

C O N T R A C T

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NEW MILFORD BOARD OF EDUCATION
and
NEW MILFORD CUSTODIAL ASSOCIATION

JULY 1, 1994 through JUNE 30, 1996

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ARTICLE I - RECOGNITION

The New Milford Board of Education recognizes the New Milford Custodial Association, hereinafter referred to as the "Association", as the exclusive representative for collective negotiations concerning the terms and conditions of employment during the term of this agreement for the Custodial-Maintenance personnel employed by the Board of Education, hereinafter referred to as the "Board".

ARTICLE II - NEGOTIATIONS PROCEDURE

- A. The Board and the Association agree to enter into collective negotiations for the purpose of concluding an agreement in accordance with Chapter 123, Public Laws 1974, on matters concerning the terms and conditions of employment. The Association shall submit its proposals to the Board no later than December 1 of the calendar year preceding the calendar year in which this agreement expires or no later than four (4) weeks prior to the date of the first meeting of the parties for negotiations whichever shall be sooner. The Board shall submit its proposals within three (3) weeks of the receipt of the Association's proposals. Any final agreement so negotiated shall apply to all members of the appropriate unit, as set forth in ARTICLE I, be reduced to writing, and signed by the Board and the Association.
- B. The parties and their representatives shall be clothed with all necessary power and authority to conduct negotiations so as to effect a final agreement as established in paragraph A. of this ARTICLE.
- C. It is understood that both the Board and the Association must approve the final agreement between the parties before that agreement becomes final and binding upon the respective parties.
- D. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III - GRIEVANCE PROCEDURE

A. DEFINITION

A grievance shall mean that employees or a representative of employees may appeal the interpretation, application, or alleged violation of this agreement, and administrative decisions affecting them. A grievance to be considered under this procedure must be initiated in writing, within fifteen (15) school days from the time when employees knew or should have known of its occurrence.

B. PROCEDURE

The Grievance Procedure shall consist of four (4) Levels.

1. Level One

The employee with a grievance shall first discuss it with the Supervisor of Buildings and Grounds, with the objective of solving the matter informally.

2. Level Two

If, within five (5) school days thereafter, a problem remains unresolved, the grievant shall set forth his grievance in writing to the Supervisor of Buildings and Grounds stating:

- a. The date of the occurrence that caused the grievance.
- b. The nature of the grievance and specific request for relief.
- c. The nature of the loss, injury, or inconvenience.

The Supervisor shall communicate his decision to the grievant in writing, with copies to the Association, within five (5) school days of the receipt of the written complaint.

GRIEVANCE PROCEDURE

3. Level Three

The grievant may appeal the Supervisor of Buildings and Grounds' decision to the Business Administrator. The appeal to the Business Administrator must be made in writing and must set forth the grounds upon which the grievance is based. It should also contain copies of all material relating to the previous actions taken on it. The Business Administrator, in consultation with the Superintendent of Schools, shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days. The Business Administrator shall communicate his decision in writing to the grievant with a copy to the Association.

4. Level Four

If the grievance is not resolved to the grievant's satisfaction, he may request a review by the Board. The request shall be submitted in writing through the Business Administrator who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance, hold a hearing with the grievant, and render a decision in writing to the grievant, with copies to the Association within fifteen (15) school days.

5. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step, within the same time limit prescribed for a decision shall be deemed acceptance

GRIEVANCE PROCEDURE

5. (continued)

of the decision rendered at that step.

- C. In all matters relating to the handling of grievances, employees shall be assured freedom from reprisal, restraint, interference, coercion, and discrimination during and after the presentation of the matter. During the time that the grievance is being reviewed by the appropriate parties, it is understood that the employees, including the grievant, will continue to follow the established administrative rules and regulations, and Board Policies regarding the subject matter of the grievance, until such grievance is properly determined.
- D. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Administration, and having the grievance adjusted without intervention of the Association, providing the adjustment is not inconsistent with the terms of this agreement and that the Association has been given the opportunity to be present at such adjustment.
- E. Any employee may be represented at all stages of the grievance procedure by himself, a person of his choosing, or by the Association Representative. When an employee is not represented by the Association, the Association shall have the right to be present at all stages of the grievance procedure and may state its view.

GRIEVANCE PROCEDURE

- F. In the case of a grievance affecting a group or class of employees, the person or persons involved may submit such grievance to the Supervisor of Buildings and Grounds and follow the procedures starting with Level One. The Association may process such a class or group grievance through all subsequent levels of the grievance procedure.
- G. Meetings and hearings under this procedure shall not be conducted in public unless a public meeting is requested by the grievant.

ARTICLE IV - MANAGEMENT PREROGATIVES

- A. The Board, on its own behalf and on behalf of the Electors of the District, hereby retains and reserves unto itself, the rights, duties, and responsibilities conferred upon and vested in it by the law and the Constitution of the State of New Jersey, including the right to exercise the executive management and administrative control of the school system and its property and facilities.
- B. As listed in Title 18A:-11-1 New Jersey Statutes Annotated 1968, the Board shall:
 1. Make, amend, and repeal rules, not inconsistent with this title, or with the rules of the State Board, for its own government and the transaction of its business and for the government and management of the public schools and public school property of the district and for the employment, regulation of the conduct and discharge of its employees, subject where applicable, to the provisions of Title II, Civil Service, of the Revised Statutes; and
 2. Perform all acts and do all things, consistent with law and the rules of the State Board, necessary for the lawful and proper conduct, equipment and maintenance of the public schools of the district.

WORK SCHEDULE

- G. Individual personnel may be rescheduled by the Business Administrator and/or the Supervisor of Buildings and Grounds in order to suit the need of the school system.
- H. All employees called in to work on a snow day shall receive pay at the rate of time and one-half in lieu of a regular daily rate. This shall not apply to regular school hours worked when a delayed opening is scheduled.

ARTICLE VI - SALARY GUIDE PROVISIONS

- A. The Salary Guides for all employees covered by this agreement are set forth in SCHEDULE A.1 and SCHEDULE A.2 attached hereto and made part hereof.
- B. All new employees will be employed at the base pay not to exceed the base salary adopted by the Board of Education in the approved budget for the school calendar year, plus full credit, as full steps of the salary guide, for each year of recognized experience as evaluated and determined by the Business Administrator.
- C. All personnel employed on or before January 31 of any year shall be eligible for a full increment. All personnel employed February 1 or after shall not be eligible for an increment unless granted the increment by the Board.
- D. All advancement on the Salary Guide shall be made at full steps so that all full-time personnel will be on a specific step and not between steps.
- E. Longevity shall be defined as actual years of service in New Milford. Longevity payments are in addition to regular increments.
- F. Longevity will be prorated for any employees working less than eight (8) hours per day.
- G. Longevity Schedule

All twelve (12) month employees shall receive longevity payments in accordance with the following schedule:

- In the thirteenth & fourteenth (13th & 14th) year, add nine hundred (\$900) dollars.
- In the fifteenth through and including the nineteenth (15th-19th) year, add eighteen hundred (\$1,800) dollars.
- In the twentieth through and including the twenty-fourth (20th-24th) year, add twenty-seven hundred (\$2,700) dollars.

SALARY GUIDE PROVISIONS

G. Longevity Schedule (continued)

- In the twenty-fifth through and including the twenty-ninth (25th-29th) year, add thirty-six hundred (\$3,600) dollars.
- In the thirtieth (30th) year and every year thereafter, add five (\$5,000) thousand dollars.

All ten (10) month employees shall receive longevity payments in accordance with the following schedule:

- In the thirteenth through and including the fifteenth (13th-15th) year, add seven hundred fifty (\$750) dollars.
- In the sixteenth through and including the nineteenth (16th-19th) year, add fifteen hundred (\$1,500) dollars.
- In the twentieth through and including the twenty-fourth (20th-24th) year, add twenty-two hundred fifty (\$2,250) dollars.
- In the twenty-fifth through and including the twenty-ninth (25th-29th) year, add three thousand (\$3,000) dollars.
- In the thirtieth (30th) year and every year thereafter, add three thousand seven hundred fifty (\$3,750) dollars.

- H. Annual increments, salary adjustments, or both, may be withheld if the work of the individual is below acceptance standards as determined by the Business Administrator in consultation with the Supervisor of Buildings and Grounds.
- I. Employees will be hired on a sixty (60) day trial basis.
- J. When a pay day falls on or during a school holiday, vacation, or weekend, employees shall receive their pay checks on the last previous working day.
- K. The night shift shall receive a differential of four hundred (\$400) dollars per annum.

ARTICLE VII - HEALTH INSURANCE PROVISIONS

- A. The Board shall provide health care insurance protection designated below, paying the full premium for each employee's coverage and appropriate coverage for dependents. Provisions of the New Jersey Health Benefits Program shall be detailed in the master policies and contracts agreed upon by the Board and the Association, and shall include:
1. Hospital room and board and miscellaneous costs
 2. Out-patient benefits
 3. Laboratory fees, diagnostic expenses and therapy treatments
 4. Maternity costs
 5. Surgical costs
 6. Major Medical coverage
- B. The Board will provide individual and dependent coverage in the following Health Care Insurance Plans for employees hired prior to July 1, 1994. The Board will provide individual coverage only for employees hired after July 1, 1994. The employee may choose to enroll his dependents in these plans at a cost to be established by the Board, but paid for by the employee. The Board will provide and pay for the employee's dependent coverage upon the commencement of the employee's fourth (4th) full year of service.
1. Dental Plan
 2. Prescription Drug Plan -- with co-payments of five (\$5) dollars for generic drugs and ten (\$10) dollars for name brand drugs.
 3. Vision Care Plan

HEALTH INSURANCE PROVISIONS

4. The Board reserves the right to change any of the plans noted in Section B or to change insurance carriers provided substantially similar benefits in the aggregate in each plan are provided.
 - a. The Association will be notified not less than thirty (30) days in advance of any proposed change of plan or carrier.
 - b. The Association will be provided information regarding the new plan and/or carrier.
 - c. In the event that the Association does not agree that the new plan and/or carrier provides in the aggregate for substantially similar coverage, the Association may, within twenty (20) school days, file a grievance at Level Four.
 - d. The Board agrees that there will be no change in plan and/or carrier pending the issuance of an arbitration decision.
- C. For each employee who remains in the employ of the Board for the full school year, the Board shall make payment of health insurance premiums to provide coverage for the full twelve (12) month period commencing September 1 and ending August 31, provided the carrier's contract provisions are met.
- D. When necessary, payment of the premiums in behalf of the employee shall be made retroactively or prospectively to assure uninterrupted participation and coverage.
- E. The Board shall supply to each employee a description of the health care insurance coverage, as provided by the carrier, no later than the beginning of the school year, which shall include a clear description of conditions and limits of coverage as listed.
- F. To be eligible for health insurance coverage under the provisions of this Article, an employee must be regularly employed no less than twenty (20) hours per week.

HEALTH INSURANCE PROVISIONS

G. The Board agrees to adopt the provisions of Chapter 88 Public Laws of 1974 as amended by Chapter 436 PL 1981. This law provides for full premium payment of Health Benefits for certain retired employees and their spouses as specified in Chapter 88 as amended.

ARTICLE VIII - SICK LEAVE

- A. All twelve (12) month employees employed by the Board shall be entitled to twelve (12) sick leave days each school year pursuant to NJSA 18A:30-2. All ten (10) month employees employed by the Board shall be entitled to ten (10) sick leave days each school year pursuant to NJSA 18A:30-2. When an employee works less than a full contractual year, the number of sick days will be prorated accordingly. Unused sick leave days shall be accumulated from year to year, with no maximum limit. For accumulation purposes, the Board will consider that employees earn one (1) sick day for each month worked.
- B. Noncumulative additional sick leave benefits may be allowed to employees upon application to and approval by the Board in each individual case.
- C. Sick days taken in excess of the accumulated total and noncumulative benefits will result in a reduction in pay. This reduction will be taken at the rate of $\frac{1}{240}$ of annual salary for twelve (12) month employees and $\frac{1}{200}$ of annual salary for ten (10) month employees.
- D. All employees covered by this contract shall be entitled to receive payment for their accumulated sick leave upon retirement, provided they meet the criteria set forth below.
1. A minimum of eight (8) years of continuing employment for the New Milford Board of Education is required.
 2. The employee must be retiring or leaving the system.

SICK LEAVE

3. In the event of the death of an employee who has otherwise fulfilled the requirements of this Article, the benefit noted in Section D shall be paid to the designated beneficiary or estate.
- E. The amount of sick leave benefit shall be determined by the sick leave time balance, at the effective date of retirement, accumulated since the beginning date of employment.
- F. The sick leave benefit shall be computed by multiplying the days of accumulated sick leave by twenty-eight (\$28) dollars per day. The total sick leave benefit payable shall not exceed six thousand (\$6,000) dollars per individual.

ARTICLE IX - TEMPORARY LEAVE OF ABSENCE

A. As of the beginning of each school year, employees shall be entitled to the following temporary leave of absence as follows:

1. Death in the Immediate Family

a. Leave of absence without loss of pay following death in the family * shall be granted for six (6) consecutive calendar days, one of which is the day of death or the day of burial inclusive.

** wife · husband · son · daughter · mother · father · sister · brother
mother-in-law · father-in-law · daughter-in-law · son-in-law*

b. Leave of absence without loss of pay following death of other family members* shall be granted for four (4) consecutive calendar days, one of which is the day of death or the day of burial inclusive.

** sister-in-law · brother-in-law · grandparents*

2. Death of Other Relative

In case of the death of any relative not listed in Part 1 above, the employee shall be granted a one (1) working day leave of absence, without loss of pay, to attend the funeral.

3. Legal Process

Time necessary for appearance in any legal proceeding connected with a staff member's employment or in any other legal proceeding that the staff member is required by law to attend, shall be granted without loss of pay. This section shall not apply in connection with any litigation involving a job action, work stoppage or strike against the Board.

TEMPORARY LEAVE OF ABSENCE

4. Personal Leave

- a. Noncumulative personal leave, without a reason, up to two (2) days total per school year, shall be granted without loss of pay, as long as the day requested does not fall on a Monday or Friday, the day before or after a holiday or holiday weekend, or the day before or after a school scheduled vacation.
- b. An employee making application for personal leave on a Monday or Friday - the day before or after a holiday or holiday weekend, or the day before or after a school scheduled vacation may be granted the leave (within the two day limitation) upon the approval of the Business Administrator.
- c. The Business Administrator shall base his decision on the following criteria:
 - 1) The employee making application for a personal leave must indicate in writing the reason for such a request.
 - 2) All applications for personal leave shall, except in cases of emergency, be made at least five (5) school days prior to the requested leave. In an emergency, the leave form will be completed upon the return to work.
 - 3) The application form requesting such leave shall contain a list of possible reasons for which such leave may be taken as follows:
 - Religious ceremony involving child or grandchild
 - Marriage of a member of employee's immediate family
 - Graduation of a member of the employee's immediate family
 - House closing
 - Religious holiday
 - Birth of a child to a spouse or to a child of employee
 - Comprehensive examination for a degree
 - Visitation at a college to which an employee or child of the employee is contemplating attendance
 - Emergency, such as fire, flood, or robbery at home

TEMPORARY LEAVE OF ABSENCE

- 3) (continued)
 - Death other than immediate family
 - Illness in immediate family
 - Personal business
 - Other for which a specific reason must be given and which shall be subject to approval at the sole discretion of the Business Administrator
 - 4) Personal leave application forms shall be available in the central office of each building. Such forms shall be forwarded to the Business Administrator by the Supervisor of Buildings and Grounds after he has made a recommendation.
 - 5) The Business Administrator, at his discretion, may require more detailed and specific information concerning the reasons for the requested leave.
- B. Leaves of absence not covered by any of the preceding paragraphs, but which are sanctioned by the Business Administrator, shall be granted with the stipulation that the employee shall forfeit 1/200 (ten month employees) or 1/240 (twelve month employees) of their base pay.
- C. Leave under Article IX shall not be cumulative.
- D. Jury Duty
1. A regular employee who loses time from his job because of jury duty as certified by the Clerk of the Court shall be paid by the Board his daily rate of pay. The employee agrees to turn over the jury duty check to the Board.
 - a. The employee must notify his supervisor immediately upon receipt of a summons for jury duty.
 - b. The employee must not have voluntarily sought jury service.

TEMPORARY LEAVE OF ABSENCE

- D. 1. (continued)
 - c. The employee must during the school year request to be excused from jury duty while school is in session.
 - d. The employee must submit adequate proof of the time served on the jury duty.

- 2. If any employee on jury duty is released by the Court prior to twelve o'clock noon, that employee shall be required to return to work by one o'clock p.m. that day in order to receive pay for that day.

ARTICLE X - VACATION POLICY

- A. All full time twelve (12) month employees with five (5) or less years of service as of July 1 each year shall be entitled to ten (10) working days vacation each year. Vacation shall be earned at the rate of one (1) day per month by all twelve (12) month employees with five (5) or less years of service. A maximum of ten (10) working days vacation may be earned in any single fiscal year. No employee shall be entitled to any vacation time until he or she has completed six (6) months of employment with the New Milford School System.
- B. All full time twelve (12) month employees with more than five (5) years service as of July 1 each year, shall be entitled to fifteen (15) working days vacation per year. Vacation shall be earned at the rate of one and one half (1½) days per month by all twelve (12) month personnel with six (6) or more years of service. Employees who have completed eight (8) years of service shall be entitled to sixteen (16) working days vacation. A maximum of (16) working days vacation may be earned in any single fiscal year.
- C. Ten (10) month employees do not receive vacation time.
- D. All requests for vacation time will be submitted in writing to the Supervisor of Buildings and Grounds for approval. After approval by the Supervisor of Buildings and Grounds, in consultation with the Business Administrator, a copy will be returned to the employee.
- E. Seniority will be the determining factor in scheduling vacation periods when conflicts occur.

VACATION POLICY

- F. All vacation periods, as stated above, are subject to change or alteration dictated by the needs of the system. The final determination of the total vacation schedule rests with the Business Administrator.
- G. Vacation is to be taken in the fiscal year following the fiscal year it is earned as the needs of the system permits. Unused vacation days will be reimbursed by the Board annually at the salary received during the fiscal year the days were unused. No more than five (5) unused vacation days will be reimbursed by the Board.
- H. Vacation days should not accumulate from year to year. The Business Administrator may permit an accumulation of no more than five (5) days in a year. A request to accumulate days beyond five (5) is subject to Board approval.

ARTICLE XI - MISCELLANEOUS PROVISIONS

- A. Copies of this agreement shall be duplicated at the expense of the Board and presented to all employees now employed, or hereafter employed.
- B. Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provisions of the agreement, either party shall do so in writing at the following addresses:
 - 1. If by Association, to the Board in care of the Secretary of the Board.
 - 2. If by Board, to the President of the Association at the building to which he is regularly assigned for his employment.
- C. Whenever any representative of the Association or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, he shall suffer no loss in pay.
- D. Representatives of the Association may be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations. Prior requests shall be submitted to the building principal for his approval.
- E. The Association shall have, in each school building, the use of a bulletin board. The Association shall also be assigned adequate space on the bulletin board in the central office for Association notices. Copies of all such notices to be posted shall be given to the building principal or Business Administrator for approval prior to its being posted.

MISCELLANEOUS PROVISIONS

- F. The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary. However, the Board will not be responsible for any delay or problems in delivery.
- G. All job openings shall be advertised to the staff two (2) weeks prior to filling the position.
- H. At the discretion of the Business Administrator, leave of absence without pay of up to one (1) year shall be granted for the purpose of caring for a sick husband, wife, child or parent of the employee.
- I. The cost of any instructional course taken by an employee shall be paid for by the Board provided the Board agreed in writing to the employee's request to attend an educational course and provided the individual passes the course requirements.
- J. Three (3) sets of uniforms will be issued annually at no cost to all maintenance men.
- K. Two (2) sets of uniforms will be issued annually at no cost to all custodians and bus drivers.
- L. Jackets and rain gear shall be distributed as needed and evaluated by the Supervisor of Buildings and Grounds.

ARTICLE XII - FULLY BARGAINED PROVISIONS

This agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations for the current agreement. During the term of this agreement, or any extensions thereof, neither party shall be required to negotiate with respect to any other matter, whether or not covered by this agreement or whether or not within the knowledge or contemplation of either or both of the parties at the time when they negotiated or executed this agreement, except as required by Chapter 303 Public Laws, 1968 and Chapter 175 Public Laws, 1974.

ARTICLE XIII - SEPARABILITY AND SAVINGS

If any provision of this agreement or any application of this agreement to any employee or group of employees is held invalid by operation of law, or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XIV - DURATION OF AGREEMENT

A. Duration Period

Except as noted, this agreement shall be effective as of July 1, 1994, and shall continue in effect until June 30, 1996 subject to the Association's right to negotiate over a successor agreement as provided in ARTICLE II. This agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

B. In witness whereof the parties hereto have caused this agreement to be signed by their respective president or representative and attested to by their respective secretary or representative.

Attested to this Third day of April, 1995.

NEW MILFORD CUSTODIAL ASSOCIATION

NEW MILFORD BOARD OF EDUCATION

By: Robert Kalyn
Robert Kalyn
Representative

By: Barbara Barbagallo
Barbara Barbagallo
President

By: Frederick Weisenbach
Frederick Weisenbach
Representative

By: Steven B. Day
Steven B. Day
Negotiations Chairperson

By: Louis LaMonaca
Louis LaMonaca
Representative

By: Donald W. Rickert
Donald W. Rickert
Secretary

NEW MILFORD BOARD OF EDUCATION
CUSTODIAL-MAINTENANCE SALARY GUIDE
1994-95

Step	10 month * Cleaning Custodian	x Drivers	12 month Cleaning Custodian	Grounds/Drivers Night Foreman Head Custodian	Maintenance
1	11,830	16,500	18,800	20,500	22,000
2	12,380	17,100	19,883	21,500	23,000
3	12,940	17,700	20,800	22,456	24,000
4	13,522	18,300	21,800	23,500	25,000
5	14,060	18,900	22,694	24,500	26,000

* 10 Months: 6 Hours per day
 X 10 Months: 8 Hours per day

Stipends:

High School Head Custodian	1,000
Middle School Head Custodian	800
High School/Middle School Night Foreman	800
Night Differential	400

NEW MILFORD BOARD OF EDUCATION
CUSTODIAL-MAINTENANCE SALARY GUIDE
1995-96

Step	10 month * Cleaning Custodian	X Drivers	12 month Cleaning Custodian	Grounds/Drivers Night Foreman Head Custodian	Maintenance
1	12,400	17,300	19,700	21,500	23,100
2	13,000	17,900	20,601	22,500	24,100
3	13,457	18,600	21,729	23,500	25,100
4	14,100	19,200	22,800	24,500	26,100
5	14,646	19,800	23,900	25,500	27,100

* 10 Months: 6 Hours per day
 X 10 Months: 8 Hours per day

Stipends:

High School Head Custodian	1,000
Middle School Head Custodian	800
High School/Middle School Night Foreman	800
Night Differential	400

NEW MILFORD BOARD OF EDUCATION
CUSTODIAL/MAINTENANCE HOLIDAY SCHEDULE
1994-1995

July	1	Friday	Half-Day (12 Noon)
	4	Monday	July 4
September	2	Friday	Labor Day
	5	Monday	Labor Day
November	11	Friday	NJEA Convention
	24	Thursday	Thanksgiving
	25	Friday	Thanksgiving
December	26	Monday	Christmas
	30	Friday	New Year
January	2	Monday	New Year
February	24	Friday	Winter Recess
April	14	Friday	Good Friday
	27	Thursday	Half-Day (12 Noon)
	28	Friday	Spring Recess
May	29	Monday	Memorial Day

NEW MILFORD BOARD OF EDUCATION
CUSTODIAL/MAINTENANCE HOLIDAY SCHEDULE
1995-1996

July	3	Monday	July 4
	4	Tuesday	July 4
September	4	Monday	Labor Day
	25	Monday	Rosh Hashanah
November	10	Friday	NJEA Convention
	23	Thursday	Thanksgiving
	24	Friday	Thanksgiving
December	25	Monday	Christmas
	26	Tuesday	Christmas
January	1	Monday	New Year
February	23	Friday	Winter Recess
April	5	Friday	Good Friday
	26	Friday	Spring Recess
May	27	Monday	Memorial Day