

WHEREAS, the Custodial, Maintenance and Transportation Employees Association (CMTE) and the Township of Union Board of Education have met on numerous occasions to negotiate a successor Collective Bargaining Agreement (CBA); and

WHEREAS, the parties have negotiated in good faith and have agreed to the within modification to the CBA as set forth below:

- 5.05.1 The Board of Education shall consider an employee's longevity/ seniority in position as a factor when making a selection of an employee for transfer to another position. Other criteria may also be used.

- 6.11 ADD: Substitute Custodians will be offered to fill in first; if no subs are available, job assignments will then be offered to first shift custodians. If no first shift custodians are available or if an insufficient number of first shift custodians are available, the districtwide list shall be utilized to assign employees to an overtime assignment.

- 7.01 Salary Increases
Effective 7/1/06 - \$1625.00*
Effective 7/1/07 - \$1,550.00*
Effective 7/1/08 - \$1,575.00*
*added to base salary

- 7.05.2 Change to 7/1 – 3/31 eligible for raise the following July 1st.

- 7.05.3 Change to 4/1 – 6/30 not eligible for raise the following July 1st.
(Changes to 7.05.2 and 7.05.3 shall be effective 7/1/07.)

- 7.11 Longevity Increases:
Change \$800.00 to \$1,000
Change \$1,000 to \$1,500
Change \$1,750 to \$2,000
Effective 7/1/07

- 7.12.11 Employees shall be provided with a copy or be advised of an addition of any documents that are placed in the employees file. There shall be no limit on the number of visits to the employee file.

- 9.04 Shall be modified as follows:
1st sentence – change 6 to 5
2nd sentence – change 6 to 5
3rd sentence remains the same
- 9.06 Shall be amended to comply with 18A:30-4; and shall read:
“A doctor’s note may be required for any sick leave request.”
- 10.03 The rate per day shall increase to \$55.00 per day effective 7/1/07.
Remove “qualify for” and change “retirement” to “retirees”.
- 10.06 Notwithstanding the foregoing, after the date of ratification all new hires shall only be eligible for the Direct Access or Point of Service medical benefit plans. Employees shall have the option for coverage under the traditional indemnity plan if they opt to pay the difference between the Direct Access and the traditional indemnity plan.
- 11.05.11 Establish title of Messenger/Driver/Utility Person. Salary shall be as per general maintenance guide. Job description when developed shall become 11.05.11.

EXHIBIT A

MAXIMUM STARTING SALARIES*

Head Custodian

2006-2007	2007-2008	2008-2009
\$37,395	\$38,945	\$40,520

Custodian (Asst. Custodian, Custodian/Fireman)

2006-2007	2007-2008	2008-2009
\$32,896	\$34,446	\$36,021

Bus Driver

2006-2007	2007-2008	2008-2009
\$37,395	\$38,945	\$40,520

Skilled Maintenance

2006-2007	2007-2008	2008-2009
\$40,995	\$42,545	\$44,120

General Maintenance

2006-2007	2007-2008	2008-2009
\$33,009	\$34,559	\$36,134

Electrician/Plumber/State License

2006-2007	2007-2008	2008-2009
\$48,644	\$50,194	\$51,769

Custodian base salary shall be increased by \$800 upon proof of obtaining Black Seal boiler operator's license.

*When an employee moves to a higher job classification (i.e. Head Custodian) said employee shall be increased in compensation to the maximum starting salary (as set forth in Article 7.13 above) or if the present base salary is greater than the maximum starting salary of the new title, a salary increase of up to ten percent (10%) shall be added to the present base salary.

EXHIBIT B

STIPENDS

HEAD CUSTODIAN

Hannah Caldwell	\$ 500.00
Kawameeh Middle School	\$ 500.00
Burnet Middle School	\$ 650.00
Union High School – 1 st shift	\$ 1,320.00
Asbestos O+M	\$ 500.00

ASSISTANT CUSTODIAN

Night differential – 2 nd shift	\$ 1,285.00
Night differential – 3 rd shift	\$ 1,680.00
Asbestos O+M	\$ 500.00

CUSTODIAN/FIREMAN

Night differential – 2 nd shift	\$ 1,285.00
Night differential – 3 rd shift	\$ 1,680.00
Asbestos O+M	\$ 500.00

LEAD MAN

Hannah Caldwell – 2 nd shift	\$ 370.00
Kawameeh Middle School – 2 nd shift	\$ 370.00
Union High School – 2 nd shift	\$1,000.00
Union High School – 3 rd shift	\$ 675.00
Burnet Middle School – 2 nd shift	\$ 600.00
Asbestos O+M	\$ 500.00

SKILLED MAINTENANCE/GENERAL MAINTENANCE

Head Groundsman	\$ 600.00
Freon Purchaser License*	\$ 300.00
Pesticide Applicator License*	\$ 300.00
NJDMV Inspector License*	\$ 300.00
Asbestos O+M	\$ 500.00
CDL License	\$ 500.00
Electrician/HVAC/Plumbers with Black Seal License	\$ 800.00

*Must be directly related to assigned duties in particular trade.

Stipends are as assigned by the Superintendent and approved by the Board of Education in its sole discretion.

Increases/changes effective 7/1/07.

AGREEMENT
(subject to ratification)

This agreement made and entered into this _____ day of _____, 2007, between the Township of Union Board of Education (hereinafter called the "Board"), located at 2369 Morris Avenue, Union, New Jersey 07083 and the Association of Custodial, Maintenance and Transportation Employees (hereinafter called the "Association") also located at 2369 Morris Avenue, Union, New Jersey 07083:

TOWNSHIP OF UNION ASSOCIATION
CUSTODIAL, MAINTENANCE AND
TRANSPORTATION EMPLOYEES

TOWNSHIP OF UNION BOARD OF
EDUCATION

By: _____

By: _____
