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Bergen County

HILLSDALE BOARD OF EDUCATION - CUSTODIANS

HILLSDALE, NEW JERSEY

AGREEMENT FOR 1975-76

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Labor Relations

SEP 12 1975

RUTGERS UNIVERSITY

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ARTICLE I
RECOGNITION

The Hillsdale Board of Education, after examination of all signed authorization cards, hereby recognizes the Hillsdale Education Association as the exclusive negotiating representatives for the Custodians in accordance with the provisions of Chapter 303, New Jersey Public Laws of 1968.

This recognition shall not impair the rights of any employee or group of employees under Section 19 Article I of the New Jersey Constitution.

ARTICLE II

SALARIES

Custodial salaries for the 1975-76 school year will be in accordance with the schedule recorded in the minutes of the Board meeting held on July 31, 1975.

ARTICLE III

VACATION

Paid Holidays

There will be 13 days' paid holidays per school year based upon a schedule approved by the Board of Education prior to June 30 of each school year. The school calendar and scheduled paid holidays for 1975-76 may be altered on short notice subject to any emergencies that may arise.

Vacation

Employees will be eligible for two weeks' summer vacation after one full year of service; three weeks after five full years; and four weeks after fifteen full years. For less than one full year of service prior to July 1, an employee will receive one day's summer vacation for each full month served to a maximum vacation of ten work days.

Custodians who become eligible for four full weeks' vacation on or after July 1, 1975, will take a minimum of three weeks' vacation during the summer. The remaining week will be scheduled, on a seniority basis, during the school year with the approval of the Chief Custodian and Superintendent of Schools.

Those custodians who prior to July 1, 1975, were eligible for four full weeks' vacation will retain the option of taking the four full weeks during the summer recess.

ARTICLE IV
TEMPORARY LEAVES OF ABSENCE

Sick Leave

The Board agrees that the custodians, employed on a full twelve-month basis, will be granted 2 sick days per year on a cumulative basis in addition to the 10 days required and granted by Title 18A:30-2, Education, New Jersey Statutes Annotated.

Custodians employed for less than a twelve-month year shall be entitled to 1 sick leave day for each month of contract.

This shall become effective as of July 1, 1971.

ARTICLE V

WORK HOURS

The Board approves designation of the hours of employment of the custodians as follows:

- A. All day shift custodians shall work forty (40) hours per week Monday through Friday during September 1 through June 30.
- B. All day shift custodians shall work eight (8) hours per day plus one (1) hour for lunch.
- C. All night shift custodians starting after three (3) P.M. shall work thirty-five (35) hours per week Monday through Friday September 1 through June 30.
- D. All night shift custodians shall work seven (7) hours per night exclusive of lunch time.
- E. During the summer vacation period of July 1 through August 31, all custodians shall work thirty-five (35) hours per week consisting of seven (7) hours per day plus one (1) hour for lunch Monday through Friday.

In the event that Hillsdale should extend the school term, then paragraph "A" would be appropriately extended and this clause "E" would be reduced by an equivalent amount.

ARTICLE VI

DURATION OF AGREEMENT

- A. This Agreement shall take effect July 1, 1975 and remain in effect until June 30, 1976 or until a successor Agreement takes effect.
- B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, all on the day and year first written.

HILLSDALE EDUCATION ASSOCIATION

BY

William G. Reamer
President

BY

Angela D. Engel
Secretary

HILLSDALE BOARD OF EDUCATION

BY

Dr. John J. Lee
President

BY

Anna F. Felten
Secretary