

**AGREEMENT BETWEEN THE
UPPER SADDLE RIVER CUSTODIAL ASSOCIATION
AND THE
BOARD OF EDUCATION OF UPPER SADDLE RIVER
July 1, 1991 to June 30, 1993**

A. The Board hereby recognizes the Upper Saddle River Education Association as the exclusive negotiating representative for the custodial staff, as defined under the laws of the State of New Jersey and in accordance with Chapter 123 Public Laws 1975.

B. The term custodian shall include custodians, grounds helper and maintenance helper.

C. Not later than October 15, 1992 the Board agrees to initiate negotiations with the Association over a Successor Agreement to reach agreement not only on salaries and benefits but also on other matters of personnel policy and relationships which may be of mutual concern and interest. Any agreement so negotiated and agreed by the parties shall apply to all members of the negotiating unit and shall be reduced to writing and signed by all the parties.

D. The Board agrees that any reduction in custodial staff as a result of elimination of custodial positions shall be by seniority.

E. Salaries per attached guide.

F. It is agreed that the Board of Education shall pay for an Employee/Family Prescription Plan in conformity with the plan in effect for the Upper Saddle River Education Association for the school years 1991/92 and 1992/93.

G. It is agreed that the Board of Education for the 1991/92 and 1992/93 school years shall pay for Employee/Family Dental Plan in conformity with the plan in effect for the Upper Saddle River Education Association.

H. It is agreed that the Board of Education shall pay for an Employee/Family Vision Care Plan in conformity with the plan in effect for the Upper Saddle River Education Association and said plan shall continue for the 1991/92 and 1992/93 school years.

I. The Board, for the duration of this contract, will contribute up to \$167 per employee, per year, towards the premium of a disability insurance policy. It is understood that this amount represents the current disability premium, and the projected premium for the period July 1, 1992 through June 30, 1993. Should there be any additional increase during the second year of the Agreement, the Board will pay up to an additional \$13.00 annually.

J. Whenever any of the below listed holidays occur on a Saturday, it will be celebrated on the preceding Friday. Whenever any of the below listed holidays occur on a Sunday, it will be celebrated on the next Monday, except when schools are open for the students on either that Friday or Monday in which case each custodian will be granted an alternate day off at the convenience of the school district. It is understood that if any holiday falls on a day when schools are open for students, each custodian will be granted an alternate day off, to be taken as mutually scheduled by the school district and the custodian.

The following holidays will be granted to custodians with pay:

Labor Day

Columbus Day

Friday of Teachers' Annual Convention

Thanksgiving Day

Day after Thanksgiving

Christmas Eve and Christmas Day OR Christmas Day and
Day After*

New Year's Day

Martin Luther King Day

Winter Recess - One day, either Monday or Friday*

Good Friday

Spring Recess - One day, either Monday or Friday*

Memorial Day

July 4th

* To be selected by the employee(s) as appropriate.

K. The following vacation schedule will apply:

Ten non-cumulative working days' vacation in a given year shall be granted to an employee who has previous to that year worked from one to four years; 15 non-cumulative working days for 5 through 8 years of service; 20 non-cumulative working days for 9 years of service or more.

Anyone hired by September 1st and remaining after June 30th will be entitled to 10 working days vacation in the subsequent year. Anyone hired by February 1st and remaining after June 30th will be entitled to 5 working days vacation in the subsequent year. Vacation shall be at the convenience of the school system and with the approval of the Board Secretary. Vacation days must be taken in the year subsequent to that in which they have been accrued and are not cumulative.

L. The parties to this agreement recognize that the assignment of overtime is to be shared equally among the staff and assigned on a rotating basis as far as is possible.

M. When an individual is requested and reports to work and such overtime takes place on his normal day off, he will be paid for not less than four (4) hours; if such overtime takes place on a Sunday or Holiday granted by this contract, the person shall be paid at double his normal rate.

N. The Association shall select a Liaison Committee of not more than three (3) persons and inform the Board of the committee members each September. The purpose of the Liaison Committee is to provide an opportunity for the Association, the Board of Education and the Administrators, jointly or separately, to discuss any questions, problems or mutual

objectives which may arise. The results of such discussions will not be binding on either party. Meetings will be mutually agreed upon and may be initiated by either side.

UPPER SADDLE RIVER BOARD OF EDUCATION

By Henry W. Hoque

UPPER SADDLE RIVER EDUCATION ASSOCIATION

By John W. Bruner
James De Wood Kalger

1991/92

NO BLACK SEAL

July 1

1. \$21,310
2. \$21,810
3. \$22,260
4. \$22,710
5. \$23,160
6. \$23,610
7. \$25,280
8. \$27,370

BLACK SEAL

July 1

1. \$21,710
2. \$22,210
3. \$22,660
4. \$23,110
5. \$23,560
6. \$24,010
7. \$25,680
8. \$27,770

1992/93

NO BLACK SEAL

July 1

1. \$21,710
2. \$22,210
3. \$22,660
4. \$23,110
5. \$23,160
6. \$24,010
7. \$25,500
8. \$27,600

BLACK SEAL

July 1

1. \$22,110
2. \$22,610
3. \$23,060
4. \$23,510
5. \$23,960
6. \$24,410
7. \$25,900
8. \$28,000

Each Custodian will be given a clothing cleaning expense allotment of \$120.00 per year to be paid in two installments on December 30th and June 30th each year.

The following annual stipends will be paid each year for the listed positions:

| | <u>1991/92</u> | <u>1992/93</u> |
|-----------------------|----------------|----------------|
| NIGHT PERSON | \$ 525.00 | \$ 550.00 |
| MAINTENANCE HELPER | \$ 525.00 | \$ 550.00 |
| ASS'T. GROUNDS KEEPER | \$ 525.00 | \$ 550.00 |
| PESTICIDE PERSON | | \$ 250.00 |

A longevity stipend will be paid to custodians on Step 8 of the Guide for the years 1991/92 and 1992/93 in the amount of \$790.00 during 1991/92 and \$1,525.00 during 1992/93.

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