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MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION, SOUTH RIVER, NEW JERSEY
and
CUSTODIAL, FIELD AND MAINTENANCE EMPLOYEES

THIS BOOK DOES
NOT CIRCULATE

I. Agreement

This Agreement is entered into by and between the South River Board of Education, hereinafter called the "Board" and the Custodial Field, and Maintenance Employees of the South River Public Schools, hereinafter called the "Employees."

II. Recognition

The Board recognizes the Custodial, Field, and Maintenance Employees as exclusive representatives for the following unit of employees for the year 1972-74:

Custodians, Fieldmen, and Maintenance Men employed under the annual contract on a full time basis.

III. Board of Education's Rights

A. Except as specifically modified by this Agreement, the Board retains, without limitations, all powers, rights, and authority vested in it by all laws, rules and regulations, including the management and direction of all the operation and activities of the school district.

B. The Employees acknowledge that the employees of the Board of Education which it represents are not entitled to take any collective action to disable the Board of Education in the discharge of its statutory duty, and the Employees agree that such action would constitute a material breach of The Agreement. Nothing contained in this Agreement shall be construed to limit or restrict the Board of Education in its right to seek and obtain such judicial or other relief as it may be entitled to have, in the event of such breach.

IV. Salary

A. The salary range for Custodians and Fieldmen for 72-73 will be \$5650 minimum to a maximum of \$7225. The salary range for 1972-73 for Maintenance Men will be \$7000 minimum to a maximum of \$9100

B. Custodians, Fieldmen, and Maintenance Men shall receive salary increases for 1972-73 as follows:

<u>1971-72 Salary</u>	<u>1972-73 Increase</u>
Maximum salary	375
Less than maximum salary	475

C. Maintenance Men shall receive salary increases for 1971-72 as follows:

<u>1971-72 Salary</u>	<u>1972-73 Increase</u>
Maximum Salary	500
Less than maximum salary	600

D. Longevity Schedule:

1. All employees shall receive an additional increment of \$100 from the twentieth to the twenty-fourth year of accumulated service in the South River School System.
2. All employees shall receive an additional increment of \$100 from the twenty-fifth to the twenty-ninth year of accumulated service in the South River School System.
3. All employees shall receive an additional increment of \$100 from the thirtieth year of accumulated service in the South River School System.
4. The maximum amount payable under this section shall be \$300 per year.

V. Black Seal License

A. All custodians shall within 18 months of their initial employment obtain a Black Seal License to operate low pressure boilers as required by the State of New Jersey. Those now employed who do not hold a Black Seal License shall have 18 months from July 1, 1969 to obtain said license.

B. The Board of Education shall reimburse custodians for the annual fee required to renew said Black Seal License.

VI. Special Equipment

A. The Board shall purchase foul weather gear for certain employees, that includes boots and rain hat.

B. The Board will reimburse employees three dollars upon presentation of a receipted bill for the purchase of safety shoes.

Uniforms

C. The Board will provide 3 sets per year with the understanding that the employee will maintain them during the year.

D. The Board will provide 4 pairs of gloves per year to each employee.

VII. Overtime Pay

A. Custodians and Fieldmen shall be paid at the rate of time and one-half for all work authorized beyond forty (40) hours per week.

B. Custodians in the elementary schools who are required to make building checks on weekends and holidays will be paid one-half hour of overtime.

C. Maintenance Men shall work thirty five (35) hours plus five (5) hours standby for emergencies per week. They shall be paid straight time for any work scheduled by the Facilities Supervisor during the five-hour standby period and time and one-half for all work authorized by the Superintendent of Schools beyond forty (40) hours per week.

VIII. Fringe Benefits

A. Group Health Insurance

1. All full-time regularly employed personnel shall be eligible for enrollment in the New Jersey Public and School Employees Health Plan as administered by the Division of Pensions, and which includes Blue-Cross, Blue-Shield, Rider J and Major-Medical Coverage.

2. The Board of Education shall participate in the financing of the program by contributing the following amounts:

Single Plan - entire premium

Other than Single Plan - entire premium of the employee plus the cost of coverage for dependents less a percentage paid by the employee each month. The percentage to be paid by the employee each month for such coverage under all plans shall be determined by dividing \$4.00 by the cost of coverage for dependents under the Family Plan.

IX. Vacations

Employees shall be eligible for vacations according to the following schedule:

One (1) to seven (7) years service in South River -- Two (2) weeks.

During the eighth (8th) anniversary calendar year of employment to the fourteenth (14th) anniversary -- Three (3) weeks.

From the fifteenth (15th) anniversary calendar year of employment and thereafter -- Four (4) Weeks.

X. Holidays

A. Holidays shall include the following:

July 4th	-- Independence Day
September	-- Labor Day
November	-- Thanksgiving Weekend (Thursday and Friday)
December 24/25/26	-- Christmas--shall include three (3) workdays, if any of these dates fall on Saturday or Sunday
January 1	-- New Year's Day
March-April	-- Good Friday and Easter Monday
May	-- Memorial Day

B. When schools are not in session, if any of the above holidays falls on a Saturday, the holiday shall be observed on Friday; if any of the above holidays falls on Sunday, the holiday shall be observed on a Monday.

XI. Maintenance

Custodians shall perform minor maintenance repairs within the scope of their ability and as directed by the Facilities Supervisor.

XII. Leaves of Absence

A. Sick Leave

1. All ten month employees shall be granted ten days sick leave yearly.

All twelve month employees shall be granted twelve days sick leave yearly. All unused sick leave shall be cumulative for a possible emergency in later years. When absence because of sickness exceeds the total sick leave permitted under this provision, the employee will continue to receive his salary less the pay of his substitute for a period not to exceed twenty days.

2. If a custodian because of illness is absent from school for more than three consecutive days, he must present a doctor's certificate to the Superintendent upon his return.
3. Custodians who have been on a leave of absence authorized by the Board shall have previous accumulated sick leave restored to them upon return to active service.

B. Funeral Leave

1. An allowance of five days will be granted without deduction in case of death of father, mother, sister, brother, husband, wife, son, or daughter. This time is not deducted from the regular sick leave.
2. An allowance of three days will be granted without deduction in case of death of the father, mother, sister, or brother of the husband or wife of an employee.
3. An allowance of one day will be granted without deduction in salary to attend the funeral of a grandparent, grandchild, brother-in-law, or sister-in-law of a custodian (but not of the custodian's spouse) or an uncle or aunt provided that said uncle or aunt resides in the same household as the custodian.

C. Personal Leave

1. All employees shall be allowed nonaccumulative leave of absence with full pay for the following reasons up to a maximum of three (3) school days in any contract year.
 - A. Marriage of the employee or an immediate member of the employee's family.
 - B. Graduation exercises of the employee or his children.
 - C. Required appearance in court or other legal business as approved by the Superintendent.
 - D. To take examinations.
 - E. To attend conventions with prior approval of the Superintendent.
 - F. Serious illness in the immediate family.
 - G. To attend the funeral of a relative or observe a religious holiday not covered in the Agreement.

2. All leaves of absence referred to in this section are subject to the following conditions:
- A. A Request for Personal Leave Form shall be filed with the Superintendent of Schools at least three (3) school days in advance of the contemplated absence, or such shorter notice as is practical in the event of an emergency. Lacking such notice the absence will be considered unauthorized and the employee's pay will be deducted at a daily rate of 1/240 of the annual salary.
 - B. Personal days will not be granted the day immediately preceeding or following a vacation except in case of emergency approved by the Superintendent of Schools.
 - C. The Superintendent of Schools, in the best educational interest of the school district, is empowered to deny any requests for the above days.
 - D. Military Leaves
 - 1. Military leave shall be granted without pay to any custodian who is inducted in any branch of the Armed Forces for the period of induction.
 - E. Miscellaneous
 - 1. An allowance of not more than two days per year may be approved by the Superintendent of the observance of a religious holiday by an employee.

XIII. Transfers

Employees desiring a change of employment and who wish to transfer to another building may file a written statement with the Superintendent of Schools by March 1 or such time that an opening arises. Such requests shall be considered, but the final determination shall rest with the Administration.

XIV. Rules and Regulations

Maintenance Men, Custodians, and Fieldmen will be governed by the Rules and Regulations for Custodial Maintenance Employees as adopted, by the Board of Education.

XV. Duration

The provisions of this Agreement shall become effective July 1, 1972 and shall continue and remain in force and effect until June 30, 1974 subject to the Association's right to negotiate new Salary Schedules and changes in those provisions which provide financial benefits for the 1973-74 school year; negotiations for which shall commence on or above October 1, 1972.

In WITNESS WHEREOF, the parties hereinto set their hands and seals
this 22nd day of February, 1972.

South River Custodial, Field
and Maintenance Employees

South River Board of Education

EDGAR KLEBANOVICH

PRESIDENT

JOHN AMARESCU

CHAIRMAN, BOARD-STAFF RELATIONS

STANLEY LEWANDOSKY

NORMAN TRIZNADEL

EDWARD TROJANOWSKI

REGIS WYLUDA