

Institute of Management
Labor Relations

CLIFFSIDE PARK BOARD OF EDUCATION
CLIFFSIDE PARK, NEW JERSEY

MAY 30 1975

RUTGERS UNIVERSITY CUSTODIAL SALARY AGREEMENT
SCHOOL YEAR 1974-1975

Pursuant to Chapter 303 Public Laws of New Jersey 1968, 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 custodial personnel.

ARTICLE I - SALARIES

A. Salary Guide for School Custodians for School Year 1974-1975

Minimum.....\$6,835 Maximum.....\$10,728
Amount of yearly increment....\$300.00

B. Salary Guide for Maintenance Crew for School Year 1974-1975

Minimum.....\$10,013 Maximum.....\$11,213
Amount of yearly increment....\$400.00

THE BOARD OF EDUCATION RESERVES THE RIGHT TO WITHHOLD INDIVIDUAL SALARY INCREMENTS IN THIS AGREEMENT. ALL INCREMENTS ARE SUBJECT TO THE RECOMMENDATION OF THE SUPERINTENDENT OF SCHOOLS AND APPROVAL BY THE BOARD OF EDUCATION

C. A Head Custodian in the Cliffside Park High School will be appointed for school year 1974-1975 with additional compensation in the amount of \$500.00

D. The additional sum of \$200 shall be added to the yearly salary of custodians who work on the night shift.

E. Overtime Compensation

For work performed over and above forty hours per week compensation will be paid at the rate of one and one-half times the custodian's hourly wage; it being understood that the custodian must be physically at work for 40 hours per week (except on the holidays listed below) in order to receive overtime pay. It shall also be understood that if a custodian is asked to work on one of the holidays listed below, he will be compensated at the rate of one and one-half times his regular hourly rate, in addition to his regular wage for that day.

ARTICLE II -- HEALTH INSURANCE

Health Insurance coverage in the State Health Benefit Plan is granted to all custodians and their dependents, effective July 1, 1974.

ARTICLE II --- HOLIDAYS FOR CUSTODIANS

Custodians shall have 15 holidays with pay each year, as follows:

New Year's Eve	Veteran's Day
New Year's Day	Thanksgiving Day
Lincoln's Birthday	Day Following
Washington's Birthday Holiday	Thanksgiving
Good Friday	Christmas Eve
Memorial Day	Christmas Day
Independence Day	Labor Day
	Columbus Day
Election Day (National & State Elections in November only)	

This Salary Guide shall become effective July 1, 1974