

4-3040

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PREAMBLE

This Agreement is entered into this 25th day of March, 1971 by and between the Board of Education of Manalapan-Englishtown Regional School District, the Township of Manalapan, the Borough of Englishtown, New Jersey, hereinafter called the "Board" and the Manalapan-Englishtown Custodians Association, hereinafter called the "Association".

ARTICLE I  
RECOGNITION

A. The Board hereby recognizes the Association as the majority representative for collective negotiation concerning terms and conditions of employment for all custodial personnel, in accordance with and to the extent of Public Law 303, 1968, of this State.

ARTICLE II  
VACATION

Three (3) weeks vacation with pay will be granted to custodians with five (5) years of completed service in the Manalapan-Englishtown School System. This vacation will include two weeks with pay to be taken as scheduled during the June through August summer period; the third week of vacation with pay will be taken as scheduled during the winter or spring student recesses. Requests from custodians stating a preference for either the spring or winter period for the third vacation week, will receive consideration from the Superintendent when making schedules. Custodial employees with at least one year but less than five years of completed service will be granted two (2) weeks vacation with pay during the June through August summer period as

scheduled. Custodians with less than one full year of completed service will be granted one day of vacation for each 30 calendar days of completed service to a maximum of ten vacation days. Such vacation is to be utilized as scheduled.

### ARTICLE III

#### PERSONAL LEAVE

Each custodian in the Manalapan-Englishtown school system will be granted two (2) days leave each year for personal, legal, business, household or family matters which require absence during working hours and could not be attended by said employee outside of the normal work day. Application for personal leave shall be made to the Superintendent of Schools on the form provided for such purpose, at least one week before such leave (except in the case of emergencies; whereby application shall be made as soon as possible after return to duty). Such leave shall not be cumulative. The days shall not be consecutive and shall not be taken at the beginning or end of a vacation period. Granting of the leave shall be in accordance with the operational needs of the school as defined by the Superintendent.

### ARTICLE IV

#### SICK LEAVE

The Board shall grant to each custodian one (1) day of sick leave for each one (1) month of satisfactory service in the school system. Such sick leave shall accumulate without limit.

### ARTICLE V

#### CREDITABLE MILITARY SERVICE

The Board shall grant effective July 1, 1971, one (1) step increase

in the salary guide to each custodian who has honorably completed military service in the Armed Forces of the United States beyond one (1) year's duration. This step increase shall be in addition to his "normal" step increase for completion of a year of satisfactory service in the school system.

On July 1, 1972, being the beginning of the second year of this two (2) year contract, the Board shall grant an additional step to each custodian who has completed honorably at least two (2) years of service in the Armed Forces of the United States and such step increase at that time shall be in addition to his "normal" step increase for satisfactory service in the Manalapan-Englishtown School System. The maximum military credit for the duration of this contract is two years under the conditions specified in this article.

#### ARTICLE VI

#### HOLIDAYS

Holidays for custodians shall be as follows:

- New Year
- Lincoln's Birthday
- Washington's Birthday
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day and the day after
- Christmas and the day before

In view of the fact that the State has enacted Monday Holiday legislation designating the second Monday in October as Columbus Day (among others) in the event that the Schools are closed in observance of said Holiday, the Board shall grant to all Custodians, said Holiday, with pay.

As has been the practice in the past, when the Schools are closed in observance of Jewish Holidays, the Board shall grant to each custodian such Holiday (s) with pay.

ARTICLE VII

SALARY GUIDE

Step 1.	\$5,400	per	annum
2.	5,600	"	"
3.	5,800	"	"
4.	6,000	"	"
5.	6,200	"	"
6.	6,400	"	"
7.	6,600	"	"
8.	6,800	"	"
9.	7,000	"	"

- Notes: (1) Each step is for creditable service in the Manalapan-Englishtown Regional School System.
- (2) In addition to the above, a custodian who is the holder of a "Black Seal License" appropriate to low pressure boilers in this public school system shall be granted an amount of one hundred and twenty-five dollars (\$125.00) during the first year of this contract, and shall be granted an additional one hundred and twenty-five dollars (\$125.00) during the second year of this contract for holding such license. The maximum financial reimbursement shall not exceed two hundred and fifty dollars (\$250.00) during the two year duration of this contract.

ARTICLE VIII

DURATION

This agreement shall be effective as of July 1, 1971 and continue into effect through June 30, 1973. For the second year of this two (2) year agreement only the salary guide per se (and not the "Notes") under Article VII, in addition to Article II (Vacation) shall be opened for renegotiation. The demands of the Association shall be presented to the Board for these two items stated above no later than September 1, 1972 and a mutual date for negotiation shall be jointly arrived at thereafter, but shall not exceed sixty (60) days from date of presentation of demands.

Attested for the Custodians Association

Attested for the Manalapan-  
Englishtown Regional Board  
of Education

\_\_\_\_\_  
President

Stanley Kuschik  
President

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Secretary

Howard J. Dawson  
Secretary

Eugene Green  
Harry Jeffers  
Albert Weigand