

4-3069
Contract no - 595
CLIFFSIDE PARK BOARD OF EDUCATION
CLIFFSIDE PARK, NEW JERSEY

C2-06

Cliffside Park
CUSTODIAL SALARY AGREEMENT
1988-1989 1989-1990

LIBRARY
INSTITUTE OF MANAGEMENT
LABOR RELATIONS

OCT 09 1989

RUTGERS UNIVERSITY

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. Base Salary Guide for Custodians is as follows:

1988-1989 Minimum.....	\$14,000	Maximum.....	\$24,550
1989-1990 Minimum.....	\$14,000	Maximum.....	\$26,250

1. All custodial personnel covered by the terms of this contract shall receive additional compensation in the amount of \$1550 for the fiscal year 1988-1989.
2. All custodial personnel covered by the terms of this contract shall receive an additional compensation in the amount of \$1700 for the fiscal year 1989-1990.

B. Chief Custodian

1. The Chief Custodian shall receive an additional stipend in the amount of \$7,950 for fiscal year 1988-1989.
2. The Chief Custodian shall receive an additional stipend in the amount of \$8,300 for fiscal year 1989-1990.

C. Head Custodians:

1. The Head Custodian in Cliffside Park High School shall receive an additional stipend in the amount of \$1,100 for fiscal years 1988-1989 and 1989-1990.
2. The Assistant Head Custodian in Cliffside Park High School shall receive an additional stipend in the amount of \$800 for fiscal years 1988-1989 and 1989-1990.
3. Head Custodians in Schools Nos. 3, 4, 5 and 6 shall receive an additional stipend in the amount of \$600 for fiscal years 1988-1989 and 1989-1990.

D. Maintenance Crew:

1. Custodians who work on the Maintenance Crew shall receive an additional stipend in the amount of \$5,750 for fiscal year 1988-1989.

x July 1, 1988 - June 30, 1990

CUSTODIAL SALARY AGREEMENT 1988-1989 and 1989-1990 continued:

D. Maintenance Crew continued:

2. Custodians who work on the Maintenance Crew shall receive an additional stipend in the amount of \$6,000 for fiscal year 1989-1990.

E. Night Shift Custodians:

Custodians who work on the night shift in each school shall receive an additional stipend in the amount of \$300 for fiscal years 1988-1989 and 1989-1990.

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 \$250.00 in their yearly salary for fiscal years 1988-1989 and 1989-1990.

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 of 2,080 hours.

H. Salaries:

The salaries for the fiscal year 1988-1989 and 1989-1990 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 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 \$ 13,500 for the school year 1988-1989 and not more than \$ 14,000 for the school year 1989-1990.

CUSTODIAL SALARY AGREEMENT 1988-1989 and 1989-1990 continued:

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 \$ 10,000 toward the annual premium cost toward the Blue Cross Prescription Plan (\$2.00 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 and their dependents for the period commencing July 1, 1988 and ending June 30, 1990; it being understood, however, that the cost of this optical plan shall not exceed \$ 2100 per contract year.

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 of Schools, whose approval, except as otherwise provided in the ARTICLE, must be obtained before leave can be taken.

CUSTODIAL SALARY AGREEMENT 1988-1989 and 1989-1990 continued:

ARTICLE V - HOLIDAYS

Custodians shall be entitled to fifteen (15) paid holidays during school years 1988-1989 and 1989-1990. 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 1988-1989 and 1989-1990 as approved by the Board of Education.

ARTICLE VI - FIREMAN LICENSE

During the term of the within Agreement, all employees shall be reimbursed for the cost of their Fireman's License once every three (3) years.

ARTICLE VII - DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1988 and shall continue in effect until June 30, 1990.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives, all on the 19th Day of Dec, 1988.

CLIFFSIDE PARK BOARD OF EDUCATION

By *Sygn D. Smith*
President

By *Frank Alfano*
Secretary

CLIFFSIDE PARK SCHOOL CUSTODIANS' ASSOCIATION

By *Jonathan V. Mayhath*
President

By *Robert R. Brady*
Secretary

Appendix (A)
1988-1989 CUSTODIAL/MAINTENANCE STAFF

<u>NAME</u>	<u>TOTAL SALARY</u>
C. Aluotto	\$ 16,250
I. Amato (Maint.)	21,300
N. Amato	15,850
R. Brady (Maint.)	24,100
H. Cannarsa	16,250
J. Carbone	24,875
D. Cavanagh	22,492
C. Cibrowski	18,650
M. Cingire	19,450
J. Daglezt	15,550
P. Daniele	15,950
V. Fedele	15,850
F. Greces	23,970
B. Grimaldi (Bus Maint.)	27,775
J. Ilkow	16,300
C. Killinger	14,000
L. Mancini	22,863
J. Maylath	22,892 *
F. Nawrocki	22,025
G. Palaia	24,800
C. Pilaia	19,600
B. Romeo (Maint.)	32,220
D. Sladovich	15,950
A. Vicchio	24,375
G. Vistocco	20,200
F. Zimmer	23,192

* Maylath - \$10,000 charged to Cafeteria

Appendix (B)
1988-1989 Custodial/Maintenance Staffs

Name	Location	Yrs. of Service as of 7/1/88	Base Salary	Longevity	H.S.			Night Shift Stipend	Maint. Stipend	Total Salary	Elem. Head
					Chief Cust. Stipend	Head Cust. Stipend	Head Cust. Stipend				
C. Aluotto	#6 HS	2	\$15,950							\$16,250	
T. Amato (Maint)	HS	1	15,550					5750		21,300	
N. Amato	HS	1	15,550							15,850	
R. Brady (Maint)	HS	5	18,350					5750		24,100	
H. Cannarsa	HS	2	15,950							16,250	
J. Carbone	HS	16	23,525	250			800			24,875	
D. Cavanaugh	HS	13	21,942	250						22,492	
C. Cibrowski	#5 HS	5	18,350							18,650	
M. Cingire	HS	6	18,350			1100				19,150	
J. Dargiet	HS	1	15,550							15,550	
P. Daniele	#4 HS	2	15,950							15,950	
V. Fedele	HS	1	15,550							15,850	
F. Greco	#5 HS	15	23,120	250						23,970	
B. Grimaldi (Bus Maint)	HS	11	21,775	250				5750		27,775	600
J. Ikon	#6 HS	1	15,550							16,300	600
C. Killinger	HS	0	14,000							14,000	
L. Mancini	#4 HS	12	22,013	250						22,863	600
J. Maylath *	HS	14	12,642	250						12,892	
F. N. Nocki	#3 HS	10	21,475	250						22,025	
G. Palata	HS	27	24,550	250						24,800	
C. Palata	#6 HS	8	19,600							19,600	
B. Romeo (Maint)	HS	15	24,020	250	7950					32,220	
D. Stodovich	HS	2	15,950							15,950	
A. Vecchio	#4 HS	18	23,825	250						24,375	
G. Vistocco	#3 HS	8	19,600							20,200	
F. Zimmer	HS	14	22,642	250						23,192	600

*Cage \$10,000 Chgd.-Actual 22,892