

MEMORANDUM OF AGREEMENT
ROXBURY TOWNSHIP BOARD OF EDUCATION
and the
ROXBURY CUSTODIAL MAINTENANCE ASSOCIATION

February 17, 2011

The Roxbury Custodial Maintenance Association (“Association”) and the Roxbury Township Board of Education (“Board”) hereby agree to incorporate all the terms and conditions of the 2008-2011 Collective Bargaining Agreement into the successor Collective Bargaining Agreement except for the modifications set forth below. This Memorandum of Agreement is subject to ratification by the full membership of the Association and the Board.

1. Article 23, Salaries

a. All Salary Guides shall be improved as follows:

2011-2012 – 0%, inclusive of increment, meaning no movement on guide;

2012-2013 – 0%, inclusive of increment, meaning no movement on guide;

2013-2014 – 2.0%, inclusive of increment.

b. The Association and the Board will develop mutually agreed-upon salary guides.

2. Article 29 Duration of Agreement

RJM
PSM 2/17/11
CS 2/17/11
JM 2/17/11
(Signature)
(Signature)
(Signature)
(Signature)

The term of this contract shall be from July 1, 2011, to June 30, 2014.

3. Page 6, Article 7, 1(a)—delete reference to the word “custodian”; Page 19, Article 24 (4)—delete reference to the word “custodian” after Groundskeeper and Truckdriver.
4. Article 24, Section 3 -- Delete “The six”
5. Article 6 (2) (b) --delete “layoffs.”
6. Article 7 (1) -- delete entirely.
7. The parties reserve the right to review the entire contract to ensure consistency with the agreement to eliminate seniority to the layoff process.
8. Unused sick leave payout upon leaving the District as set forth in the Contract will be extended to those who have worked in the District less than ten years for purposes of the 2010-2011 school year only.
9. Unused vacation leave payout upon leaving the District as set forth in the Contract will be extended to those members who are reduced in force for purposes of the 2010-2011 school year only.

FOR THE BOARD:

Pat S. Hill
Elizabeth DiBranco
John J. Moschella

FOR THE ASSOCIATION:

[Signature]
John J. Duddy
[Signature]
John H. [Signature]
Raymond J. Manner

Dated: February 17, 2011

J. Allen (Signature) 3-17-11
 Louis Dudley 3-17-11
 Joseph H. [Signature] 3-17-11
 [Signature] 3-22-11
 [Signature] 3-22-11
 Pat S. [Signature] 3/22/11

BASE YEAR
2010-11 Roxbury Cust.

Salary Guide

Step	Cust 1	Cust 2	Cust 3
0	38,005	38,405	38,855
1	40,005	40,405	40,855
2	42,005	42,405	42,855
3	44,005	44,405	44,855
4	46,005	46,405	46,855
5	47,970	48,370	48,820
6	49,935	50,335	50,785
7	51,900	52,300	52,750
8	53,865	54,265	54,715
9	55,830	56,230	56,680
10	57,795	58,195	58,645

Scattergram

Step	Cust 1	Cust 2	Cust 3	Total	Percent
0	1.00	4.00	2.00	7.00	18.42%
1				-	-
2	1.00			1.00	2.63%
3		1.00		1.00	2.63%
4		1.00		1.00	2.63%
5		3.00		3.00	7.89%
6		3.00		3.00	7.89%
7	1.00			1.00	2.63%
8	1.00	1.00		2.00	5.26%
9	1.00	1.00		2.00	5.26%
10	10.00	7.00		17.00	44.74%
Totals	15.00	21.00	2.00	38.00	100.00%
Percent	39.47%	55.26%	5.26%		

MAINTENANCE, BW MECHANICS, GROUNDS
 Employees will receive 2% of their current
 SALARY in yr. 3 (2013-14) of the contract.

Custodial Maintenance 2010-2011 Scattergram

Step	Cust. 1st	FTE	Cust 2nd	FTE	Cust 3rd	FTE	Maint.	FTE	Mech.	FTE
0	38,005	1.00	38,405	4.00	38,855	2.00				
1	40,005	0.00	40,405	0.00	40,855	0.00	59,886	1.00	52,782	1.00
2	42,005	1.00	42,405	0.00	42,855	0.00	60,315	1.00	51,691	1.00
3	44,005	0.00	44,405	1.00	44,855	0.00			65,997	1.00
4	46,005	0.00	46,405	1.00	46,855	0.00	55,382	2.00	81,661	1.00
5	47,970	0.00	48,370	3.00	48,820	0.00	68,902	3.00		
6	49,935	0.00	50,335	3.00	50,785	0.00		0.00		
7	51,900	1.00	52,300	0.00	52,750	0.00				
8	53,865	1.00	54,265	1.00	54,715	0.00				
9	55,830	1.00	56,230	1.00	56,680	0.00				
10	57,795	10.00	58,195	7.00	58,645	0.00				
	819,555	15.00	1,058,405	21.00	77,710	2.00	437,671	7.00	252,131	4.00
							Total =		2,645,472	

Rpm 2/12/11
JG 2/17/11
R 2/17/11

Rpm 2/17/11
JD 2/17/11
JM 2/17/11

R 2/17/11
Finale 2/17/11