

# **AGREEMENT**

**BETWEEN**

**CLIFFSIDE PARK BOARD OF EDUCATION**

**AND**

**CLIFFSIDE PARK SCHOOL CUSTODIANS**

**ASSOCIATION**

**JULY 1, 2015 - JUNE 30, 2018**

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**AGREEMENT BETWEEN  
CLIFFSIDE PARK BOARD OF EDUCATION  
AND  
CLIFFSIDE PARK CUSTODIANS' ASSOCIATION**

**ARTICLE I - RECOGNITION**

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 II - SALARIES**

- A. Beginning Salary Guide for 12 month Custodians for 2015-2018 will be \$28,000
- B. During the fiscal year 2015-2016, 2016-2017 and 2017-2018 each employee covered by this Agreement shall receive an increase as follows:

	<b>12 Months</b>
Fiscal year 2015-2016	2.62%
Fiscal year 2016-2017	2.85%
Fiscal year 2017-2018	2.91%

Evaluation of employees' experience will be considered on a case by case basis by the Superintendent of Schools for salary increases. The Superintendent may give experience to any employee and place that employee on the appropriate step on the current salary guide. Salary increments will be determined by satisfaction evaluation as determined by the administration.

Any new employee hired without a fireman's license will be given one year to receive the license and placed on the appropriate step of the salary guide.

C. Other\*\*

- 1. The Custodial Maintenance stipend shall be an additional stipend in the amount of \$2000.00 for fiscal years 2015-2016, 2016-2017 and 2017-2018. (Includes 5 Saturdays at 8 hours per day during the school year).
- 2. The Assistant Head Custodian in Cliffside Park High School shall receive an additional stipend in the amount of \$1000.00 for fiscal years 2015-2016, 2016-2017 and 2017-2018.
- 3. Head Custodian in the Middle School shall receive an additional stipend in the amount of \$3500.00 for fiscal years 2015-2016, 2016-2017 and 2017-2018.

Head Custodians in the Elementary schools shall receive an additional stipend in the amount of \$1700.00 for fiscal years 2015-2016, 2016-2017 and 2017-2018.

\*\* - NOTE: All employees holding any position under D. will be grandfathered and will continue to receive their stipends while employed in these positions. Once an employee leaves one of these positions the stipend will be eliminated and the Board and Superintendent will negotiate a salary with employee that will include said responsibilities.

D. Night Shift Custodians

- 1. Custodians who work on the night shift in each school shall receive an additional stipend in the amount of \$300.00 for fiscal years 2015-2016, 2016-2017 and 2017-2018.
- 2. Mid-shift custodians shall receive an additional \$150.00 for fiscal years 2015-2016, 2016-2017 and 2017-2018.

E. Longevity Benefits:

1. All full-time employees covered by this agreement who have been employed by the Cliffside Park Board of Education for ten (10) to fifteen (15) years shall receive an additional sum of \$500.00 in their yearly salary for fiscal years 2015-2016, 2016-2017 and 2017-2018.
2. All full-time employees covered by this agreement who have been employed by the Cliffside Park Board of Education for sixteen (16) to twenty (20) years shall receive an additional sum of \$700.00 in their yearly salary for fiscal years 2015-2016, 2016-2017 and 2017-2018.
3. All full-time employees covered by this agreement who have been employed by the Cliffside Park Board of Education for twenty-one (21) to thirty (30) years shall receive an additional sum of \$950.00 in their yearly salary for fiscal years 2015-2016, 2016-2017 and 2017-2018.
4. All full-time employees covered by this agreement who have been employed by the Cliffside Park Board of Education over thirty (30) years shall receive an additional sum of \$1200.00 in their yearly salary for fiscal years 2015-2016, 2016-2017 and 2017-2018.

E. Overtime Compensation:

The regular work week for all custodians shall be forty (40) hours. All work over eight (8) hours in any one (1) day shall be paid at the rate of one and one-half (1 ½) times the custodian's hourly wage. Work on Sundays and Holidays as stated in this Agreement, shall be paid at the rate of one-half (1 ½) times the custodian's hourly wage. The overtime rate shall be computed by dividing the annual salary by 2,080 hours.

**ARTICLE III - ATTENDANCE BONUS**

Any custodian, except one who is on leave, who completes any school year and has not used any sick days and any personal days, shall receive an annual attendance bonus of \$1000.00.

Any custodian, except one who is on leave, who completes any school year and not used any sick days and used only one (1) personal day, shall receive an annual attendance bonus of \$800.00.

Any custodian will not be eligible for any Bonus if they choose to be docked for a working calendar day.

**ARTICLE IV - 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 (12 months). Said sick leave shall be cumulative, and any such sick leave that remains unused 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 V - PERSONAL LEAVE

A. 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. Funeral of a friend.
5. Leave, because of death of a relative other than in the immediate family, may be granted for one (1) day with full pay.

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 and 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.

## ARTICLE VI - HOLIDAYS

Custodians shall be entitled to sixteen (16) paid holidays during school years 2015-2016, 2016-2017 and 2017-2018. 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 as approved by the Board of Education.

## ARTICLE VII – VACATIONS

A. During the term of the within Agreement, vacations shall be granted to all full-time custodians covered by the within agreement as follows:

### ***CURRENT EMPLOYEES***

1. One day of vacation shall be granted for each completed month of employment during the first year of employment in the Cliffside Park Schools, up to a total of ten (10) working days of vacation.
2. Two (2) calendar weeks of vacation shall be granted with one (1) full year but less than five (5) years of employment.
3. Three (3) calendar weeks of vacation shall be granted with five (5) full years but less than ten (10) years of employment.
4. Four (4) calendar weeks of vacation shall be granted to all employees with ten (10) or more years of employment.

5. All those entitled to a summer vacation shall be required to take two (2) weeks of it during the common two-week vacation period when all schools shall be closed. This system-wide two-week period shall be set annually by the Superintendent with approval of the Board.
6. The vacations of the custodial staff must be planned so that two (2) weeks will be taken during summer common vacation. Remaining vacation time must be approved by the Head Custodian and the Superintendent of Schools.

**ARTICLE VII – VACATIONS-EFFECTIVE JULY 1, 2012 – NEW EMPLOYEES**

- B. During the term of the within Agreement, vacations shall be granted to all full-time custodians covered by the within agreement as follows:

***NEW EMPLOYEES***

1. One day of vacation shall be granted for each completed month of employment during the first year of employment in the Cliffside Park Schools, up to a total of ten (10) working days of vacation.
2. Two (2) calendar weeks of vacation shall be granted with one (1) full year but less than 10 (ten) years of employment.
3. Three (3) calendar weeks of vacation shall be granted with more than ten (10) years of employment.
4. All those entitled to a summer vacation shall be required to take two (2) weeks of it during the common two-week vacation period when all schools shall be closed. This system-wide two-week period shall be set annually by the Superintendent with approval of the Board.
5. The vacations of the custodial staff must be planned so that two (2) weeks will be taken during summer common vacations. Remaining vacation time must be approved by the Head Custodian and the Superintendent of Schools.

**ARTICLE VIII - RETIREMENT COMPENSATION**

A custodian who has been employed for 10 full years with the Cliffside Park Board of Education and retires while employed by the Cliffside Park Board of Education will receive compensation for unused sick days. A custodian will receive \$100.00 for every two (2) unused sick days. The total maximum dollar amount a custodian can receive is \$4000.00

**ARTICLE IX - 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 X - HEALTH INSURANCE**

- A. During the term of this Agreement, the Cliffside Park Board of Education shall provide the health care insurance protection designated below for Full-Time Employees:
1. For all employees covered by this Agreement who remain in the employ of the Board of Education for the applicable fiscal years of 2015-2016, 2016-2017 and 2017-2018, the Board shall make payment of full individual or full family insurance premiums as appropriated in the SEHBP-NJ Direct 10 or equivalent health plan.
  2. For all employees covered by this Agreement who remain in the employ of the Board of Education for the applicable fiscal years of 2015-2016, 2016-2017 and 2017-2018, the Board shall make payment of full individual or full family insurance premiums as appropriated in the Delta Dental Plan of New Jersey or an equivalent dental plan.
  3. For all employees covered by this Agreement who remain in the employ of the Board of Education for the applicable fiscal years of 2015-2016, 2016-2017 and 2017-2018, the Board shall make payment of full individual or full family insurance premiums as appropriated in the BeneCard Prescription Plan.
  4. For all employees covered by this Agreement who remain in the employ of the Board of Education for the applicable fiscal years of 2015-2016, 2016-2017 and 2017-2018, the Board shall make payment of full individual or full family insurance premiums as appropriated in the Vision Service Plan or equivalent optical plan.

**ARTICLE XVI - DURATION OF AGREEMENT**

This Agreement shall be effective July 1, 2015 and shall continue in effect until June 30, 2018.

In witness where the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their representatives hereon,

All on the \_\_\_\_ Day of \_\_\_\_ 2016.

**CLIFFSIDE PARK BOARD OF EDUCATION**

**CLIFFSIDE PARK SCHOOL CUSTODIANS'  
ASSOCIATION**

By: \_\_\_\_\_  
Chairperson, Negotiating Committee

By: \_\_\_\_\_  
President

By: \_\_\_\_\_  
Secretary