the following vacation period with pay:

Less than one year	One day per month for each full month usable after three (3) months of employment
One to five years	Fifteen (15) working days
Six to ten years	Twenty (20) working days
Eleven to twenty years	Twenty-five (25) working days
Twenty-one years	Twenty-seven (27) working days
Twenty-two years	Twenty-eight (28) working days
Twenty-three years	Twenty-nine (29) working days

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Twenty-four years and over Thirty (30) working days

Full-time Employee Vacation: Full-time employees receive 7 hours of pay per day for vacation. i.e. 15 days would be 105 hours of vacation per year.

Part-time Employee Vacation: Part-time employees receive prorated based on the number of hours they work. i.e.: Part-time employees who work 20 hours a week receive 4 hours of pay per day for vacation. 15 days would be 60 hours of vacation per year.

Section 2- Schedule

When any vacation, or part of it, cannot be taken in a calendar year when earned because of the workload in the department, the same may be used in the following year with the written consent of the Director, but such accumulated vacation days must be used by April 1 of the next year. Such vacation carried over shall be paid at the prior year's salary rate. No employee can carry over more than one week of their regular schedule.

All vacation should be scheduled by June 30th in the year it is awarded.

Section 3

The effective date of hiring for the purpose of determining vacation, sick leave and other leaves shall be the employee's initial date of employment on a basis of twenty hours or more of regularly scheduled hours.

Part-time employees hired before January 1, 2007 who work less than 20 hours and are currently receiving sick, vacation and other leaves shall continue to receive such benefits.

Part-time Employees hired after January 1, 2007 must work a minimum of 20 hours per week of regularly scheduled hours to receive such benefits.

All leave time is prorated based on the hours worked.

Section 4

An employee who is resigning in good standing or retiring shall be entitled to vacation allowance for the current year prorated upon the number of months worked in the current calendar year.

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ARTICLE 11

HOLIDAYS

Section 1

The employees shall receive the following fourteen (14) official holidays each year:

New Year's Day
Martin Luther King's Birthday
Lincoln's Birthday
President's Day
Good Friday
Memorial Day
Juneteenth
Independence Day
Labor Day
Columbus Day
Veterans' Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

Should any of the listed holidays fall on a Saturday, the preceding Friday shall be considered the holiday and paid accordingly. Should any of the holidays fall on a Sunday, it shall be celebrated on Monday and paid accordingly.

Section 2

Full-time employees shall be granted these fourteen (14) holidays with pay. Permanent or provisional part-time employees shall be entitled to fourteen (14) holidays with pay but on a prorated basis.

Section 3

In the event of a holiday named in this contract falls during an employee's vacation period or extended sick leave, such employee shall receive that day as a holiday instead of using that day as a vacation day.

Section 4

Library employees shall follow the holiday schedule approved by the Library Board of Trustees. The library will remain open as per posted hours regardless of other municipal departments in town. In the event of a holiday or closing proclaimed in advance by the Mayor, the Library Board of Trustees as administered by the Library Director, will have the option of observing such holiday or compensating employees who are scheduled for that day with equal hours of compensatory time.

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In the event of an unexpected closing of the library, all staff working in the building shall be paid for the balance of their shift.

Section 5

If the Library Board of Trustees decides to have the library staffed on any of the fourteen (14) holidays, staff will be compensated at double the rate of pay.

In the event of an emergency, staff who are required to work on any of the fourteen (14) holidays, will receive their regular holiday pay, plus time and one-half. The Director must authorize all work on holidays.

Section 6

All employees must be available to work during the Library's hours of operation. All work will be assigned on a rotating basis to all staff. Employees will be paid time and one half for Sunday hours worked.

ARTICLE 12 PERSONAL LEAVE DAYS

Section 1

Employees who have worked less than ten (10) years are entitled to two (2) days leave with pay for personal business except an employee shall receive one (1) personal day for each six (6) months of employment in the year of hire or year of termination.

Employees that have worked more than ten (10) years will receive three (3) personal days.

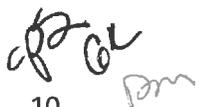
Employees that have worked more than twenty (20) years will receive four (4) personal days.

Full-Time Employee Personal: Full-time employees receive 7 hours of pay per day for personal.

Part-Time Employee Personal: Part-time employees receive prorated based on the number of hours they work. i.e.: Part-time employees who work 20 hours a week receive 4 hours of pay per day for personal.

Section 2

The granting of personal days shall be for personal business. Whenever possible, request for leave shall be asked for and obtained in advance of the required date or dates from your supervisor. Personal days must be used in the one-year period and shall not be cumulative from year to year.



ARTICLE 13 SICK LEAVE, LEAVE OF ABSENCE AND OTHER LEAVE

Section 1 Sick leave

Sick leave is hereby defined to mean absence from post of duty because of illness, doctor's visits, accident, exposure to contagious disease, or attendance upon a member of the employee's immediate family seriously ill requiring the care of such employee. A certificate of a reputable physician in attendance shall be required as proof of need of leave or absence of the employee for the need of the employee's attendance upon a member of the employee's immediate family if the leave is longer than one day.

Employees are entitled to one (1) day's sick leave with pay for each month of service from the date of appointment to December 31st of the year. Thereafter, fifteen (15) days of paid sick leave are granted in each calendar year, except any employee whose employment has terminated for any reason other than retirement, shall have their sick leave prorated in the year of termination at the rate of one and one quarter (1 ¼) day per month, not to exceed 15 days. Sick time usage is a benefit and is to be used as defined. Sick time is not to be abused, nor is it to be utilized for any other purpose.

All full-time employees who accumulate unused sick leave shall be paid no more than \$15,000 upon retirement for all accrued and unused sick leave.

All part-time employees hired prior to April 1, 2011 who accumulate unused sick leave shall be paid no more than \$4,000 upon retirement for all accrued and unused sick leave.

The employer may require a note from a health care provider, whenever three or more consecutive sick days are utilized, or if an employee has a pattern of sick leave use. A pattern is defined as "absences that consistently occur". For example, before or after scheduled days off including holidays and vacations, the same day of the week or month, etc. may indicate a pattern. The director or his/her designee retains the discretion in determining what constitutes a pattern. Failure to provide proof of illness by the employee may result in disciplinary action.

The Employer may require an employee who has been absent because of personal illness to be examined by a physician at the expense of the employer as a condition of their return to work.

The employee or a member of the family must telephone the Library Director or other individual designated by the Library Director at least one (1) hour before the employee's starting time to advise that the employee cannot report to work. This practice shall be followed each day through the third day, at which time a medical certification on forms provided by the Library Director will be required together with a statement from the doctor as to the expected length of time the absence will continue.

During a period of disability, employees may elect, if they so desire, to first utilize all or any part of their accumulated sick leave. In the absence of such elections, leaves of absence provided by this Article will not affect accumulated sick leave of disabled employees.

When a disabling work-connected injury is sustained and causes an extended absence, upon recommendation of the Library Director and approval of the Library Board of Trustees, the Township Council may adopt a resolution granting the injured employee up to one-year leave of absence with pay. If and when such action is taken, the employee shall not be charged with sick time beyond that in a time of disability.

In the event of such an action, the employee must agree in writing to reimburse the Township for payments he may receive as worker's compensation, insurance benefits or from any settlement or judgment paid to the employee by a person or corporation held responsible for such injury.

Full-Time Employee Sick Time: Full-time employees are entitled to 15 days of sick time per year, calculated at 7 hours per day, totaling 105 hours of sick time annually.

Part-Time Employee Sick Time: Part-time employees, with the majority working 20 hours per week, are entitled to sick time prorated based on hours worked. For part-time employees working 20 hours per week, the sick time allowance is 15 days at 4 hours per day, amounting to 60 hours of sick time per year. -Director's recommendation this spells out sick time for full-timers vs part-timers.

Section 2 Maternity/Child Care/Family Leave

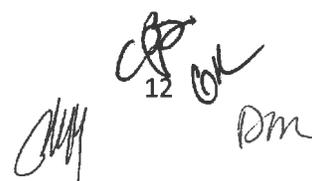
An employee who requests leave, with or without pay, for reason of disability due to pregnancy or childbirth, shall be granted leave under the same terms and conditions as those applicable to such employees for sick leave or leave without pay. The Employer may request acceptable medical evidence that the employee is unable to perform her work because of disability due to pregnancy or childbirth.

Leaves of absence in connection with the birth or adoption of a child may be taken in accordance with the Township of Clark policies and in accordance with the Federal Family and Medical Leave Act of 1993 and the New Jersey Family Leave Act.

All family leave will be provided in accordance with the Township of Clark's policy and in accordance with the Federal Family and Medical Leave Act of 1993 and the New Jersey Family Leave Act.

Section 3 Military Leave

All bargaining unit employees shall be entitled to Military Leave, paid and unpaid, in accordance with State statutes and Civil Service Regulations.

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Section 4 Leave Because of Death

Leave with pay, not to exceed five (5) days, shall be granted by the Library Director to any employee in the event of a death in his/her immediate family. The term immediate family for all purposes of this section shall include only the employee's spouse, child, spouse's child, grandchild, mother or father.

Leave, not to exceed three (3) days with pay, shall be granted by the Library Director to any employees in the event of the death of a grandparent, brother, sister and in the event of the death of a spouse's parent, grandparent, brother or sister.

Section 5 Leave Without Pay

Leave without pay shall be granted only when the employee has used his/her accumulated sick leave in the case of illness. In the event leave without pay is requested for reasons other than illness, an employee must have used his/her vacation leave. Written request for leave without pay must be signed by the employee, endorsed by the Library Director and approved by the Library Board of Trustees before becoming effective.

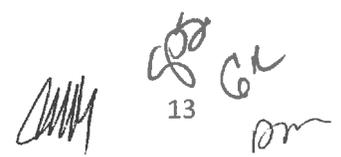
Such leave, except for military leave without pay, shall not be approved for a period longer than six (6) months at one time. The Library Director, with the consent of the Library Board of Trustees, may extend such leave for an additional six months or any portion thereof. If any employee is on a Leave of Absence Without Pay, such employee may maintain their Health Benefits and reimburse the Township for those benefits.

A request for any type of leave, except sick leave or because of a death in the family, shall be made ten (10) days in advance to permit engaging a substitute for the position held by the applicant.

Each such employee must be reinstated without loss of privileges or seniority provided he/she reports for duty at the library before or at the end of the leave approved by the Director and the Library Board of Trustees.

Section 6 Jury Duty

Any employee summoned for jury duty shall receive regular pay from the employer for such a period. Such employee shall report for regular work when excused from attendance in court unless it is impossible or unreasonable to do so.

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ARTICLE 14

MISCELLANEOUS BENEFITS

Medical, Surgical, Health, Disability, Vision, Dental Plans & Insurance

Section 1

The library will offer all medical benefits for full-time staff in accordance with the Township of Clark's plans and contracts. This shall include medical, prescription and dental care coverage.

Employees will be required to pay the Ch. 78 Tier IV specified contribution of their salary toward the cost of their Health Benefits, which will be deducted from the employees' paychecks. Part-time employees shall not receive health benefits.

Section 2

- a. If an employee does not wish to be covered by the medical, prescription and /or dental insurance policy and furnishes proof of substitute coverage through spouse's employment or other equivalent plan, the employee shall be permitted to opt out of participation in any one combination or all of the insurance programs. The employee shall opt out using such forms and/or procedures as established by the Township Business Administrator. In exchange for such non-participation, the employee shall be entitled to receive, in December of each year, the sums set forth in section B hereof prorated for the number of months during the preceding year that the employee did not participate in the insurance plan. The employee may opt out of the insurance plans at any time, but may not rejoin until the next annual open enrollment period. Should the employee's substitute coverage lapse between the time the employee opts out of the insurance plan and the next open enrollment, the township will pay the cost (up to an amount equivalent to the township's standard plan) of the continuing substitute coverage under COBRA.

Employee cash entitlement on an annual basis in exchange for non-participation in the Township insurance programs will be Medical Insurance \$3,000, Medical and Prescription coverage \$4,000. Waiver incentives are only available if other coverage is through a non-State Health Benefits Plan.7

Section 3

Effective no later than September 1996, without cost or charge to an employee who qualifies for long term disability benefits under the terms of such applicable policy, such employee shall receive long term disability coverage.

Section 4

Group life insurance in the amount of \$10,000 will be provided to all full-time employees.

Section 5

In the event an employee who has completed at least twenty-five years of service dies prior to retirement, the Library shall provide the employee's spouse and dependents with the same health/hospitalization benefits as those which would have been provided had the employee retired. The cost of said benefits shall be borne totally by the Township, except as may otherwise be provided by law. Said coverage for the spouse shall continue until Medicare eligible and dependent coverage shall continue until age twenty-six (26).

ARTICLE 15 BENEFITS TO PART TIME EMPLOYEES

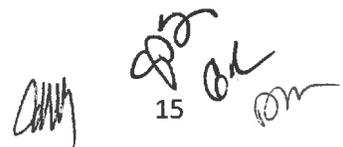
Section 1

All part-time employees shall participate in all of the benefits accorded full-time employees, with the exception of health benefits, as defined herein unless otherwise required by Civil Service Law or other law. Part-time employees are eligible for medical coverage if the workweek is established at thirty (30) hours or more. Sick leave and vacation time shall follow the same schedule as allowed full-time employees, payment therefore being at the same rate of time or pay as provided in the employee's regular work schedule.

ARTICLE 16 MEDICAL BENEFITS TO RETIRED MEMBERS

Section 1

Effective January 1, 1993 an Association member who retires in good standing with at least twenty-five (25) years of continuous service at Clark Library and or Clark Township shall be covered for medical, dental, and prescription coverage at no cost to the member. Such coverage will continue until the retired member reaches age sixty-five. After age sixty-five, a Medical/Dental Health Plan will be provided to supplement Medicare/Medicaid with coverage equal to pre-retirement agreement for employees with over twenty-five years of service. This benefit shall apply only to members and their spouses who retire after January 1, 1995 and shall not be retroactive to members presently retired. The parties agree that the Employer has the right to change insurance carriers and make other changes as where agreed.

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Step 2. If the aggrieved party is not satisfied with the disposition of this written grievance at Step 1, or if no decision has been rendered within three working days after the presentation of that grievance in Step 1, the employee may file a grievance appeal in writing to the Library Board of Trustees. A hearing on the grievance shall be held between the designated representative of the Library Board and the Association's designated representative and the employee affected and any witnesses within seven (7) working days of the receipt of the grievance appeal. The Board of Trustees shall render a decision after its next regularly scheduled meeting.

Step 3. If the aggrieved party is not satisfied with the disposition of his grievance at Step 2, or if no decision is tendered within the time required as aforesaid, the employee may file a grievance appeal in writing to the Grievance Committee. The Grievance Committee shall consist of:

1. The President of the Association, or designated representative
2. The local Association representative
3. The Library Director
4. The designee of the Library Board of Trustees

The Grievance Committee shall meet within seven (7) days of their receipt of the written grievance to consider the matter. The Committee may hold hearings and gather any information necessary for a decision.

If the grievance is resolved by unanimous action of the Grievance Committee, the decision of the Grievance Committee shall be binding on all parties. If the decision of the Committee is not unanimous, either party may, within 30 days, request the New Jersey State Board of Mediation to appoint an arbitrator who shall have full power to hear and determine the dispute, and the arbitrator's decision shall be final and binding on all parties.

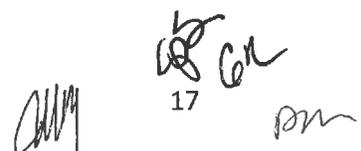
The arbitrator shall have no authority to change, modify or amend the provisions of this Agreement.

ARTICLE 20 MAINTENANCE OF WORK OPERATIONS

There shall be no lockouts, strikes, work stoppages or slowdowns of any kind during the life of this agreement. No officer or representative of the Association shall authorize, institute or condone any such activity. No employee shall participate in such activity. The Employer shall have the right to take disciplinary action, including discharge, against any employee participating in violation of the provisions of this agreement.

ARTICLE 21 SAVINGS CLAUSE

In the event that any Federal or State Legislation, Governmental regulation or court decisions cause invalidation of any article or section of this agreement, all other articles and sections not so invalidated shall remain in full force and effect.

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ARTICLE 22 RETENTION OF BENEFITS

The Board of Trustees agrees that all benefits, terms and conditions of employment relating to the status of members in Union Council No. 8, New Jersey Civil Service Association, not covered by this agreement, shall be maintained at not less than the highest standards in effect at the time of commencement of collective negotiations leading to the execution of this Agreement and as provided for in this Agreement.

ARTICLE 23 NEW JERSEY DEPARTMENT OF PERSONNEL RULES

The parties agree that all hiring, layoffs and separations shall be in accordance with the New Jersey Administrative Code, Title 4A, Department of Personnel as applicable to the Library, and that civil service laws and rules shall be applicable to all employees.

ARTICLE 24 JOB VACANCY

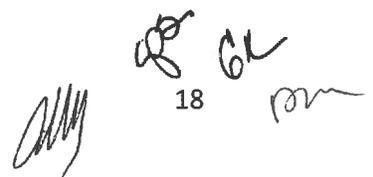
In the event that a vacancy should occur in a bargaining unit position, the employer shall, when filling the vacancy, give preference to those employees on the payroll when the vacancy occurs.

ARTICLE 25 NOTICE OF RETIREMENT

Any employee who retires from his or her position at the Library shall give the Library Director notice of not less than thirty (30) days of the anticipated retirement.

ARTICLE 26 DURATION

This agreement shall be in effect from January 1, 2024 through December 31, 2026.

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ATTEST:

FOR THE BOARD OF TRUSTEES
CLARK PUBLIC LIBRARY

Megan Kosiak

By: 

Date: 5/22/2024

ATTEST:

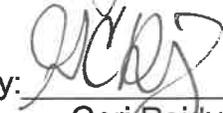
UNION COUNCIL NO.8
NEW JERSEY CIVIL SERVICE ASSOCIATION
IFPTE, AFL-CIO

Megan Kosiak

By: 

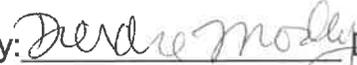
Date: 5/22/24

CLARK LIBRARY EMPLOYEES

By: 

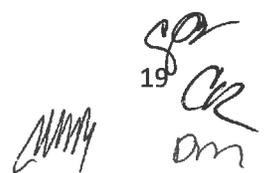
Date: 5/22/24

Geri Reidy, Shop Steward

By: 

Date: 5/22/24

Dierdre Morley, Shop Steward


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Salary Schedule 2024 to 2026

Annual Full Time Salary Schedule 2024 to 2026

Title	Maximum	Minimum
Senior Librarian	\$91,774	\$ 68,396
Librarian	\$82,395	\$ 60,005
Supervising Library Assistant	\$ 74,957	\$ 53,362
Library Associate	\$68,212	\$ 45,973
Principal Library Assistant	\$66,272	\$ 44,900
Senior Library Assistant	\$ 59,652	\$ 38,493
Library Assistant	\$ 54,033	\$ 31,486

Part Time Hourly Wage Schedule 2024 to 2026

Title	Maximum	Minimum
Senior Librarian	\$50.43	\$ 37.58
Librarian	\$45.27	\$ 32.97
Library Associate	\$37.48	\$ 25.26
Supervising Library Assistant	\$41.19	\$ 29.32
Principal Library Assistant	\$36.41	\$ 24.67
Senior Library Assistant	\$32.80	\$ 21.15
Library Assistant	\$29.70	\$ 17.30

Handwritten signatures and initials:
A signature on the left, and initials "GOS" with "28" and "DM" below it on the right.