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AGREEMENT

BETWEEN:

FORT LEE BOARD OF EDUCATION, FORT LEE, NEW JERSEY

and

FORT LEE CUSTODIAL AND MAINTENANCE ASSOCIATION, INC.

Bergen

7/1/76 - 6/31/77

Dated: December 6, 1976

AGREEMENT

Dated: December 6, 1976

WHEREAS, pursuant to "The New Jersey Employer-Employee Relations Act" as amended by the Laws of 1972, Chapter 173, the Fort Lee Board of Education and the Fort Lee Custodial and Maintenance Association, Inc. have heretofore entered into an Agreement, dated August 4, 1975, covering terms and conditions of employment for the period July 1, 1974 through June 30, 1977, and

WHEREAS, said Agreement, dated August 4, 1975, provided in Article XXVI "that either the Board or the Association shall have the right to reopen the Agreement as of October 15, 1975 for negotiations solely and expressly limited to salary schedules and for no other purpose.", and

WHEREAS, the parties met and conferred regarding the salary schedule for the 1976-1977 school year (July 1, 1976 through June 30, 1977); and

WHEREAS, the parties hereto have reached an agreement on the salary schedule for the said 1976-1977 school year and they desire to have said agreement embodied in writing and signed by the parties in accordance with the aforesaid Agreement, dated August 4, 1975 and the New Jersey Employer-Employee Relations Act, as aforesaid,

NOW, THEREFORE, IT IS AGREED between the Fort Lee Board of Education and the Fort Lee Custodial and Maintenance Association, Inc., as follows:

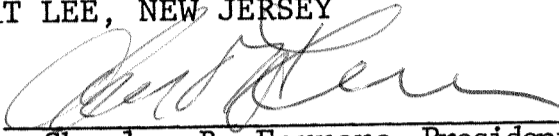
1. The salaries for the various job categories shall be set and bid in accordance with Schedule A which is attached herewith and made part hereof for the period July 1, 1976 through June 30, 1977.

2. All the other provisions, terms and conditions of the Agreement, dated August 4, 1975, between the parties hereto for the period July 1, 1976 through June 30, 1977 shall remain in full force and effect.

Dated: December 6, 1976.

FORT LEE BOARD OF EDUCATION
FORT LEE, NEW JERSEY

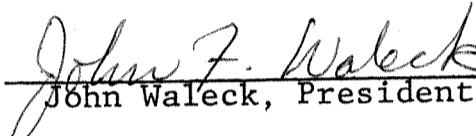
ATTEST:

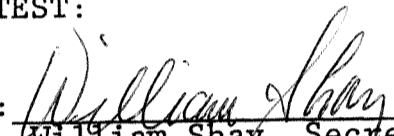
By: 
Charles B. Ferrara, President

By: 
Harold P. DeSocio, Secretary

FORT LEE CUSTODIAL AND MAINTENANCE
ASSOCIATION, INC.

ATTEST:

By: 
John Waleck, President

By: 
William Shay, Secretary

REC'D
DEC 10 1976

SCHEDULE A

MAINTENANCE CUSTODIAL GUIDE FOR 1976-1977

(July 1, 1976 through June 30, 1977)

Yrs. Credited Exp.	Head Custodian High School	Stock Inv. Control Clerk And Head Custodian All Other Schs.	Custodial Repairman	Courier & Custodians	Custodian Helpers	Maintenance
0	\$8,720	\$8,520	\$8,420	\$7,820	\$5,820	\$10,120
1	9,020	8,820	8,670	8,020	5,970	10,620
2	9,320	9,120	8,920	8,220	6,120	11,120
3	9,620	9,420	9,170	8,420	6,270	11,620
4	9,920	9,720	9,420	8,620	6,420	12,120
5	10,220	10,020	9,670	8,820	6,570	12,720
6	10,520	10,320	9,920	9,020	6,720	
7	10,820	10,620	10,170	9,220	6,870	
8	11,120	10,920	10,420	9,420	7,020	
9	11,520	11,320	10,770	9,720	7,270	

MS

JK