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AGREEMENT  
BETWEEN  
EDISON TOWNSHIP BOARD OF EDUCATION  
AND  
EDISON TOWNSHIP CUSTODIANS AND MAINTENANCE ASSOCIATION  
JULY 1, 1995 - JUNE 30, 1998

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## CONTRACT

This agreement is entered into on this day, between the Board of Education of the School District of the Township of Edison, in the County of Middlesex, a Municipal Corporation of the State of New Jersey, and the Edison Township Custodians and Maintenance Association, Incorporated.

### ARTICLE I

#### RECOGNITION

- A. 1. The Board hereby recognizes the Edison Township Custodians and Maintenance Association, Incorporated, as the sole and exclusive bargaining agent for all cleaning attendants, custodians and maintenance employees in all matters specifically provided for herein pertaining to wages, hours, conditions of employment and grievance procedures.
2. As to every employee to whom this agreement applies, the Board shall deduct an amount determined annually by the Association per month (excluding July and August) over the contract year. Said monies shall be remitted to the bona fide employee appointed by the organization. Before any deduction is made, written authorization, consistent with this Article, shall be submitted on behalf of every employee affected, on forms approved by the Board. To assist in the administration of the program, the bona fide employee organization should provide the Secretary of the Board of Education, by August 1 of each year, an alphabetized list of members authorizing payroll deduction, indicating the monthly amount of each member's deduction, based on ten (10) equal monthly deductions. For authorization received after August 1 or prior to October 1, the first deduction should begin with the November pay period, with deductions being retroactive for the September and October pay periods.
3. For authorization received after October 1 but prior to January 1, deductions should begin as of the February pay period and be based on five (5) equal deductions of the total amount.
4. For authorization received after January 1 or prior to February 15, the first deduction should begin with the March pay period, with deductions being retroactive for the February pay period, which places the employee on five (5) equal monthly deductions of the total amount.

5. The Board recognizes the rights, duties, and responsibilities of the Association toward its members in protecting rights in employment, as well as the good and welfare of its members and recognizes such rights as are provided by Constitution and Statutes.

6. a. Representation Fee

The Association may elect to assess all employees covered by this Agreement who are not members of the Association, a representation fee for services rendered by the Association at the maximum level permitted by law. Such fee will be deducted from salary and transmitted to the Association in the same manner as are dues of Association members, Section 2. above.

b. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses that may arise out of, or by reason of, any action taken or not taken by the Board in conformance with this provision.

c. The amount of the representation shall be designated when the annual dues are designated pursuant to Section 2.

## ARTICLE II

### RIGHTS, AUTHORITY, RESPONSIBILITIES OF THE BOARD

Subject to rights and privileges granted to the Association herein, the Board retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey, including the right:

- A. To the executive management and administrative control of the school system and its properties and facilities, to maintain the efficiency of the school district operations entrusted to the Board, and to determine the methods, means and personnel by which such operations are to be conducted.
- B. To hire all employees, determine their qualifications, conditions for continued employment, dismissal, promotion, transfer, or with just cause to take disciplinary action as may be required.
- C. To determine work schedules, places of work, transfers of employees with due cause, the right to contract or subcontract any work to any person, persons, corporation or association, the right to eliminate any job and/or job classification as designated herein, except as provided in this Agreement.
- D. It is the Board's intent that any position vacated by an employee resigning or retiring shall be filled within thirty (30) working days.
- E. To require any employee to undergo a medical examination at least once each year as the Board may require, and may require additional individual psychiatric or medical examinations of any employee as it deems advisable. A violation of this paragraph shall, on notice, result in suspension of the employee, without pay, until satisfactory compliance is accomplished.
- F. To do all things necessary and proper to effect the foregoing powers, duties and responsibilities of the Board.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms thereof are in conformance with the Constitution and Statutes of the State of New Jersey and the Constitution and laws of the United States. The Board does not contend, nor shall this Agreement be construed to abrogate any duties and powers provided it by Federal and State Constitutions and Statutes.

### ARTICLE III

#### NEGOTIATION PROCEDURE

On or before the 15th day of November in the school year that the Agreement should expire, either party shall advise the other of the intention to discuss those matters as provided herein.

- A. Requests for a meeting or meetings shall contain specific statements as to the requests to be considered.
- B. A mutually convenient time shall be set within five (5) days exclusive of Board-designated holidays or vacations.

### ARTICLE IV

#### GRIEVANCE PROCEDURE

The Board recognizes the rights of an employee who has a grievance to carry his/her appeal to the Board. The Board recognizes the rights of public employees, guaranteed to them by the New Jersey Constitution, and in NJSA 34:13A-1 et.seq. as to presenting and processing a grievance.

#### A. Definition

A "grievance" shall mean a complaint by an employee, group of employees or the Union that there has been a violation, misinterpretation or inequitable application of any of the provisions of the Agreement, or concerning working conditions.

- B. All grievances must be filed within ten (10) working days.
- C. The Union through a recognized representative may appeal a decision to each next higher authority in turn. The sequence shall be (beginning at the lowest appropriate level):
  - 1. Principal or other immediate supervisor if building-based.
  - 2. Director of Administrative Services if district-based.
  - 3. Superintendent of Schools or designee.
  - 4. Board of Education.
  - 5. An arbitrator shall be selected through the New Jersey Public Employment Relations Commission and that arbitrator's decision shall be final and binding upon the parties. The expense of arbitration shall be borne equally by the parties

to this Agreement. The arbitrator shall not have the authority to add to, delete from, or modify this Agreement.

Prior to each appeal, the Association shall inform the authority who last rendered a decision of its intention to appeal to the next higher authority.

- D. All notices of appeals must be made in writing within ten (10) days of receipt of the written decision, including the day of the decision, to the next highest authority; otherwise, the appeal shall be deemed abandoned.
- E. To appeal to the Board, the Association or employee shall, in writing, notify the School Board Secretary within the designated time of its intention to appeal. A majority of the Board members shall hear the appeal at a time scheduled by the Board. A written decision shall be rendered within ten (10) working days of the hearing, which, together with any pleadings, shall be submitted to the employee and the Association. The employee shall at all steps be permitted to be joined and represented by the Association.
- F. A grievance may proceed to binding arbitration only under the authority of the E.T.C.M.A.

#### ARTICLE V

##### JOB SECURITY AND SENIORITY

- A. 1. District seniority shall be defined as length of continuous service with the Edison Township Board of Education from the last date of hire. Track or departmental seniority, defined as length of time on a permanent basis in a particular track, either as head custodian or in the maintenance/grounds departments shall be used for determining layoffs and recalls. Recalls for custodians who have been laid off but are not on either track shall be placed on a list and recalled based upon district seniority.
- 2. Two seniority lists shall be kept: one, district seniority and two, departmental seniority. The Board of Education shall provide the Association each September with the current seniority list in each category.
- 3. In the event of layoffs, an employee may bump another employee with less seniority in either of two ways: 1) an employee in one of the tracks could bump the least senior employee in that track based upon the employee's seniority in the track (e.g., a head custodian with ten (10) years of head custodian seniority whose position is eliminated could

bump the least senior head custodian in this track) or 2) this same employee, if he is the least senior employee in the head custodian track, could bump the least senior employee in the custodian position. Custodians whether day or night would have bumping rights based on their district seniority.

4. Any bumping or recall must take into consideration the employee's ability to perform the job.
5. Any employee whose position is eliminated or filled by another employee whose position has been eliminated and who refuses a position which he has a right to claim under above shall lose all seniority rights under Section A. of this Article. A full-time employee may refuse to claim a part-time position and shall maintain seniority rights under this Article.
6.
  - a. Whenever the Board acts with respect to promotions, transfers, assignments and layoffs, the Board will consider the applicant's skill, ability, work record, periodic evaluations and seniority with the District, but will give preference to the district seniority of an employee, provided the employee has had an acceptable work record with the Board for the preceding two (2) years.
  - b. Promotional positions are defined as any position with an increase in pay except day to night shift.
  - c. The Board shall have the right to hire a Floater (VII.J.) to fill the opening created when the promotional vacancy(ies) occur.
7. In the event that two (2) employees commence their employment on the same date, their respective seniority shall be determined by the toss of coin.
8. An employee's seniority shall cease and employment status shall terminate for any of the following reasons:
  - a. Resignation or retirement.
  - b. Discharge for just cause or dismissal under the tenure statutes.
  - c. Failure of laid-off employees to report for work either: 1) on the date specified in written notice of recall or, within three (3) working days after date of receipt of the registered mail notice of recall, unless the employee has a justifiable excuse for his failure to return to work as provided herein. The Board shall



- a. First by seeking a qualified volunteer(s) from within the school where the flexible shift will be utilized;
  - b. If no qualified volunteers respond in subsection a. above, the flexible shift position will be posted district-wide;
  - c. If there are no qualified volunteers for the position in accordance with subsection b. above, the Board shall have the right to assign the least-senior qualified employee currently working in the building.
4. Employees on the flexible shift will be paid the shift differential for all five (5) work days when appropriate.

## ARTICLE VII

### HOURS OF WORK AND OVERTIME

- A. All employees to whom this Agreement applies will be scheduled to work a forty (40) hour week as defined herein. The workday shall consist of eight (8) hours excluding a lunch period, except when school is not in session when the lunch period shall be included within the eight (8) hour day.
- B. Overtime at time and one-half base pay will be paid for authorized time worked over a forty (40) hour week. Overtime at double the base pay rate will be paid for authorized time worked on Sundays, holidays or for emergency call-ins after midnight. The Supervisor and Union President shall maintain the district-wide overtime roster. Holidays will be at double time plus the holiday pay.
- C. For an emergency call-in between mid-night and 5:00 a.m., a minimum of three (3) hours' overtime is to be paid at double time. If the call-in occurs between 5:00 a.m. and 6:00 a.m., a minimum of one (1) hour overtime is to be paid at double time. For an emergency call in between 6 a.m. and midnight, a minimum of 2 hours overtime is to be paid at time and one-half.
- D. For major activities approved by the Board after regular school hours, such as general PTA meetings, graduation, concerts, etc., but excluding Recreation Department Activities, a daytime employee should be assigned from the building where the activity takes place to take care of the activity, only in the event there is setting-up of furniture or equipment or extra cleaning involved. The Board will determine the day on which the overtime, if any, is required.

give careful consideration to an employee's reasons, which may have caused a delay in his return to work. Written notice of recall to work shall be sent by the Board by certified mail, return receipt requested, to the employee's last known address, as shown on the Board's personnel records. The Union President will be sent a copy of the recall notice.

- d. Failure to report to work for a period of three (3) consecutive scheduled working days without a reasonable excuse for such absence.
  - e. Layoff for a period exceeding one (1) year.
- B. All employees shall be afforded a reasonable opportunity to be notified of any job openings or vacancies together with hours of work. Nothing herein shall diminish any rights vested in an employee by tenure and the Statutes of New Jersey.
- C. Whenever an employee successfully bids for a change in position, he/she shall be required to remain in that position for at least six (6) months before bidding for a further change. The only exceptions shall be those bids for a change from night to days, for a promotional position, or if no other employee has bid on the new opening.
- D. Employees who have been reduced in rank or compensation because their job title has been eliminated as a position by the Board of Education shall be placed back in that position if it is re-established by the Board at any later date.

## ARTICLE VI

### WORK WEEK

A. Work Week and Payroll Week

- 1., Payroll Week shall mean seven (7) days from 7:00 a.m. on Monday to 7:00 a.m. on the following Monday. Normal Work Week shall mean five (5) days from Monday through Friday. Exceptions to the normal work week may be made by the Board to cover contingencies such as snow removal.
2. The flexible custodial work week in the high schools and middle schools will be five (5) days including Saturday. Employees on a flexible work week will work days on Saturday and the afternoon shift on the week days.
3. Assignment to the flexible shift will be determined utilizing the following selection procedure:

- E. Head custodians, or another building custodian designated by them, shall be required to inspect their buildings during the months of September through June on every nonschool day immediately preceding a school day, whenever no other activity requiring the presence of a custodian is scheduled. The head custodian or designee making the inspection shall be paid one (1) hour of overtime at the appropriate rate.
- F. Veterans of the United States Armed Forces, honorably discharged, are eligible to receive up to four (4) years' credit on the salary guide over and above the base starting salary.
- G.
  1. The Board of Education, through its agents, has the right to determine which shift any employee shall work and to redetermine at any time what hours shall compose any of the shifts. Seniority will be considered in any shift assignment. Each shift shall include a nonpaid lunch period which shall be one-half (1/2) hour.
  2. Shift changes may be made with a minimum of six (6) hours prior notice to the effected employees in emergency situations. When emergency shift changes are made all hours worked between midnight and 5:00 a.m. will be paid at double time. All hours worked after 5:00 a.m. will be paid at either straight time or time and one half in accordance with the overtime provisions of Article VII.B. The provisions of Article VII.A. shall also apply to emergency shift changes.
- H. Employees may be permitted to leave the school building during their lunch period.
- I. All custodians are required to apply for a Black Seal Fireman's License and all custodians who do not currently hold a license shall seek in good faith to obtain such a license. The Board also agrees to pay all yearly renewal of said licenses while employee is employed by the Board. Beginning with the 1985-86 school year, all custodians possessing a Black Seal License will be compensated for same. Any custodian hired after July 1, 1991, must obtain a Black Seal License within eighteen (18) months of the date of hire or their employment will be terminated. Exceptions to this termination provision will be made when either the training course or test is not offered in the Edison area within the required time limit. In the case of exceptions, the employee must take the course and/or test at the next available time.
- J. Floater (custodians without a fixed assignment) custodians may be required to change work shifts on an as needed basis.
- K. All employees must report for emergency snow removal. Employees who do not report for emergency snow removal will be required to submit a valid written excuse.

## ARTICLE VIII

### EMPLOYEE REQUIREMENTS

- A. The Board may change the assignments within any shift category in any emergency situation. Any change in regular assignment or transfer will consider and give preference to the district seniority of an employee provided the employee has the necessary qualifications and will be on notice to the Association and employee.
- B. Employees recognize that their obligation to the Board is primary. Therefore, no employee shall hold any additional job that interferes with his/her employment with the Board of Education. In the event an emergency exists, employees are expected to work overtime as assigned by the Director of Administrative Services. Emergencies shall be defined as any condition that would affect the opening, safety or integrity of the building as determined by the Superintendent's Office.

## ARTICLE IX

### PROBATIONARY PERIODS AND DISCIPLINE

- A. All employees shall be probationary for the first sixty (60) days of initial employment by the Edison Township Board of Education.
- B. A probationary employee may be disciplined or dismissed for any reason justifiable by the Business Administrator. Notification of discipline or dismissal shall include a written statement of reasons for non-reemployment. Within five (5) calendar days of receipt of notification of dismissal, the employee may request in writing a meeting to discuss the termination with the Superintendent of Schools. The Superintendent shall schedule a meeting within five (5) calendar days of receipt of the written request from the employee. The Superintendent must notify the employee in writing of his final determination within three (3) days of the meeting. Such disciplinary action of a probationary employee shall not be subject to the grievance procedure of this Agreement.
- C. Violations of Board policy, rules or regulations shall be cause of disciplinary action when just cause exists. Employees shall have the right to dispute any charge or alleged violation and may appeal such action through the grievance procedure provided under this Agreement. In all matters involving the discipline of employees the standards of progressive discipline as recognized by the American Arbitration Association shall be utilized as guidelines for the application of the just cause standard.

However, the standards of progressive discipline as agreed to herein shall not mitigate or supplant the New Jersey Tenure Statutes as currently applied to bargaining unit employees.

- D. If an employee is required to attend a meeting with the Board, Superintendent or a designated representative for the purpose of discipline, he/she will be so advised and may have an Association representative present during such a meeting.
- E. Any employee promoted to a new job shall serve a thirty (30) working-day probationary period. At the end of such period, the employee shall be paid retroactively to date of promotion. If the employee is found to be unsatisfactory, he/she shall be returned to his/her former position with no loss of seniority.

## ARTICLE X

### INSURANCE PROTECTION

#### A. Insurance Coverage

- 1. The Board shall provide a comprehensive health benefits program including a hospitalization, medical-surgical, and major medical insurance for eligible employees with one hundred dollar (\$100) single/two hundred dollar (\$200) family deductibles for eligible employees and effective January 1, 1996, two hundred dollar (\$200) single/four hundred dollar (\$400) family deductibles for eligible employees who have been paid more by the Board of Education than \$37,300 during the previous calendar year. The Board will not change insurance carriers without first discussing the proposed change with the Association. No decrease in existing coverage will result from change in carriers. Major medical coverage shall include a one-million dollar (\$1,000,000) lifetime maximum with an automatic restoration feature. A second opinion at Board expense shall be required for the following elective surgical procedure:

- Reconstruction of the hip.
- Removal of the gall bladder.
- Surgery of the big toe to correct deformity (including bunion).
- Removal of the uterus.
- Removal of the vertebral arch (back/spine).
- Removal of cartilage of the knee.
- Bone surgery of the foot.
- Removal of all or part of the knee cap.
- Surgical reconstruction of the nose (including submucous resections).

- Removal of tonsils and/or adenoids.
- Prostatectomy (removal of prostate).
- Coronary by-pass.

The second opinion should be by a surgeon certified by the Medical Board. This condition of obtaining a second opinion does not apply to emergency surgery.

2. The Board shall provide a Dental Insurance Program equal to Plan #1: Connecticut General's Usual and Customary Rate Program which shall include family coverage. The maximum benefit per calendar year, excluding Class IV dental services, shall be two thousand dollars (\$2000.00). The deductible shall be twenty-five dollars (\$25.00) per single plan per year and seventy-five dollars (\$75.00) per family plan per year on all dental services except Class I diagnostic and preventive services.
3. The Board shall also provide a full family prescription plan, three dollars (\$3.00) deductible per prescription. There will continue to be no deductible for generic prescriptions.
4. The Board shall provide to employees employed after December 1, 1990, single only insurance coverage outlined in Section A., Subsection 1. above. Upon request, the Board shall provide to said employees fifty (50%) percent of the premiums for family insurance coverage for the insurance coverage outlined in Section A., Subsection 1. above. In addition, said employees shall have the right to purchase at group rates the insurance listed in Subsections 2. and 3. above. Upon the completion of a total of three (3) years of employment in the Edison Township School District, including approved leaves of absence, the Board shall provide to said employees all insurance coverage as outlined in Section A., Subsection 1., 2. and 3. above.

B. Policy on Insurance Coverage: Rules and Regulations

1. Family Coverage

An employee who has dependents shall be eligible for full family coverage except as modified by Section A. above.

2. Single Coverage

Any unmarried employee, divorced person, separated person, widow or widower who does not support a family with dependents shall be eligible for single coverage.

3. Retirees

Retirees shall be eligible to participate in all health benefits programs at group rates.

4. It shall be the responsibility of the employee to fully furnish all essential evidence to establish eligibility.
  5. All employee shall notify the Board of Education, without delay, when eligibility changes or ceases.
  6. Employees who elect not to participate directly in the insurance coverage as outlined in Section A. above shall receive two thousand dollars (\$2000.00) annually at the end of each contract year of non-participation. The Board shall reimburse the premium cost for continued enrollment in the alternate insurance plan for any employee who elects not to participate in the insurance coverage as outlined in Section A. above should said employee lose insurance coverage through another source until said employee is eligible to re-enroll in the insurance coverage provided by the Board.
- C. Employees who retire after twenty-five (25) years of service in Edison shall continue to receive medical insurance benefits (i.e., hospitalization, medical/surgical and major medical coverage) at Board expense for a period of three (3) years, only in the event similar coverage is not otherwise provided for said retiree.
- D. Whenever any change in insurance benefits occurs for any other union representing employees in the Edison Township School District, the Board and Union agree to reopen negotiations.

#### ARTICLE XI

##### PERSONAL AND SICK LEAVE

- A. Each employee shall be entitled to twelve (12) sick days per year. These days shall accumulate if not used.
- B. Sick leave is hereby defined to mean absence from post of duty of an employee because of personal illness, as per N.J.S.A. 18-A:30-1.
- C. Each employee may have two (2) personal days' leave each year. Unused personal (P) days will be converted to sick (A) days, and added to the member's accumulated sick leave. Employees may also have a third personal (P) day with the following stipulation: This day must be taken on a day when schools are not in session, and shall not be accumulative (i.e., cannot be converted to an "A" day).

- D. Upon retirement, members will receive payment for sick days earned in the Edison School District.
- E. Upon leaving the district, members who have completed fifteen (15) years of service in Edison will receive payment for sick days accumulated in Edison.
- F. Payment for unused accumulated sick leave will be for 100% of eligible days at the rate of \$25.00 per day. In the event of an employee's death, this benefit will be paid in full to the estate of the deceased member.
- G. Each employee shall be entitled to five (5) days' leave for death of spouse or child. Employees shall also be entitled to four (4) days' leave for other deaths in the immediate family (parents, sister, brother, grandparents, grandchildren, mother-in-law, father-in-law). A one (1) day leave will be granted for the death of other relatives (aunt, uncle, niece, nephew, brother-in-law, sister-in-law and spouse's grandparent).

ARTICLE XII

PAID VACATION

- A. Vacation allowance for each employee as of July 1 shall be:

<u>Years of Service</u>	<u>Vacation</u>
6 months - 1 year	1 week
1 - 5 years	2 weeks
5 - 10 years	3 weeks
For every year past 10	One day per year up to a maximum of 25 days

- B. The Board will attempt to reasonably arrange vacations to suit the wishes of the employees with the understanding that employees will be given a choice of vacation period in order of district seniority. All employees are required to take at least one (1) week when school is closed. Employees who is entitled to three (3) or more weeks of vacation must take at least two (2) of these weeks during the summer. Any vacation days not taken as specified herein are forfeited. Any other vacation days not taken are also forfeited.
- C. All employees are required to work the last full week prior to the opening of the school year.



- D. The vacation schedule for the following school year will be established not later than May 15. Changes will only be permitted with the approval of the Head Custodian, Principal and the Superintendent or his/her designee.

### ARTICLE XIII

#### HOLIDAYS

- A. The following days shall be paid holidays provided the schools are closed on that day.

Independence Day	New Year's Day
Labor Day	Martin Luther King's Birthday
Yom Kippur	Washington's or Lincoln's
Election Day	Birthday
Veteran's Day	Good Friday
Thanksgiving Thursday	Easter Monday
Thanksgiving Friday	Memorial Day
Christmas Eve	Rosh Hashanah (1 day)
Christmas Day	New Year's Eve

- B. In the event that schools are in session on any of the days listed above, an alternate paid day off will be included in the school calendar. The alternate day will be determined by the Union prior to finalizing the school calendar, and will be on a day that the schools have been scheduled to be closed. The alternate day may be on a Monday or Friday unless there is a scheduling problem. When the schools are open on any of the days listed above, the day will be paid at straight time and the regular overtime provisions of the contract shall apply. For employees who are required to work on the alternate day, that day shall be treated as a holiday within the meaning of Article VII, Section B. of this contract.
- C. If any of the legal holidays fall on a Saturday or Sunday, it shall be celebrated and compensated accordingly on the day preceding or the day following such holiday, providing schools are closed, or on the next suitable day.
- D. Employees shall report for work on both NJEA Convention days unless the employee has been excused to attend a CPR course on one of the convention days. The Board shall determine which day(s) is available for CPR training.
- E. Alternate holidays that the union would like to schedule on Friday or Monday, provided school is closed, will be at the discretion of the Union and Board based on scheduled activity in the schools.

ARTICLE XIV

MISCELLANEOUS PROVISIONS

- A. 1. Instead of supplying uniforms, the Board will provide an annual clothing allowance as follows:

<u>Custodian</u>	<u>Maintenance</u>
\$ 530	\$ 590

2. It is the responsibility of the Head Custodian or other immediate superior to insure that all personnel report each workday in a clean, presentable uniform.
3. Any employee who reports for work in a uniform that is not clean, presentable and appropriate will be considered insubordinate and disciplinary action will be taken. Custodian uniforms shall be two tone tan. Maintenance uniforms shall be two tone blue. T-shirts with pockets may be worn provided Edison Public Schools identification is embroidered on the shirt.
- B. Any employees who are required to use their cars on school business will be reimbursed at the rate established each January 1st. by the Internal Revenue Service.
- C. New Head Person will receive one (1) week break-in period, where feasible.
- D. Employees will be required to wear steel toe shoes.
- E. Employees will be required to wear Board issued identification badges whenever the employee is on the payroll. Up to three (3) badges per year will be issued. After three, the employee must buy the badge at a reasonable fee.

ARTICLE XV

DURATION OF AGREEMENT

This Agreement shall become effective the first day of July, 1995, and shall remain in effect until midnight of June 30, 1998, or until a successor agreement has been properly negotiated.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their duly authorized officers and their seals to be hereto affixed, this \_\_\_\_ day of November, 1994.

THE BOARD OF EDUCATION OF THE  
SCHOOL DISTRICT OF THE  
TOWNSHIP OF EDISON, IN THE  
COUNTY OF MIDDLESEX

EDISON TOWNSHIP CUSTODIANS AND  
MAINTENANCE ASSOCIATION, INC.

ATTEST:

ATTEST:

*William W. Smith*  
President

*Randy M. Sawinski*  
President

*David P. [Signature]*  
Secretary

*Harriet [Signature]*  
Secretary

Date *11/28/94*

CLEANING ATTENDANT/CUSTODIAN SALARY GUIDE

<u>Step</u>	<u>1995-1996</u>	<u>1996-1997</u>	<u>1997-1998</u>
1	\$ 23,982	\$ 23,982	\$ 24,821
1-1/2	24,419	24,419	25,274
2	24,892	24,892	25,763
2-1/2	25,288	25,288	26,173
3	25,754	25,754	26,655
3-1/2	26,144	26,144	27,059
4	26,533	26,533	27,462
4-1/2	26,924	26,924	27,866
5	27,316	27,316	28,272
5-1/2	27,732	27,732	28,703
6	39,538	39,538	40,736

Employees advancing from either Step 5 or 5-1/2 to Step 6 will receive one half of the pay increase effective July 1 and the remaining half of the pay increase effective January 1.

Example:

Step 5	Salary 1994-95	\$26,329
Step 6	Salary 1995-96	\$39,538
One-half of the increase		\$ 6,604.50
Salary effective July 1, 1995		\$32,933.50
Salary effective January 1, 1996		\$39,538

MAINTENANCE/GROUNDS SALARY GUIDE

<u>Step</u>	<u>1995-1996</u>	<u>1996-1997</u>	<u>1997-1998</u>
1	\$ 24,982	\$ 24,982	\$ 25,856
1-1/2	25,357	25,357	26,244
2	25,951	25,951	26,859
2-1/2	26,347	26,347	27,269
3	26,674	26,674	27,608
3-1/2	27,054	27,054	28,001
4	27,434	27,434	28,394
4-1/2	27,813	27,813	28,786
5	28,194	28,194	29,181
5-1/2	28,614	28,614	29,615
6	40,247	40,247	41,656

Employees advancing from either Step 5 or 5-1/2 to Step 6 will receive one half of the pay increase effective July 1 and the remaining half of the pay increase effective January 1.

SALARY DIFFERENTIALS

A.	<u>LONGEVITY</u>	<u>1995-98</u>
	6 Years	\$ 239
	10 Years	805
	15 Years	1223
	20 Years	1655
	25 Years	2078

The above amounts represent the total longevity payment and are not cumulative. Longevity payments shall be added to the employees base wage on July 1st following completion of the required years of service.

B. BLACK SEAL

\$500.00 per year provided the employee was hired prior to July 1, 1991.

C.	<u>HEAD CUSTODIAN</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
	Elementary	\$ 3889	\$ 3889	\$ 3957
	Middle School	4610	4610	4691
	High School	5092	5092	5181

D. SHIFT DIFFERENTIALS

1. Middle/high school night person in charge (with Black Seal License) shall receive the following hourly differential:  
 1995-96 \$ .70                      1996-97 \$ .75                      1997-98 \$ .80
2. All night shift persons will receive a shift differential per hour as shown below:  
 1995-96 \$ .50                      1996-97 \$ .55                      1997-98 \$ .60  
 (Night shift is defined as any shift beginning at 3:00 p.m. or later.)
3. Head Person substitute, Foreman, and Night Leadman will receive compensation from day one.
4. Shift differentials shall be paid for paid holidays that occur when the employee is on the night shift. Floaters as defined in Article VII. J. shall be paid the shift differential from September 1st through June 30th.

E.	<u>MAINTENANCE</u>	<u>1995-96</u>	<u>1996-97</u>	<u>1997-98</u>
	Head Tool Person	\$ 5447	\$ 5447	\$ 5542
	Tool Person & Painter	2563	2563	2608
	Head Mechanic	3751	3751	3817
	Head Grounds	5447	5447	5542
	Crew Leader (Grounds)	1827	1827	1859
	Crew Leader (Stadium)	1827	1827	1859

**F. PAY DAYS**

Paychecks will be issued on the last working day prior to the fifteenth (15th) of the month and the last working day prior to the end of the month.