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RUTGERS UNIVERSITY

CUSTODIAL SALARY AGREEMENT 1982-1983 1983-1984

Pursuant to Chapter 123, Public Laws of New Jersey 1974, 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 Custodiansfor the fiscal years 1982-1983 and 1983-1984, effective July 1, 1982:

> Minimum.....\$9,000 Maximum.....\$19,000

B. Chief Custodian:

- 1. The Chief Custodian shall receive additional compensation in the amount of \$4,000 for fiscal year 1982-1983.
- 2. The Chief Custodian shall receive additional compensation in the amount of \$5,000 for fiscal year 1983-1984.

C. <u>Head Custodians:</u>

- The Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$1,000 for fiscal years 1982-1983 and 1983-1984.
- The Assistant Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$700 for fiscal year 1982-1983.
- 3. The Assistant Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$700 for fiscal year 1983-1984.
- 4. Head Custodians in Schools Nos. 3, 4, 5, and 6 shall receive additional compensation in the amount of \$500 for fiscal year 1982-1983.
- 5. Head Custodians in Schools Nos. 3, 4, 5, and 6 shall receive additional compensation in the amount of \$500 for fiscal year 1983-1984.

D. <u>Maintenance Crew</u>:

- 1. Custodians who work on the Maintenance Crew shall receive additional compensation in the amount of \$3,750 for fiscal year 1982-1983.
- 2. Custodians who work on the Maintenance Crew shall receive additional compensation in the amount of \$4,750 for fiscal year 1983-1984.

E. Night Shift Custodians:

Custodians who work on the night shift in each school shall receive additional compensation in the amount of \$200 for fiscal year 1982-1983 and 1983-1984.

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 \$150.00 in their yearly salary for fiscal years 1982-1983 and 1983-1984.

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 1982-1983 and 1983-1984 for all custodial 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 fiscal years 1982 1983 and 1983-1984, the Board shall make payment of full individual or full dependent coverage in an equivalent dental plan for the full applicable twenty-four (24) month period, commencing July 1st and ending June 30th.

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:

1982-1983 and 1983-1984 Custodial Salary Agreement - continued

ARTICLE IV - PERSONAL LEAVE - continued

SECRETARY

- 1. Recognition of a religious holiday.
- 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 1982-1983 and 1983-1984, effective July 1, 1982. 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 1982-1983 and 1983-1984, as approved by the Board of Education.

ARTIBLE VI -- DURATION OF AGREEMENT

SECRETARY

Appendix (A) 1982-1983 Custodial Staff

Name	Harry Cheselka	J. Curley	T. Moan	S. LaSpisa	J. Carbone	D. Cavanagh	E. Murphy	F. Zimmer	B. Grimaldi	F. Vicchio	T. LaSpisa	B. Romeo	Martha Conforti (Matron)	L. Mancini	M. Cingire	D. Calderaro	A. Vicchio	J. Liptak	G. Vistocco
Location	High	High	High	High	High	H1gh	High	High	High	High	H1gh	High	m) High	#4	#4	#4	#4	£,#	# 3
Yrs. of Service (as of 7/1/82)	14	10	4	ω	10	7	16	æ	4	0	4	9	15	6	0	12	12	10	w
Base Salary	17,068	15,245	13,425	12,675	15,475	13,892	17,168	14,592	13,425	9,000	14,150	15,670	8,450	13,963	9,000	16,275	15,775	15,245	11,550
Longevity	150	150			150		150						150			150	150	150	
Stipend	4,000	(As															,		
H.S. Head Cust. Stipend	1,000	(Asst.) 700																	
Head Cust. Stipend														500				500	
Night Shift Stipend					200	200	200	200	200	200					200	200	200		200
Maint Stipend									3,750		3,750	3,750							
Total Salary	\$22,218	16,095	13,425	12,675	15,825	14,092	17,518	14,792	17,375	9,200	17,900	19,420	8,600	14,463	9,200	16,625	16,125	15,895	11,750

Hired 6/1/82Hired 3/1/82

Appendix (A)
1982-1983 Custodial Staff

			ľ							
<u>Name</u>	Location	Yrs. of Service (as of 7/1/82)	Base Salary	Longevity	Longevity Chief Cust. Stipend	H.S. Head Head Cust. Cust. Stipend Stipend	Head Cust Stipend	Night Shift Stipend	Maint Stipend	Total Salary
Frank Greces	#5	v	15,070				500			\$15,570
Frank Nawrocki	#5	4	13,425					200		13,625
G. Pelaia	#6	21	17,800	150			500			18,450
C. Pilaia	#6	2	11,550					200		11,750
J. Meylath	#6	œ	14,592					200		14,792
			\$334,480	\$334,480 \$1,350 \$4,000	\$4,000	\$1,700 \$2,000 \$2,600	\$2,000 \$		\$11,250 \$ <u>357,380</u>	357,380

Tota: Cost

1983-1984 Oustodial Staff

			1.							
Name	Location	Yrs. of Service (as of 7/1/83)	Base Salary	Longevity	Chief Oust. Stipend	H.S. Head Cust. Stipend	Head Cust. Stipend	Night Shift Stipend	Maint <u>Stipend</u>	Total Salary
Harry Cheselka	High	15	18,268	150	5,000	1,000				\$24,418
J. Curley	нigh	11	16,445	150	(A	(Asst.) 700				17,295
T. Moan	Hi gh	υ	14,625							14.625
S. LaSpisa	High	4	13,875							13,875
J. Carbone	High	11	16,675	150				200		17,025
D. Cavanagh	High	C)	15,092					200		15,292
E. Murphy	H i gh	17	18,368	150						18,718
F. Zimmer	High	9	15,792					200		15,992
B. Grimaldi	High	u	14,625					200	4,750.	19,575
P. Vicchio	High	ъ	10,200					200		10,400
T. LaSpisa	ніgh	υī	15,350						4,750	20,100
B. Romeo	High	10	16,870	150					4,750	21,770
Martha Conforti (Matron)	High	16	9,150	150						9,300
L. Mancini	#4	7	15,163				500			15,653
M. Cingire	#4	r	10,200					200		10,400
D. Calderaro	#4	13	17,475	150				200		17,825
A. Vicchio	#4	13	16,975	150	,			200		17,325
J. Liptak	#3	11	16,445	150			500			17,095
G. Vistocco	#3	4	12,750					200		12,950

Appendix (B) 1983-1984 Custodial Staff

Name Frank Greces Frank Nawrock1 G. Palaia C. Pilaia	#5 #5 #6	Yrs. of Service (as of 7/1/83) 10 5 22	Base Salary 16,270 14,625 19,000	Longevity 150	Longevity Chief Cust. Stipend 150	H.S. Head Cust. Stipend	Head Oust. Stipend 500	Night Shift Stipend	Maint Total Stipend Salary 11,92 12,95	Total Salary \$16,920 14,925 19,650 12,950
Frank Greces	#5	10	16,270	150			500			
Frank Nawrock1	#5	ъ	14,625					200		
G. Palaia	#6	22	19,000	150			500			
C. Pilaia	#6	ω	12,750					200		
J. Maylath	#6	9	15,792					200		
		₩	\$362,790	\$1,650	\$5,000	\$1,700 \$2,000		\$2,600	\$14,250	\$389.930 Tota