

CLIFFSIDE PARK BOARD OF EDUCATION
CLIFFSIDE PARK, NEW JERSEY

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Labor Relations

THIS DOES NOT
CIRCULATE

CUSTODIAL/MAINTENANCE SALARY AGREEMENT
1984-1985 1985-1986

MAY 04 1985

RUTGERS UNIVERSITY

Pursuant to Chapter 123, Public Laws of New Jersey 19 4, the Cliffside Park Board of Education hereby recognizes the Cliffside Park School Custodians' Association as the Exclusive and sole representative for Collective Negotiations concerning the terms and conditions of employment for all custodial personnel.

ARTICLE I - SALARIES

A. Salary Guide for Custodians for the fiscal years 1984-1985 and 1985-1986, effective July 1, 1984:

Minimum.....\$10,000 Maximum.....\$20,000

1. All custodial personnel covered by the terms of this contract shall receive additional compensation in the amount of \$1,250 for fiscal years 1984-1985 and 1985-1986.
2. All maintenance personnel covered by the terms of this contract shall receive additional compensation in the amount of \$1,400 for fiscal year 1984-1985 and 1985-1986.

B. Chief Custodian

1. The Chief Custodian shall receive additional compensation in the amount of \$5,250 for fiscal year 1984-1985.
2. The Chief Custodian shall receive additional compensation in the amount of \$5,250 for fiscal year 1985-1986.

C. Head Custodians:

1. The Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$1,100 for fiscal years 1984-1985 and 1985-1986.
2. The Assistant Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$800 for fiscal year 1984-1985.
3. The Assistant Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$800 for fiscal year 1985-1986.
4. Head Custodians in Schools Nos. 3, 4, 5, and 6 shall receive additional compensation in the amount of \$600 for fiscal year 1984-1985.
5. Head Custodians in Schools Nos. 3, 4, 5, and 6 shall receive additional compensation in the amount of \$600 for fiscal year 1985-1986.

D. Maintenance Crew:

1. Custodians who work on the Maintenance Crew shall receive additional compensation in the amount of \$5,000 for fiscal year 1984-1985.
2. Custodians who work on the Maintenance Crew shall receive additional compensation in the amount of \$5,000 for fiscal year 1985-1986.

1984-1984 and 1985-1986 Custodial/Maintenance Salary Agreement - continued

E. Night Shift Custodians:

Custodians who work on the night shift in each school shall receive additional compensation in the amount of \$300 for fiscal year 1984-1985 and 1985-1986.

F. Longevity Benefits:

All employees covered by this Agreement who have been employed by the Cliffside Park Board of Education for ten (10) or more years shall receive an additional sum of \$175.00 in their yearly salary for fiscal years 1984-1985 and 1985 and 1986.

G. Overtime Compensation:

The regular work week for all custodians shall be forty (40) hours. All work over eight (8) hours in any one day shall be paid at the rate of one and one-half times the custodian's hourly wage. Work on Sundays, and holidays as stated in this Agreement, shall be paid at the rate of one and one-half times the custodian's hourly wage. The overtime rate shall be computed by dividing the annual salary by 2,080 hours.

H. Salaries:

The salaries for the fiscal year 1984-1985 and 1985-1986 for all Custodial/Maintenance personnel covered by this Agreement shall be as set forth in the Appendix (A) and Appendix (B) which is attached hereto and is hereby made a part of this Agreement.

ARTICLE II - - HEALTH INSURANCE

During the term of this Agreement, the Cliffside Park Board of Education shall provide the health care insurance protection designated below:

1. For all employees covered by this Agreement who remain in the employ of the Board of Education for the applicable full fiscal year, the Board shall make payment of full individual or full family insurance premiums, as appropriate, in the State Health Benefits Plan, for the full applicable twenty-four (24) month period commencing July 1st and ending June 30th. Coverage provided by the State Health Benefit Plan includes hospitalization, surgical, Rider J and Major Medical Coverage.
2. For all employees covered by this agreement who remain in the employ of the Board of Education for the full applicable school year, the Board shall provide full dental coverage for individuals and their dependents in an equivalent dental plan for the full applicable twenty-four (24) month period, commencing July 1st and ending June 30th; it being understood, however, that the cost of this dental plan during the term of this agreement shall not exceed the sum of \$6,820.00 per contract year.
3. For all employees covered by this Agreement who remain in the employ of the Board of Education for the full applicable school year, the Board shall contribute not more than \$3,500.00 toward the annual premium cost toward the Blue Cross Prescription Plan (\$3.00 co-pay) for Custodial/Maintenance employees and their dependents where applicable.
4. For all employees covered by this Agreement who remain in the employ of the Board of Education for the full applicable school year, the Board shall provide an optical plan for the employee only for the period commencing July 1, 1985 and ending June 30, 1986; it being understood, however, that the cost of this optical plan shall not exceed \$2,000.00 per contract year.

1984-1985 and 1985-1986 Custodial/Maintenance Salary Agreement - continued

ARTICLE III - SICK LEAVE

During the term of the within Agreement, all employees covered by the within Agreement shall be allowed, during each year of the within Agreement, twelve (12) days of sick leave. Said sick leave shall be cumulative, and any such sick leave that remains unutilized at the end of any year of the within Agreement shall be carried from year to year and until it is used in any of such subsequent years.

ARTICLE IV - PERSONAL LEAVE

During the term of the within Agreement, all employees covered by the within Agreement shall be allowed, during each year of the within Agreement, up to three (3) personal leave days, which shall be allowed to be utilized with an explanation required for any of the following reasons:

1. Recognition of a religious holiday.
2. Court Subpoena
3. Urgent personal business and emergencies which cannot be handled outside of school hours.
4. Leave, because of death of a relative other than in the immediate family, may be granted for one (1) day with full pay. In unusual circumstances a close friend could be considered in this category.

In addition, leave, because of death of a member of the immediate family, shall be granted for five (5) days with full compensation. Immediate family shall include: mother, father, mother-in-law, father-in-law, sister, brother, husband, wife, children.

The personal leave provided for herein shall not be cumulative. Applications for personal leave are to be made in writing and, except as otherwise provided in this ARTICLE, must state the reason that such leave is necessary. Application must be made at least forty-eight (48) hours prior to the day requested, except in emergencies. Applications shall be submitted to the Superintendent, whose approval, except as otherwise provided in the ARTICLE, must be obtained before leave can be taken.

ARTICLE V -- HOLLIDAYS

Custodians shall be entitled to fifteen (15) paid holidays during fiscal years 1984-1985 and 1985-1986, effective July 1, 1984. The specific dates for these holidays shall be agreed upon by and between the Superintendent of Schools and the Custodians' Association, and shall coincide with the school calendar for the school years 1984-1985 and 1985-1986, as approved by the Board of Education.

ARTICLE VI -- DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1984, and shall continue in effect until June 30, 1986.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives, all on the 20th day of September, 1984.

CLIFFSIDE PARK BOARD OF EDUCATION

CLIFFSIDE PARK SCHOOL CUSTODIANS' ASSOCIATION

By Michael G. Sepe
PRESIDENT

By George Vistocco
PRESIDENT

By Frank Brown
SECRETARY

By Anthony Chiswick
SECRETARY