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THIS DOES NOT  
CIRCULATE

A G R E E M E N T  
 BETWEEN  
 CAMDEN BOARD OF EDUCATION  
 AND  
COMMUNICATIONS WORKERS OF AMERICA  
 AFL-CIO  
LOCAL 1079  
JANITORIAL

LIBRARY  
 Institute of Management and  
 Labor Relations

OCT 04 1978

RUTGERS UNIVERSITY

1973-1975

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THIS AGREEMENT is entered into this 1st day of July, 1973, by and between the Board of Education in the City of Camden, New Jersey, hereinafter called the "Board" and the Communications Workers of America, AFL-CIO, hereinafter called the "Union". The duration of this Agreement will be as provided in Article XX.

ARTICLE I

RECOGNITION

A. Pursuant to Chapter 303, of 1968, Public Laws of the State of New Jersey, known as the New Jersey Employer-Employee Relations Act, the Camden Board of Education pursuant to the certification issued by the Executive Director of the Public Employment Relations Commission, Docket No. RO-13, hereby recognizes the Communications Workers of America as the exclusive representative for collective negotiations concerning the terms and conditions of employment of all Janitorial and Supply Department employees of the Board of Education of the City of Camden, excluding all craft employees, managerial executives, professional employees, police and supervisors within the meaning of the Act, and all others.

B. Unless otherwise indicated, the term "employees" when used hereinafter in this Agreement shall refer to both male and female employees.

ARTICLE II

NEGOTIATION PROCEDURE

A. In accordance with the provisions of Chapter 303, Public Laws 1968, the parties agree to commence collective negotiations on a successor agreement not later than \_\_\_\_\_ of the calendar year preceding the calendar year in which this Agreement expires.

B. Upon written reasonable request by the International Representative of C.W.A., the Board agrees to make known to the representative when and where the Union may obtain documents that the Board is required by law to release.

C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

D. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

E. 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 a complaint by an employee or the Union that there has been to him a personal loss, injury or inconvenience because of a violation, misinterpretation of this Agreement. A grievance to be considered under this procedure must be initiated in writing by the employee of the Union within thirty (30) calendar days from the time when the employee or the Union knew or should know of its occurrence.

B. Procedure:

1. (a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee or the Union to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

(b) It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

2. Any employee who has a grievance shall discuss it first with his immediate superior in an attempt to resolve the matter informally at that level.

3. If as a result of the discussion, the matter is not resolved to the satisfaction of the employee within (5) work days, the employee or the Union shall initiate a grievance in writing to the immediate superior specifying:

- (a) the nature of the grievance;
- (b) the nature and extent of the injury, loss or inconvenience;
- (c) the results of previous discussions;
- (d) his dissatisfaction with decisions previously rendered.

cont'd

ARTICLE III  
Grievance Procedure

The immediate superior shall communicate his decision to the employee in writing within three (3) work days of receipt of the written grievance.

4. The employee or the Union, no later than five (5) work days after receipt of the immediate superior's decision, may appeal the immediate superior's decision to the Business Administrator. The appeal to the Business Administrator must be made in writing reciting the matter submitted to the immediate superior as specified above and his or her dissatisfaction with decisions previously rendered. The Business Administrator shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) work days. The Business Administrator shall communicate his decision in writing to the employee and the immediate superior.

5. If the grievance is not resolved to the grievant's or Union's satisfaction, he no later than five (5) work days after receipt of the Business Administrator's decision, may request a review by the Board of Education. The request shall be submitted in writing through the Business Administrator who shall attach all related papers and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the employee grievant and render a decision in writing and forward copies thereof to the grievant and to the Union within forty-five (45) calendar days of receipt of the appeal. The referred to hearing, if granted, shall be held within a reasonably expeditious time after receipt of the appeal notice. The Board of Education shall not be required to give reasons for its decision. Decisions of the Business Administrator in the following matters shall be final and such decisions shall not be subject to appeal to the Board:

(a) any matter for which a method of review is prescribed by law; or

(b) any rule or regulation of the State Commissioner of Education; or

(c) By-Laws of the Board of Education; or

(d) any matter which according to law is either beyond the scope of Board authority or limited to action by the Board alone.

ARTICLE III  
Grievance Procedure

7. (a) The following procedure will be used to secure the services of an arbitrator:

(1) A joint request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.

(2) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.

(3) If the parties are unable to determine, within ten (10) work days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.

(b) The arbitrator shall limit himself to the issue submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The recommendations of the arbitrator shall be binding on the parties. Only the Board and the aggrieved and his representatives shall be given copies of the arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) days of the completion of the arbitrator's hearings.

C. Rights of Employees to Representation:

(1) Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative selected or approved by the Union.

(2) When an employee is not represented by the Union in the processing of a grievance, the Union shall at the time of submission of the grievance to the Business Administrator or any lower level, be notified that the grievance is in process, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered.

(3) The Board and the Union shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in presenting his appeal with respect to his personal grievances.

ARTICLE III  
Grievance Procedure

D. Costs:

1. Each party will bear the total cost incurred by themselves.

2. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.



ARTICLE IV

EMPLOYEE RIGHTS

A. No employee shall be disciplined or reprimanded without just cause. Any such action asserted by the Board, or any agent or representative thereof shall be subject to the grievance procedure herein set forth.

B. Whenever any employee is required to appear before the Board or any committee thereof concerning any matter which could adversely affect the continuation of that employee in his office, position or employment or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Union present to advise him and represent him during such meeting or interview.

C. No employee shall be prevented from wearing pins or other identification of membership in the Union or its affiliates.

ARTICLE V

UNION RIGHTS AND PRIVILEGES

- A. Representatives of the Union may be permitted to transact official Union business on school property at reasonable times provided that permission has been granted by the School Business Administrator's Office in writing.
- B. The Union and its representatives may have the right to use school buildings at reasonable hours for meetings provided permission has been granted by the School Business Administrator's Office in writing.
- C. The Union shall have the exclusive use of a bulletin board in each janitorial room in each school building. Copies of all materials to be posted on such bulletin boards shall be given to the building principal and School Business Administrator.
- D. The Union may use the school mail boxes in a reasonable manner with the permission of the building principal.
- E. Material addressed to building representatives received in the building will be placed in their mailboxes.
- F. The President of the Custodial Union shall enjoy freedom to enter and leave his assigned school and other schools at reasonable times when school is in session and he is not otherwise assigned, provided he notifies his building principal, and if he secures permission to enter any other school building from the building principal of that building.

ARTICLE VI

SICK LEAVE

A. The Board hereby agrees to continue its practices with respect to the number of sick leave days permitted the employees each school year, and further, the Board agrees to continue its practice with respect to the employee's rights to accumulate sick leave days from year to year.

B. ABSENCE REGULATIONS GOVERNING ALL EMPLOYEES

(1) IN CASES OF ABSENCE FOR PERSONAL ILLNESS

Any employee who is ill and cannot report to his assigned duties, shall report the illness to the Office of his Department Head and the School Business Administrator before the start of the regular work day.

(2) Requirements after 5 days' absence

When an employee is absent beyond five school days because of illness he shall:

(a) File a doctor's certificate stating the nature of the illness with the School Business Administrator's Office.

(b) Submit a written request for leave of absence to the School Business Administrator's Office; stating the length of sick leave required.

(3) Leave of Absence

Leaves of absence shall be recommended by the School Business Administrator and approved by the Board of Education. Leaves shall be granted for a period of up to 3 months. If any employee is compelled to be absent more than three months, the leave may be extended, upon receipt of such a request in writing also a doctor's certificate stating the need for an extended sick leave.

Leaves of absence shall not be extended beyond the close of the current school year, except in very unusual cases, or in the case of a female employee who is out on maternity leave of absence.

Before returning to his position, an employee shall communicate with the Department Head's Office and he shall file another doctor's certificate with the School Business Administrator stating that he is able to resume his regular duties. The School

ARTICLE VI  
Sick Leave

Business Administrator may require additional medical examination to determine capacity to perform assigned duties, and require the employee to report to the Chief Medical Inspection Office for an examination.

The School Business Administrator may require a doctor's certificate for one day's absence, when it is deemed necessary. When this is required, the doctor's certificate shall state the nature of the illness and that the employee was unable to carry out his assigned duties on that day.

C. SICK LEAVE POLICY

Effective July 1, 1959, all persons holding any office, position or employment, in the school district who are steadily employed by the Board of Education shall be allowed sick leave with full pay for a period of 15 school days in any school year. If any such person requires in the school year less than 15 school days of sick leave all of such leave not utilized shall be accumulative.

NEW EMPLOYEES

An employee appointed subsequent after July 1 of the school year, based upon the date of appointment, shall be allowed sick leave and accumulated sick leave in proportion to the number of months remaining in that school year.

## ARTICLE VII

### TEMPORARY LEAVES OF ABSENCE

A. For the duration of this Agreement, the Board hereby agrees to continue its practices with respect to the temporary leaves of absences that are permitted the employees in the recognized bargaining unit. All procedures and regulations for the utilization of such days are also continued in full force and effect.

B. The Board agrees to allocate not more than five (5) working days with pay, in aggregate, to delegates chosen by the Union to attend bona fide Union conferences and conventions. Any employee for whom the Union makes such a request must present to the Board one week in advance of the conference or convention a written request for time off, specifying the dates for each occasion such employee is required to be absent. Such request will be honored unless conditions at work at the time are such that the employee's services cannot be spared. In such case an alternate representative may be designated by the Union.

C. All employees shall be entitled to two (2) non-accumulative personal leave days without refund, within each school year, provided that a formal request is initiated stating the reasons therefor. Said request shall be approved by the School Business Administrator and shall have been submitted at least five (5) school days prior to the date requested, except in extreme emergency. A copy of such request shall be filed with the immediate superior (supervisor or principal) at the same time it is forwarded to the School Business Administrator. Except in emergency, personal leave shall not be granted at the beginning or at the end of the school year, or immediately prior to or after any scheduled vacation period or school holiday.

D. In case of absence on account of death of husband or wife, mother or father, son or daughter, brother or sister, full salary shall be paid for a period of up to five (5) consecutive weekdays, except Saturday. This provision will also apply in case of death of another member of the immediate household of the employee.

Upon presentation of proof of guardianship concerning legal guardian (Mother or Father), the above shall apply.

E. In case of absence on account of death of father-in-law or mother-in-law full salary shall be paid for a period of up to three (3) consecutive weekdays except Saturday

ARTICLE VII

Temporary Leaves of Absence

F. One day's absence without loss of pay shall be allowed to attend the funeral of grandparents, great-parents, aunt, uncle, niece, nephew, first cousin, or any in-law not covered by the preceding paragraphs.

G. Employees may be allowed to attend the funeral of a co-worker without loss of pay upon receiving such permission from the School Business Administrator.

H. Employees whose son, daughter, husband or wife is receiving a college degree, may be allowed one day's absence to attend the graduation exercises without loss of salary. Request for such permission must be made in writing to the School Business Administrator.

I. All military service absence by employee of not more than ten (10) working days annually for temporary short-term military services shall be treated as "Absence with Permission" requiring no refund, and shall not be counted as part of vacation days. Absence in excess of ten (10) working days will require full refund.

J. For absence with permission to be married, all employees shall be granted leave of absence not to exceed one calendar week. Payroll deductions for this absence shall be in accordance with these regulations and with the rates set for other absences.

K. All requests for permission to be absent for reasons other than illness must be made in writing to the School Business Administrator.

## ARTICLE VIII

### EXTENDED LEAVES OF ABSENCE

- A. Military leave without pay shall be granted to any employee who is inducted or enlists in any branch of the Armed Forces of the United States for the period of said induction of initial enlistment.
- B. Any married woman employee, under contract, who shall have advanced three (3) months in pregnancy shall advise the School Business Administrator, in writing, and shall provide a doctor's certificate which indicates either how far she is advanced in pregnancy or the expected date of confinement. The employee shall be placed upon leave of absence at the beginning of the fifth month of pregnancy, without salary, except that the employee may be permitted to remain until the beginning of the sixth month upon her written request and with the advice and recommendation of the Chief Medical Inspector.
- C. A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of an employee's immediate family. Additional leave may be granted at the discretion of the Board.
- D. The Board may grant a leave of absence without pay to any employee to serve in a full-time public office.
- E. Other leaves of absence without pay may be granted by the Board for good reason.
- F. 1. Upon return from leave granted pursuant to Section A, of this ARTICLE, an employee shall be considered as if he were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he would have achieved if he had not been absent. An employee shall not receive increment credit for time spent on a leave granted pursuant to Section B, C, D, or E of this ARTICLE. Applications for leave are subject to the approval of the School Business Administrator.
2. All benefits to which an employee was entitled at the time his leave of absence commenced, including unused accumulated sick leave, shall be restored to him upon his return, and every effort shall be made to assign him to the same position which he held at the time said leave commenced, if available.
- G. All extensions or renewals of leaves shall be applied for in writing. If the Board approves such application, the employee shall be notified in writing.

ARTICLE IX

INSURANCE PROTECTION

A. The Board will assume 100% of the cost of employee's and the employee's dependent coverage, where appropriate, in the New Jersey School and State Employees Health Benefits Program. (Blue Cross-Blue Shield, Rider J and Major Medical Coverage).

B. The employee will become eligible for this coverage on the first of the month following the date of two (2) months continuous service with the Board of Education.



ARTICLE X

BOARD RIGHTS

A. The Union recognizes that the Board may not by agreement delegate authority and responsibility which by law are imposed upon and lodged with the Board.

B. It is understood by all parties that, under the rulings of the courts of New Jersey and the State Commissioner of Education, the Board is forbidden to waive any rights or powers granted it by law.

C. The Board, subject only to the language of this Agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the right, in accordance with applicable laws and regulations (a) to direct employees of the School District, (b) to hire, promote, transfer, assign, and retain employees in positions within the school district, and suspend, demote, discharge, or take other disciplinary action against employees, (c) to relieve employees from duties because of lack of work, or other legitimate reasons, (d) to maintain the efficiency of the school district operations entrusted to them, (e) to determine the methods, means, and personnel by which such operations are to be conducted; and, (f) to take whatever other actions may be necessary to carry out the mission of the school district in any situation.

ARTICLE XI

DUES DEDUCTION

A. The Board agrees to deduct the dues of the Union in accordance with the provisions of Statute and the appropriate rules and regulations, upon proper notification by the International Union to the Secretary of the Board.

B. The Union agrees to save the Board harmless from any action by the Union regarding funds involved in the implementation of this Article after those funds have been transmitted to the representative designated by the Union.

ARTICLE XII

UNION SECURITY

A. Whenever an employee who falls within the bargaining unit fails to become a Member of the Union, he may pay to the Local Union a monthly service fee equal to the monthly Union Membership Dues for the various services provided him by the Local Union.

B. The Union agrees that it shall have the sole and exclusive responsibility for the collection of the service fees, and that the payment of service fees shall not be a condition of employment.

C. The Union agrees to indemnify and hold harmless the Board from any causes of action, claims, loss or damages incurred as a result of this clause.

ARTICLE XIII

SENIORITY

A. "Seniority" for the purpose of this Article shall be based upon an employee's continuous length of service with the Board of Education of the City of Camden.

B. All employees shall be considered as probationary employees for the first ninety (90) days of their employment. Probationary employees may be disciplined or terminated at any time during their probationary period at the sole discretion of the Board, without recourse to the provisions of the grievance procedure of this Agreement.

Upon completion of such probationary period, their seniority will be dated as of the date of commencement of their employment.

C. The School Business Administrator shall notify the Union of any employee who's first ninety (90) days of employment has been extended at the discretion of the Board, all conditions of employment as outlined in Section B shall be enforced.

ARTICLE XIV

VACATIONS

A. Employees shall be entitled to paid vacations in accordance with the following schedule:

0 to 12 months	- 1/2 day for each month of service.
1 to 9 years	- 10 working days.
9 yrs. & 1 day to 15 years	- 15 working days.
15 yrs. & 1 day to 20 years or more	- 20 working days.

B. The parties agree that the administration shall have full power to assign and designate a vacation schedule. Where appropriate, seniority shall be considered in establishment of a vacation schedule where so required.

C. All existing Board practices and procedures with respect to the establishment of the number of days that an individual is entitled to in accordance with his anniversary date of employment shall continue to determine the eligibility of an employee under Provision A of this Article.

Concerning Board practices and procedures with respect to the establishment of the number of days that an individual is entitled to in accordance with his anniversary day of employment, shall further be defined that the extra week of vacation shall be due the individual after his anniversary date of employment.

D. If the employee is entitled to fifteen (15) working days or more of vacation only two (2) weeks may run consecutively. No vacations shall be granted in May and September.

E. Vacation time off shall be taken in units of full weeks, except that those employees entitled to more than two (2) weeks vacation may schedule one (1) week of vacation in days provided one (1) weeks notice is given to the Business Administrator.

F. Vacation schedules for Janitorial personnel entitled to 10 working days shall begin after June 15 and be completed by August 15th. For those employees entitled to 15 or 20 days, they must submit their request through the Supervisor of Custodial Service and to the School Business Administrator for approval. No vacations will be scheduled during the month of May or September.

ARTICLE XV

HOLIDAYS

A. For the duration of this Agreement, the Board hereby agrees to continue its practices with respect to the number of holidays for the members of the recognized bargaining unit.

B. The following schedule of holidays for 12 months Non-Teaching employees will be observed for the school year 1973-1974, as approved by the Board.

July 4	- Independence Day
September 3	- Labor Day
October 8	- General Pulaski & Columbus Day
November 6	- General Election
November 22 & 23	- Thanksgiving Recess
December 25	- Christmas
January 1	- New Year's Day
January 15	- Martin Luther Day
February 18	- President's Day
April 12	- Good Friday
May 27	- Memorial Day

C. Holiday Schedule for the ensuing year shall be published by July 1.

D. Janitors assigned to open their building on General or Primary Election Days, shall be compensated by the Board of Elections.

E. Janitors required to check their buildings on any of the above listed holidays, shall be paid in accordance with the overtime schedule set forth in this Agreement. (Article XVII)

F. All employees by this agreement will observe the day before Christmas or the day after Christmas as an additional holiday, when Christmas falls on either Tuesday or Thursday.

ARTICLE XVI

HOURS OF WORK

A. For the duration of this Agreement, the Board hereby agrees to continue, with respect to the numbers of hours of work and the scheduling of such hours, depending on the size of the school building and custodial force assigned.

1. All custodial employees, except nightwatchmen shall be scheduled as following:

a/ A regular work day shall be eight (8) hours and a regular work week of five (5) days, commencing on Monday and terminating on Friday; except, that where employee's regular assigned work hours begin on Friday and in the normal course extends beyond midnight of that day he shall be regarded as working a regular work week.

b/ Custodial employees working a regular work day in a secondary school shall receive a one-half hour lunch period upon completion of his first four (4) hours of work.

Custodial employees working in elementary schools shall receive a one-hour lunch period.

c/ Work Schedules for Custodial personnel shall be established by the Supervisor of Custodial Services, the head Custodian of the School and the Principal, for each school building.

d/ Beginning on or before July 1, 1972, all custodial personnel, including nightwatchmen, shall use time clocks to record their work day. Custodial personnel that leave their building for lunch shall clock out and in to record their lunch time. The Head Custodian shall submit to the School Business Administrator all time cards upon completion of the work week.

ARTICLE XVI  
Hours of Work

C. Any employee who makes it a practice to be absent without permission or who clocks in or out another employee, shall be subject to disciplinary action according to the Rules and Regulations of the Board as part of this Agreement.

D. Any employee who reports late for his assigned work shift, or clocks out before the end of the work day, shall refund, according to a schedule approved by the Board. An employee who makes a habit of beginning late or leaving early shall be subject to disciplinary action, according to the Rules and Regulations of the Board.

A three(3) minute grace period, with no loss of pay, will be allowed for clocking in at the start of shifts.

NOTE: The Board reserves the right to discontinue this practice if it is abused, after having a discussion with the Union.



ARTICLE XVII

WAGES

A. The wages for the various categories shall be set and paid in accordance with the Schedule attached hereto and marked Exhibit "A".

B. The increment provided for in Exhibit "A" shall not bring the employee above the next step in the wage schedule.

Personnel shall render more than five months service in the particular school year in order to be entitled to an increment on July 1st of the succeeding school year.

C. The Board agrees that beginning July 1, 1972 a ten (10) cents hour differential, will be paid to all custodial employees whose schedule of work extends beyond 6:00 P.M., and ends at 6:00 A.M., except the nightwatchmen force.

D. The Board agrees to pay time and half of the regular rate for all time worked as overtime that has been scheduled by the Supervisor of Custodial Services, and approved by the School Business Administrator.

Except that all time worked on Sundays or Holidays, in excess of forty (40) hours will be paid for at two times (2x) the hourly rate of the employee.

The checking of all elementary schools on week-ends and holidays one (1) hour, between the hours of 9:00 A.M. to 10:00A.M., except on holidays that require the flag to be raised.

The checking of all secondary schools on week-ends and holidays, two (2) hours, between the hours of 1:00 P.M. to 3:00 P.M., except on holidays that require the flag to be raised.

E. In the distribution of overtime, the following procedures shall be utilized. All overtime shall be distributed on the basis of seniority involved; and with respect to employees assigned to particular school buildings, overtime shall be distributed on the basis of seniority within the respective classification of personnel. Overtime as it becomes available shall be offered on said seniority basis, and the most senior employee within the aforementioned classifications shall not receive a second offer of overtime until all less senior employees within said classification have received an offer.

ARTICLE XVII  
Wages

When employees within a given classification assigned to a school building are unable or unwilling to perform the overtime work, next preference shall, to the extent practicable, be given to employees regardless of classification involved based upon seniority in the school district, also subject to the same method of rotation as indicated above.

F. All employees possessing a Black Seal License or better, when filling in for a C-2, shall be paid at the minimum based on his years of service or the promotional increase, whichever is greater.

A career increment of \$200.00 will be paid, to all employees covered by this agreement, upon attaining thirteen (13) years of continuous service with the Board, for the school year 1973-1974.

ARTICLE XVIII

PROMOTIONS

A. A notice of a vacancy in a promotional position shall be sent to each school thirty (30) days before the final date when applications must be submitted.

B. Employees who desire to apply for such vacancy shall submit their applications in writing to the School Business Administrator within the time limit specified within the notice.

C. Whenever an employee is advanced to a higher classification he or she shall receive a promotional adjustment as set forth in salary policies for non-teaching personnel as follows.

1. Whenever janitorial personnel are advanced to a higher classification, they shall receive a promotional adjustment set forth:

1. Advanced to Custodian Class-B - \$150 promotional adjustment.

2. Advanced to Custodian Class-A - \$200 promotional adjustment.

3. Advanced to Custodian Class-C2 - \$100 promotional adjustment.

2. Employees promoted to a higher classification shall receive the above promotional increase or the minimum rate of the higher classification, whichever is greater.

3. Whenever janitorial personnel are assigned to a higher classification of Acting Custodian Class-B, he shall be paid the promotional adjustment on a per diem basis.

ARTICLE XIX

MISCELLANEOUS PROVISIONS

A. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

1. If by Union, to Board at Room 503, City Hall, Camden, New Jersey 08101, Attention: Board Secretary.

2. If by Board, to Union at 355 Chestnut Street, Union, New Jersey 07083.

B. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

C. The Board will reclassify all one man schools from Janitor Class-C, to Janitor Class C-2, as per Board Rules and Regulations and Article XVIII (Promotions) of this Agreement.

D. The Union retains the right to negotiate on the classification of Janitresses and also to institute a new Dues Deduction Card; including a Maintenance of Membership Clause at any time during the life of this Agreement.

E. The Board will print this Agreement, the Union will be reasonable for putting it together and distribution to all employees.

ARTICLE XX

DURATION OF AGREEMENT

A. 1. The provisions of this Agreement shall be effective July 1, 1973 except as herein provided and shall remain in full force and effect to and including June 30, 1975, when it shall expire unless an extension is agreed to by both parties and expressed in writing prior to such date.

2. Except that the provision of Article:

XVII - Wages

shall be subject to renegotiation for the school year. July 1, 1974 to June 30, 1975.

B. IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by C.W.A. Representative, and President of Local, The President, Secretary and School Business Administrator of the Board, and their corporate seals to be placed hereon, on the day and year written below.

Camden Board of Education

*[Handwritten signature]*

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

*[Handwritten signature]*

\_\_\_\_\_  
School Business Administrator

*[Handwritten signature]*

Date

*[Handwritten date]*

Communications Worker of America, AFL-C.I.O.

\_\_\_\_\_  
C.W.A. Representative

\_\_\_\_\_  
President of Local - 1079

\_\_\_\_\_  
Secretary of Local - 1079

Date

*[Handwritten date]*

NON-TEACHING SALARY RANGES (JANITORIAL)

		<u>Salary</u> <u>73-74</u>			<u>Salary</u> <u>73-74</u>
<u>Jan. Class-A</u>	1 -	\$ 6195	<u>Jan. Class-C-2</u>	1 -	5950
	2 -	6609		2 -	6370
	3 -	7025		3 -	6785
	4 -	7440		4 -	7200
	5 -	7865		5 -	7400
	6 -	8290			
	7 -	8390			
 <u>Jan. Class-B</u>	1 -	\$ 5870	<u>Janitress Class-D</u>	1 -	3990
	2 -	6310		2 -	4390
	3 -	6695		3 -	4740
	4 -	7145		4 -	5100
	5 -	7535		5 -	5445
	6 -	7790			
 <u>Jan. Class-C</u>	1 -	\$ 5790	<u>Janitress Class-E</u> <u>(10 Months)</u>	1 -	2730
	2 -	6200		2 -	3020
	3 -	6615		3 -	3310
	4 -	7035		4 -	3605
	5 -	7235		5 -	3730
			 <u>N.W. Class-F</u>	1 -	5375
				2 -	5735
				3 -	5870

NON-TEACHING SALARY RANGES (STOCK ROOM)

		<u>Salary</u> <u>73-74</u>
<u>Asst Supv.</u>	1 -	5870
<u>Class-B</u>	2 -	6310
	3 -	6695
	4 -	7145
	5 -	7535
	6 -	7790
<u>Clerk-Helper</u>	1 -	5350
	2 -	5765
	3 -	6175
	4 -	6595
	5 -	6790

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