

AGREEMENT

Between

Ewing Township Board of Education
BOARD OF EDUCATION OF THE TOWNSHIP OF EWING

and

EWING TOWNSHIP CUSTODIANS AND CLEANERS ASSOCIATION

X July 1, 1988 - June 30, 1991

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PREAMBLE

This Agreement entered into by the Board of Education of the Township of Ewing, hereinafter referred to as the "Employer", and the Ewing Township Custodians and Cleaners Association, hereinafter referred to as the "Association" has as its purpose, the promotion of harmonious relations between the Employer and the Association; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other working conditions of employment.

1. RECOGNITION

- 1.1 The Employer recognizes the Association as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for the following employees under contract including:

Custodian - Regular full time
Cleaner - Regular full time
Hourly Employee

but excluding substitute, short term and irregular employees.

- 1.2 As used hereinafter, the term "employee(s)" shall apply to all bargaining unit members specified hereinabove.

2. UNION SECURITY

- 2.1 The Employer agrees to deduct the Association monthly membership dues from the pay of those employees who individually request, in writing, that such deductions be made. The amounts to be deducted shall be certified to the Employer by the Treasurer of the Association, and the aggregate deductions of all employees shall be remitted to the Treasurer of the Association together with a list of names of all employees for whom the deductions were made, by the 10th day of the succeeding month after such deductions are made. This authorization shall be irrevocable during the term of this Agreement, or as may otherwise be provided in the applicable statutes.

3. REPRESENTATION FEE

- 3.1 The Association shall, on or before September 30, deliver to the Board a written statement containing the following:
- a. A statement that the Association has determined the amount of representation fee in accordance with the formulated requirements of N.J.S.A. 34:13A-5.4;

- b. A statement that the Association has established a "demand and return system" in accordance with the requirements of N.J.S.A. 34:13A-5.4;
- c. A statement establishing the amount of yearly representation fees to be deducted from the salaries of each non-member. Such representation fee shall not exceed eighty-five percent (85%) of the regular membership dues, fees, and assessments; and
- d. A list of all employees who have failed to arrange for and become members of the Association and a request that the representation fee of such non-members be deducted in accordance with this Agreement.

Beginning with the first full pay period in November, the Board will commence deductions from salaries of such employees in accordance with the paragraph below, of the full amount of the representation fee and will promptly transmit the amount so deducted to the Association.

Payroll Deduction Schedule - The Board will deduct the representation fee, in equal installments, as nearly as possible, from the paychecks paid to each employee on the aforesaid list, during the remainder of the membership year in question. The deductions will begin with the first paychecks.

- a. In November; or
- b. Thirty (30) days after the employee begins his/her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position or was on lay-off, in which event the deductions will begin with the first paycheck paid ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is later. The mechanics for deduction of representation fees and the transmission of such fees due to the Association, as nearly as possible, shall be the same as those used for the deduction of regular membership to the Association.

On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles, and dates of employment for all such employees.

The Association hereby agrees to indemnify, defend, and save harmless the Board from any claim, suit, or action of any nature whatsoever which may be brought at law or in equity, or before any administrative agency with regard to or arising from the deduction from the salaries of any employee of any sum of money as a representation fee under the provisions of this Agreement.

4. SENIORITY

- 4.1 Seniority is defined as an employee's total length of continuous service with the Employer, beginning with his original date of hire.
- 4.2 Seniority credits cease upon termination of employment. Seniority shall start anew upon reemployment. Approved leave of absence without pay for a period in excess of three (3) months shall not count toward seniority, except in cases of injury involving workmen's compensation.
- 4.3 If a question arises concerning two or more employees who were hired on the same date the following shall apply: If hired prior to the effective date of this Agreement, seniority preference among such employees shall be determined by the order in which such employees are already shown on the Employer's payroll records, - e.g., first name, first preferences, etc. For employees hired on the same date subsequent to the effective date of this Agreement, preference shall be given in alphabetical order of the employee's last name.
- 4.4 In all cases of layoff, recall and vacation schedules, employees with the greatest amount of seniority shall be given preference. Names of employees who are terminated due to a reduction in force will be placed on a "recall list" for a period of two (2) years beyond the termination date. Employees on this list will be given preference for any future vacancies.
- 4.5 The Employer shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification and pay rate, and shall furnish a copy of same to the Association upon request.
- 4.6 The Employer shall advise the appropriate Association representative of any changes which necessitate amendments to the seniority list. The Superintendent or his/her designee shall advise the Association President of any changes to the Seniority List.

4.7 The first vacancy for a position covered by this Agreement shall be advertised for bid within five (5) days after the vacancy occurs, if the position is to be filled. The Board will respond to and notify the applicants and the Association President of its decision within two (2) weeks after the closing date for the respective bid.

a. If the replacement for the successful bidder needs a Boiler Operator's license, then the qualified employee with the least seniority shall fill this vacancy until another person becomes qualified. At this time, the replacement employee has an option to either remain in said position or return to previous position.

b. If no bid is received, the qualified employee with the least seniority shall fill this vacancy until another person becomes qualified. At this time, the replacement employee has an option to either remain in said position or return to previous position.

4.8 The Employer reserves the right to transfer any employee if the Employer feels that this is in the best interest of both parties. Notification of such change shall be forwarded to the President of the Association and a conference shall be provided with the employee(s) involved, if requested in writing, within ten (10) days of notification.

5. WORK RULES

5.1 The Employer may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced.

5.2 Every employee covered by this Agreement shall be physically fit to perform his/her duties and produce a certification of same from the Employer's physician within two (2) weeks upon request of the Employer at no cost to the employee. The final directive to the employee for such physical examination shall be made by the Director of Personnel/Labor Relations.

5.3 Liaison Committee - a joint committee composed of two Association members and its representative and the Director of Personnel/Labor Relations and two representatives of the Board of Education shall meet within 45 days of ratification of the 1988-1991 Agreement to discuss the following matters:

1. job descriptions for each job classification of this bargaining unit; and
2. uniforms/foul weather gear.

Any committee recommendations shall be presented to the Board for consideration by June 30, 1989; however, the decision of the Board shall be final.

6. WORK SCHEDULE

6.1 The work week shall consist of five (5) consecutive days, midnight to midnight, Monday through Friday.

6.2 The normal work shifts for regular full time employees shall be as follows:

Secondary Schools Day - 7:00 a.m. to 3:30 p.m.
(including Antheil Elem) Night - 3:00 p.m. to 11:30 p.m.

Elementary Day - 7:00 a.m. to 3:30 p.m.
(Lanning, Lore, Parkway) Night - 2:30 p.m. - 10:30 p.m.

Outside Custodian Day - 7:00 a.m. - 3:30 p.m.

Maintenance Assistant Day - 7:00 a.m. - 3:30 p.m.

A day person unable to report for the day shift must notify the employer by calling the proper phone number by 6:30 a.m.; the afternoon shift must notify the district in a similar manner by 1:30 p.m. It is understood that the above procedure shall apply except in cases of emergency. Under such circumstances, the employee shall notify the district as soon as reasonably possible.

It is understood that the elementary custodians will be responsible to check their respective boilers and buildings on weekends and holidays at no additional compensation.

6.3 The regular starting time of work shifts will not be changed, except for emergencies, or without reasonable notice to the affected employees.

- 6.4 Any custodian may be used as a temporary replacement for another custodian when the need arises; however, temporary replacement shall not exceed sixty (60) working days unless the custodian desires to remain in this temporary position for the duration of the need. The temporary replacement shall return to his/her original position after filling in during the need. Floaters are excluded from this paragraph.
- 6.5 Part-time employees are responsible to be on the job for the number of working hours they are paid.

7. CALL-IN TIME

- 7.1 A full-time employee who is requested to work during periods other than his/her regularly scheduled shift shall be guaranteed not less than four (4) hours pay. This does not include the checking of the boilers over weekends. This does not apply to any extension of the regular work day, and this does not apply to hourly employees.

8. SALARIES

- 8.1 The salary ranges for all employees covered by this Agreement shall be set forth in Appendix A attached.
- 8.2 During the term of this Agreement, the salary ranges will not be changed unless by mutual consent of both parties.
- 8.3 Every regular full time custodian and maintenance assistant shall secure the Black Seal Low Pressure Fireman's License within sixteen (16) months of his/her appointment. The employee must apply for the State administered examination for said license within two (2) months after initial employment date. The Employer shall provide at least two (2) eight (8) hour training sessions during each fiscal year. If the employee fails the first examination, he/she then must apply for the second reexamination as soon as the State agency schedule will permit. Any regular full time custodian or maintenance assistant who fails to secure such a license shall be dismissed notwithstanding any other provision of this Agreement. However, if the employee can demonstrate that he/she has made a "good faith effort" to both attend the required Black Seal classes and to pass the State examination, he may petition the Superintendent or his/her designee for a one (1) time extension of up to twelve (12) months in order that he/she may attend additional classes and take the next regularly scheduled State administered examination. Under the circumstances described hereinabove, said request shall not be unreasonably denied.

If the employee is unable to pass the examination as a result of the above extension, he/she shall be dismissed within two weeks of receiving his/her examination results.

The Employer will pay fees required for obtaining this license and all succeeding renewal fees.

9. OVERTIME

- 9.1 One and one half (1½) times the employee's regular hourly rate of pay shall be paid for all work performed in excess of forty (40) hours in any one week.
- 9.2 Double time shall be paid for all work performed on Sundays and holidays.
- 9.3 If an employee does not perform respective duties on the regular work day following an overtime tour (other than for sick leave) the employee will then forfeit his next "turn" for overtime, at the discretion of the Director of Personnel/Labor Relations.
- 9.4 Overtime not adjacent to the regular work schedule in the respective schools will be offered on a volunteer basis to Unit members in that respective school by using a rotating seniority list.

In addition to the respective school custodians, a "floater", Head Custodians, and Assistant Head Custodians shall be included in the rotating list. At the beginning of the contract year any custodian may refuse overtime by so indicating in writing. Any of the remaining custodians who are unable to accept his/her scheduled overtime shall go to the bottom of the rotation list.

Records will be kept of all overtime not adjacent to the regular work schedule that is worked and such list will be made available to the Association President on a quarterly basis.

10. LEAVES OF ABSENCE

- 10.1 Leaves of absence with pay shall be provided as follows:
 - a. One (1) day per month of employment for sick leave. Unused sick leave shall be accumulative from year to year.

- b. Personal leave shall cover brief absences not chargeable to sick leave. During the first year of employment employees are entitled to one (1) day for every four (4) months of employment (a total of three (3) days during any one school year) at full pay. After completing one (1) year of employment, employees are entitled to three (3) days leave at full pay during any one school year. (In either case, no unused days shall be accumulated.) Personal leave shall be used for any of the following reasons:
1. Illness in the immediate family. Immediate family shall be considered: father, mother, brother, sister, spouse, child, or any member of the immediate household;
 2. Death of a relative or close friend;
 3. Recognition of religious holidays;
 4. To attend wedding of: father, mother, brother, sister, child, nephew, niece, uncle or aunt;
 5. Court subpoena;
 6. Personal business which cannot be handled outside of scheduled work hours; or
 7. Any other emergency or urgent reason not included in (I through VI) above, if approved by the Superintendent of Schools.
- c. All requests for personal leave should be submitted in writing on the proper form (in advance when possible), recommended by the immediate supervisor, and approved by the Superintendent or his/her designee. Requests for such leave on the day preceding or immediately following a vacation period will be honored only in unusual cases. Only in an emergency may a request be made verbally; however, a written request must be filed within one (1) week.
- d. Three (3) additional days leave may be granted for death in the immediate family (immediate family is considered the same as (I.) above), plus in-laws.
- e. If an employee is at work and finds it necessary to leave his/her assignment (with approval), for the reasons stated in Paragraph 10.1b above, for a short period time, his/her time will be deducted from the total personal leave time to the nearest hour.

- f. Following sick leave of five (5) or more days duration, written verification from the employee's physician shall be required, certifying that said employee is, or will be, physically qualified to return to work.
- g. A maximum of five (5) personal days not chargeable to personal leave may be used for Association conventions or conferences, provided the employee is a delegate or officer of the local unit.

10.2 It shall be the responsibility of the employee to furnish to the Employer a certified statement indicating that he/she is a member of a local fire company or first aid squad, if during the term of this Agreement, employee may participate in such emergency activity during working hours.

An employee shall request permission from his/her immediate supervisor to attend any emergency which occurs during the working hours. On his/her return the employee shall present to the Employer a certified statement of attendance at said emergency. Certified time away from duties shall not be deducted from either sick or personal leave.

10.3 After fifteen (15) years of continuous service in the district, and membership in PERS, upon retirement, payment for unused sick leave shall be at one-half ($\frac{1}{2}$) the average hourly rate of pay for the last twelve (12) months of employment up to a maximum payment as follows:

| | | |
|-----------|---|---------|
| 1988-1989 | - | \$2,420 |
| 1989-1990 | - | \$2,640 |
| 1990-1991 | - | \$2,875 |

11. VACATIONS

11.1 Vacations with pay shall be granted to employees on the following basis:

Less than one year - one (1) day per month of employment up to a maximum of ten (10) days.

First year through fifth year - two (2) weeks (ten (10) work days).

Sixth year through tenth year - thirteen (13) days

Eleventh year through twentieth year - three (3) weeks (fifteen (15) work days).

After twentieth year - four (4) weeks (twenty (20) work days).

Examples of possible cases:

| <u>Employment Date</u> | <u>Years of employment to June 30, 1988</u> | <u>Days vacation due employee for last year of employment</u> |
|------------------------|---------------------------------------------|---------------------------------------------------------------|
| Feb. 28, 1988 | 1/3 | 4 days |
| Oct. 10, 1987 | 3/4 | 9 days |
| July 2, 1988 | 1 | 10 days |
| June 2, 1982 | 6 | 13 days |
| Feb. 10, 1982 | 6 | 13 days |
| Nov. 24, 1982 | 7 | 13 days |
| Apr. 2, 1977 | 11 | 15 days |
| Oct. 28, 1976 | 12 | 15 days |

- 11.2 After six (6) years of service, one (1) week may be accumulated (saved to be used in the succeeding year.
- 11.3 Employees must take vacations. No employee may be employed to do work during a scheduled vacation period.
- 11.4 A permanent hourly employee must work a regular schedule for twelve (12) months to be eligible for paid vacation leave - this to be prorated.
- 11.5 Vacations may be taken any time during the fiscal year; however, all vacation requests must be submitted by May 1st. Seniority shall apply where the Employer must limit the number of employees on vacation during any period.

12. HOLIDAYS

- 12.1 A minimum of thirteen (13) paid holidays shall be as listed annually by the Employer.
- 12.2 Holidays which fall within an employee's vacation period shall be taken either immediately before or immediately following the scheduled vacation period as agreed between the employee and the Superintendent.
- 12.3 A permanent hourly employee must work a regular schedule, ten (10) or twelve (12) months, to be eligible for paid holidays, provided said holidays, as described in section 12.1 above. In the event a holiday falls on a weekend, said employee shall be paid for the day provided that he/she has reported to work for his/her regular shift on the Friday immediately preceding the weekend of the holiday. This provision however, does not preclude an employee from taking a vacation day immediately preceding a weekend holiday.

13. HEALTH BENEFITS

- 13.1 The Employer shall provide health care insurance protection consisting of the New Jersey State Health Benefits Program.

For employees enrolled in the various available insurance plans, the Employer shall pay either the full premium for the single plan, or in cases where appropriate, an amount equal to the full premium for the single plan plus:

- a. 100% of the difference between the rate for the single plan and the rate for other available plans during the life of this Agreement, effective July 1, 1988 and ending June 30, 1991.
- b. In addition, the Board shall offer a \$3.00 co-pay prescription drug plan with a company selected by the Board which shall not continue beyond employee's termination day.

In no case will a person be covered under more than one plan. For each employee who terminates employment with the Board, the Employer shall make payment of insurance premiums to provide insurance coverage for one (1) full month beyond termination date. New employees will be covered in accordance with existing regulations of the New Jersey State Health Benefits Program.

- 13.2 After fifteen years of continuous service in the district, upon retirement and at age 62, the employee may continue State Health Benefits Plan until age 65 when Medicare takes over. Premiums at group rate shall be paid by the employee in advance. Additional coverage applies only to the New Jersey State Health Benefits Plan.
- 13.3 The Board of Education will provide the 1B Dental Plan, N.J. Dental Service Plan, Inc. (Delta Dental Service Plan, Inc.), or its equivalent. at no cost to the employee.

14. WORK UNIFORMS

- 14.1 Suitable foul weather gear will be supplied for custodians who work regularly on the outside force. This gear is to be shared by the members of this group. One (1) raincoat and hood will be supplied to each building to be shared by custodians who work within that building.

14.2 Two (2) uniforms per year will be supplied to all full-time employees and to permanent hourly (four (4) hours or more) employees; one (1) additional uniform will be supplied to the outside employees and the maintenance assistant. All employees who are active and of a permanent status on September 1 shall be eligible for uniforms for the forthcoming school year.

15. GENERAL PROVISIONS

15.1 Bulletin board space will be designated and made available by the Employer at each of the work locations for use of the Association for the purpose of posting Association announcements and other information of a non-controversial nature.

15.2 Should any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific portion of the Agreement affected by such decision, whereupon the parties agree to immediately attempt to negotiate a legal substitute for the invalidated portion.

15.3 It is agreed that representatives of Employer and representatives of Association will meet, from time to time, upon request of either party, to discuss matters of general interest or concern, which are not necessarily a grievance as such.

15.4 Custodians and maintenance assistant shall be paid every two (2) weeks.

15.5 Notice of the first vacancy for custodial position covered by this Agreement will be posted and any member of the staff may apply for said position by submitting a proper bid in writing. Seniority shall govern the appointment subject to the normal ninety (90) day working test period. Succeeding vacancies caused by a transfer resulting from this procedure shall be filled by the Board.

15.6 Notice of a maintenance assistant vacancy will be posted and any member of the staff may apply for said position. Qualified employees covered by this Agreement will be given preference. Seniority shall prevail when two or more applicants have equal qualifications. If no employee covered by this Agreement is deemed qualified, the Board of Education may seek applicants from other sources after conferring with an Association representative.

15.7 An application must be filed and written permission obtained if members of the Association wish to use any facilities for the purpose of holding an Association meeting.

15.8 Any employee who shall enter the active military service of the United States, or of this State in time of war or national emergency, or pursuant to or in connection with the operation of any system of Selective Service, shall be granted a leave of absence without pay, for such service.

16. GRIEVANCE PROCEDURE

16.1 Any grievance or dispute which may arise between the parties concerning the application, meaning, or interpretation of this Agreement, shall be settled in the following manner.

Step 1 The Association, with or without the grievant, shall take up the grievance or dispute with the employee's immediate supervisor within ten (10) days of its occurrence. The supervisor shall then attempt to adjust the matter and shall respond to the Association within three (3) working days.

Step 2 If the grievance has not been settled, it shall be presented, in writing, by the Association or grievant to the Supervisor of Custodial Services within three (3) working days after the supervisor's response is due. The Supervisor of Custodial Services shall respond to the Association or grievant, in writing, within three (3) days.

Step 3 If the grievance has not been settled, it shall be presented, in writing, by the Association or grievant to the Superintendent within three (3) working days after the supervisor's response is due. The Superintendent shall respond to the Association or grievant, in writing, within three (3) working days.

Step 4 If the grievance still remains unadjusted, it shall be presented by the Association to the Board of Education, in writing, within three (3) days after the response of the Superintendent of Schools is due. The Board of Education shall respond, in writing, to the Association within two (2) calendar weeks. The Board of Education agrees to have a committee of the Board of Education listen to the grievance if the Association or grievant requests a personal meeting.

Step 5 If the matter is still unresolved and if the Association wishes to proceed to arbitration, it shall so inform the Board within fifteen (15) calendar days after receipt of the Board's decision.

A request for arbitration shall be submitted, whether individually or jointly, to PERC (Public Employment Relations Commission), and the arbitrator selected and the arbitration conducted shall be pursuant to N.J.A.C. 19:12-5.1 et seq.

The arbitrator shall be limited to the articles of this contract and the decision shall be binding. The parties shall meet within ten (10) calendar days to review the arbitrator's decision.

The cost of arbitration shall be divided equally between the parties.

However, the following are not subject to arbitration:

- a. Any matter for which a method of review is prescribed by law;
- b. Any rule or regulation of the Commissioner of Education subject to the rules and regulations of the Public Employment Relations Commission;
- c. Any matter which, according to law, is beyond the scope of Board authority or limited to unilateral action of the Board alone;
- d. A complaint of an employee which arises by reason of not being reemployed.

17. DISMISSAL AND DISCIPLINE PROCEDURE

17.1 For any action that does not call for immediate dismissal the following will be the procedure.

- a. 1st Offense - Verbal warning and written notification to the Association.
- b. 2nd Offense - Written warning and notification to the Association.
- c. 3rd Offense - Administrative suspension for one (1), two (2) or three (3) days and notification to the Association.
- d. 4th Offense - Administrative recommendation of dismissal to the Board and notification to the Association.

The employee may appeal any suspension to the Board from a level "c" action. In the case of a 4th offense and recommendation for dismissal by the Board, the employee shall have an opportunity to be heard. The Board's decision will be final. The above procedures are exclusive and Article 16, Grievance Procedure, shall not apply to any matter under this article.

18. DURATION OF AGREEMENT

- 18.1 This Agreement shall be effective as of the 1st day of July, 1988 and shall remain in full force and effect until the 30th day of June, 1991. This Agreement shall remain in full force and be effective during the period of negotiations. Negotiations are to start in accordance with the provisions of N.J.S.A. 34:13A et seq. and N.J.A.C. 19:12-2.1 of the State of New Jersey.
- 18.2 This is an Agreement for a period of three (3) years, July 1, 1988 through June 30, 1991.
- 18.3 This Agreement supersedes all other Agreements. All articles of this Agreement shall remain in effect as stated, effective July 1, 1988 and ending June 30, 1991.

APPENDIX A

SALARY

A.1 Individual salary increases per unit member shall be as follows:

| | | |
|-----------|---|-----|
| 1988-1989 | - | 10% |
| 1989-1990 | - | 9% |
| 1990-1991 | - | 9% |

A.2 An additional \$800 to be given to employee when Black Seal license is received.

A.3 A sick day will be counted as a working day for the purpose of overtime. Personal leave time will not be counted for the purpose of overtime.

A.4 A new employee shall be appointed for a three (3) month probationary period, thereafter, the employee may be:

- a. appointed for the balance of the school year as a full-time employee and continue to receive payment according to the annual salary; or
- b. appointed as a permanent hourly employee for the balance of the school year and continue to receive payment according to the hourly salary. If and when an hourly employee performs the duty of a full time cleaner, said employee will then receive a salary which would be equal to the amount he/she would receive if he/she were a full time cleaner. Maximum amount shall not exceed the salary of a full-time cleaner who has been continually employed by the Board for four (4) full years.

A.5 Salary Ranges shall be as follows:

| | 1988-1989 | |
|--------------------|-----------------|----------------|
| | <u>Starting</u> | <u>Maximum</u> |
| Custodian: | \$15,300 | \$18,834 |
| Full-Time Cleaner: | \$14,000 | \$16,761 |
| Hourly Employees: | \$5.80/hr. | \$7.30/hr. |

| | 1989-1990 | |
|--------------------|-----------------|----------------|
| | <u>Starting</u> | <u>Maximum</u> |
| Custodian: | \$16,500 | \$20,529 |
| Full-Time Cleaner: | \$15,100 | \$18,269 |
| Hourly Employee: | \$6.26/hr. | \$7.96/hr. |

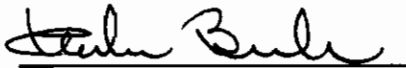
| | 1990-1991 | |
|--------------------|-----------------|----------------|
| | <u>Starting</u> | <u>Maximum</u> |
| Custodian: | \$17,850 | \$22,377 |
| Full-Time Cleaner: | \$16,350 | \$19,913 |
| Hourly Employee: | \$6.76/hr. | \$8.68/hr. |

- A.6 There will be a differential for elementary school custodians (Lanning, Lore, Parkway) of \$400 per contract year.
- A.7 A full-time cleaner who is promoted to the position of custodian shall receive a salary increase of \$250 above his/her current salary, moreover he/she shall be granted full credit for experience in his/her former position for purposes of calculating vacation entitlement.

IN WITNESS WHEREOF, the parties have hereto set their hands this


8th day of May, 1989


FOR THE ASSOCIATION


Charles Buck
President

FOR THE BOARD OF EDUCATION


Fredricka McNeal-Billups
President


William Anders
Secretary


J. Bruce Morgan
Assistant Superintendent
for Business/Board Secretary

HOLIDAYS

CUSTODIANS

1988-1989

| | |
|-------------|---------------------------------------|
| July 4 | Independence Day |
| September 5 | Labor Day |
| November 10 | N.J.E.A. Convention |
| November 11 | Veterans' Day |
| November 24 | Thanksgiving Day |
| November 25 | Thanksgiving Recess |
| December 26 | Christmas Monday |
| January 2 | New Year's Monday |
| January 16 | Martin Luther King, Jr.'s Birthday |
| February 20 | President's Day |
| March 24 | Good Friday |
| March 27 | Easter Monday |
| May 27 | Memorial Day |