

**EMPLOYMENT AGREEMENT**

*between*

**BOARD OF EDUCATION OF THE  
SCHOOL DISTRICT OF THE CHATHAMS**

*and*

**CHATHAM  
MAINTENANCE  
EMPLOYEES**

**July 1, 2016 to June 30, 2019**

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- A      Salary Guides – Maintenance/Grounds (Category V)**
- B      Personal Day Request Form**
- C      Holiday Schedules**

**AGREEMENT**  
*between*  
**BOARD OF EDUCATION OF THE  
SCHOOL DISTRICT OF THE CHATHAMS**  
*and*  
**CHATHAM MAINTENANCE EMPLOYEES (CME)**

**ARTICLE I                    TERM OF CONTRACT**

The term of this contract shall be for three (3) years commencing **July 1, 2016** and terminating on **June 30, 2019**.

**ARTICLE II                  SALARY and LONGEVITY**

**A.            SALARY**

The Bargaining Unit shall receive the following collective salary increases:

**July 1, 2016: 5.50%**  
**July 1, 2017: 2.0%**  
**July 1, 2018: 2.0%**

Salary Guides (*Attachment A*) are in effect for the duration of this contract.

**B.            LONGEVITY**

To qualify for longevity, employees must be employed by the district based on the following schedule:

Completed,	
15 Years Service .....	\$1,500
20 Years Service .....	\$2,000
25 Years Service .....	\$2,400

**ARTICLE III                BARGAINING UNIT RECOGNITION CLAUSE**

The Board of Education of the School District of the Chathams hereby recognizes dually elected maintenance employees as the representatives of the entire group for negotiations, grievances, and all terms and conditions of employment. Currently limited to maintenance employees and head maintenance employees (excluding the Supervisor of Buildings & Grounds and the Assistant Supervisor of Buildings & Grounds).

**ARTICLE IV                    GRIEVANCE PROCEDURE**

Definitions

The term "grievance" is a claim by an employee or **Chatham Maintenance Employees (CME)** based upon the interpretation, application, or violation of this agreement or relating to policies or administrative decisions affecting an employee or a group of employees. The following matters are expressly excluded from the definition of a grievance:

- challenge to evaluation of work performance

These evaluations may not be submitted through the grievance procedure nor may they be submitted to arbitration in accordance with the provisions herein.

The term "aggrieved person" or "grievant" is the person or persons of **CME** making the complaint.

A statement summarizing the outcome of each step in the grievance procedure will apply to each of the following five steps:

Step 1: The aggrieved employee or employees must present the grievance in writing to appropriate Representation within fifteen (15) working days after knowledge of the reason for the grievance has occurred, except that no time limit shall apply in case of violation of wage provisions of this Agreement. If a satisfactory settlement is not reached with the representative within five (5) working days, the grievance may be appealed to Step 2.

Step 2: The Representative shall then take the matter up, within ten (10) working days with the School Business Administrator or someone with authority to act upon such a grievance. A decision must be made within fifteen (15) working days, in writing, from date of appeal.

Step 3 If no satisfactory settlement can be agreed upon, the Superintendent will hear grievance within 10 days of date of appeal and render decision within **15** working dates of hearing.

Step 4 If no satisfactory settlement can be agreed upon, the Representative shall then take the matter up with the Board of Education at the next regularly scheduled Board meeting or a subcommittee of the Board within 30 working days.

Step 5 If no satisfactory settlement can be agreed upon, the matter may be referred to the Public Employee Relations Commission (P.E.R.C) for resolution.

Authorized representation shall have the right to examine time sheets and any other records pertaining to the computation of compensation of any individual or individuals whose pay is in dispute or records pertaining to a specific grievance.

**ARTICLE V                    LEAVES**

**A.            SICK LEAVE ALLOWANCE**

1.        Ten (10) month employees will receive ten (10) days sick leave per year, with full pay.
2.        Twelve (12) month employees will receive twelve (12) days sick leave per year, with full pay.
3.        Any unused portion of the yearly sick leave allowance for a given employee (but not more than ten days for ten-month employees and twelve days for twelve-month employees) shall be cumulative without limit for absences because of illness.

**B. FAMILY ILLNESS LEAVE**

For absence due to serious illness of any relative in the employee's immediate family, or a relative for whom one is responsible, full pay will be granted for not more than five (5) days in each work year. Immediate family shall include father, mother, civil partner, spouse, spouse's father or mother, child, brother, sister and any relative residing in the immediate household.

**B-1. FAMILY MEDICAL LEAVE ACT**

The Board agrees to follow the provisions of the Family and Medical Leave Act, and the New Jersey Family Leave Act, so long as those laws remain in full force and effect.

**C. DEATH OF CLOSE RELATION**

Absences because of the death of any relative in the employee's immediate family, (as defined in "B" above in this contract) or because of death of a relative for whom one is responsible, full pay will be granted for not more than five (5) days in each year. Immediate family shall include father, mother, civil partner, spouse, spouse's father or mother, child, grandmother, grandfather, brother, sister, niece, nephew, aunt or uncle and any relative residing in the immediate household, shall be allowed with full pay for a period of up to five (5) days.

**D. PERSONAL BUSINESS LEAVE**

1. Maximum allowance of up to three (3) days leave of absence in any one year. Important personal business which cannot be attended to other than during work hours shall be allowed without loss of pay, upon one week's prior notice, whenever possible, with sufficient reason to the appropriate supervisor.
2. Personal day requests must be submitted in writing a minimum of three days in advance, except in emergencies.

**E. DISABILITY LEAVE**

Disability leave shall be defined as leave taken by a person steadily employed by the district who is absent from his or her post of duty because of personal disability due to illness or injury.

An employee who is ill or claims disability leave of more than five consecutive days shall submit a physician's statement indicating the reason he or she cannot perform the duties of his/her position and the anticipated duration of his/her disability.

All employees who anticipate disability such as childbirth, shall report that status to the district as soon as known, and submit a physician's statement to certify their continuing fitness. Where the date on which disability will actually commence cannot be fixed with accuracy, as in normal childbirth, the staff member shall normally leave district employment for the last four weeks before the projected disability date so that adequate substitutes can be procured with certainty as to the date upon which their employment will begin. Any employee choosing to continue working beyond the eighth month of pregnancy must submit medical evidence attesting to her physical ability to perform her duties without threat to her health. In such cases, leave will commence at the time of actual disability.

Disability leave requires a full compliance of state laws governing such leaves.

**ARTICLE VI                      TERMINAL SEVERANCE PAY**

Terminal severance pay will be granted to persons who retire directly from employment in the School District of the Chathams and are eligible and qualify for State retirement benefits and/or who have served for twenty (20) or more years in Chatham.

This would entitle employees who had been with the district for 20 years, but not in the prerequisite retirement program for 20 years, with severance pay. This cannot be construed to mean individuals employed less than 20 years of service with district to be entitled to severance.

- A.        \$30.00 per day, to a maximum of 200 days, for unused sick leave acquired during employment in the School District of the Chathams.

**ARTICLE VII                     PROBATIONARY PERIOD**

All new employees, that do not possess their Black Seal Boiler License at the time of hire, will be required to obtain their license within 12 months of his/her hire date.

The Board agrees to reimburse the employee for the costs of the Black Seal Boiler License training course, registration fees and books. In the event that the employee does not obtain his/her black seal Boiler License within the specified time limits, the Board may take disciplinary action which may result in non-advancement on the salary guide or possible termination. Notice of the Board's intention will be delivered to the employee within 15 days. The Board is not responsible for fees related to courses which the employee does not pass.

**ARTICLE VIII                    WORK YEAR/WEEK/DAY**

**Work Year:**

The 12 month work year for all employees shall be from July 1st through June 30th.

**Work Week:**

The regular work week for all employees shall begin on Monday and end on Friday and consist of five (5) consecutive workdays.

**Work Day:**

The work day for all employees shall be eight (8) hours, inclusive of one-half (½) hour for lunch.

If the Board of Education, through its Administration, decides to change any employee's shift (hours of work or days of work), the Administration will give the employee at least one week notification.

**ARTICLE IX                    BARGAINING UNIT BUSINESS**

If CME authorizes a member from the bargaining unit to represent it during a formal hearing of grievances, and if such hearings of grievances should take place during regular working hours of said representative, that representative shall be excused from duty without loss of pay, for such time as may be necessary to hear the grievance.

All employees who are members of CME Negotiating Committee and are scheduled to work during the hours of scheduled negotiations, shall be allowed to make up the amount of time spent on negotiations. The supervisor will consult with the employee regarding the development of a make-up work time schedule which will be shared with the employee five (5) days prior to implementation.

Any member of this unit is entitled to representation for when a conference is scheduled to discuss working conditions, compensation, benefits and/or employment.

An authorized member shall have access to documentation relating to any grievance involving a member of the CME bargaining unit.

**ARTICLE X                    HOLIDAY SCHEDULES (See Attachment C)**

**A.            PAID HOLIDAYS**

Holidays to be consistent with the established school calendar for 2016/2017, 2017/2018 and 2018/2019, but not to exceed twelve (12) holidays.  
*(Attachment C)*

**B.            HOLIDAY ALLOTMENT**

Twelve (12) days are allowed per year. Martin Luther King Holiday may be substituted for any one of those twelve (12) holidays listed annually. Notification of such change must be made to Building Principal by December 1<sup>st</sup> of each year. *(Attachment C)*

**ARTICLE XI                  VACATION DAYS**

<u>Years of Service</u>	<u>Entitled Vacation Days</u>
0 - 4	10 Days *
5 - 10	15 Days *
11+	20 Days*

A. Employees shall be permitted to schedule their vacation during the work year with the prior approval of the supervisor. Approval must be given at least 1 day in advance of the requested vacation day. If no approval is given the district reserves the right to deduct the employee's pay for the unapproved vacation time.

B. Employees who are currently receiving twenty-two (22) days will be grandfathered.



- C. If there are unused snow days added to the Memorial Day weekend and the district closes school, the maintenance employees will not work on the additional days the district closes school.
- D. Effective with the July 1, 2008 vacation allotment, employees will be entitled to carry over a maximum of five (5) vacation days for each year. These days must be used no later than January 1 of the following year. These days are subject to the approval of the supervisor. Carry over days cannot be carried over in consecutive years.
- E. \*For all employees hired on or after July 1, 2013, years of service will be as of July 1<sup>st</sup> of each year. Vacation days are earned by service. Upon hire, an employee has no vacation days to use. For the balance of their first school year (until June 30<sup>th</sup>), they have no vacation days to use. On July 1<sup>st</sup>, they will be credited for the vacation days they earned during the first year as follows: no days for the first two months of employment (probationary period) and one vacation day per month after that. Each subsequent year the employee will be working a full year and will earn the full allocation as per the above chart.  
  
The increase in vacation days due to the years of service begins in the school year after the employee has been employed in the district for four (4) full years or ten (10) full years.
- F. At the supervisor's discretion, a new employee in their 0 year of service may be allowed to utilize up to 50% of the vacation days they are earning for year 1 in year 0.
- G. Vacation days are earned and consequently accumulate each work year. They are not an entitlement granted at the beginning of the year or employment.

## **ARTICLE XII**

### **OVERTIME**

- A. Maintenance overtime will be assigned on a rotating basis with prior approval of the Business Administrator in conjunction with the individual's immediate supervisor. Overtime will consist of hours worked in excess of a 40 hour week. Rate of compensation for overtime hours will equal time and a half pay with the exception of Sunday and Holidays when the rate of pay will be double time. Supervisors must provide documentation when employees turn down opportunity for overtime.
- B. On days when Chatham schools are closed because of snow, CME will receive a full day's pay for six (6) hours of work.
- C. All CME employees are required to be in the district for snow removal, unless prior arrangements are approved by the supervisor.
- D. The maximum hours paid for security checks in one building will be three (3) hours of straight time pay. If an employee conducts a security check on more than one building, the amount of hours paid will be increased by one (1) hour for each additional building checked.

- E. Based on the discretion of the Supervisor of Buildings & Grounds between November 1<sup>st</sup> and March 31<sup>st</sup>, the maintenance employees (on a rotating basis) may be required to conduct boiler checks on the schools based on the anticipated outside temperature. The maintenance employee will be paid 5 hours of straight time pay for the boiler checks at CHS.LAS & SBS and 5 hours of straight time pay for the boiler checks at CMS.MAS & WAS. If there is an issue that requires more than the time allotted for the boiler checks the maintenance employee will be paid at their overtime rate for additional work.

**ARTICLE XIII CALL-IN PAY**

Any employee who is called into work shall receive a minimum of four (4) hours pay of time and one-half the employee's hourly rate, except if the call-in work is contiguous with regular shift hours starting at 5:00 AM; then, pay will be limited to actual hours worked.

**ARTICLE XIV BREAK/WASH-UP TIME**

- A. Break Time  
Employees shall receive two (2) fifteen minute break periods during their shift; one break period during the 1<sup>st</sup> four (4) hours of work, and one break period during the 2<sup>nd</sup> four (4) hours of work. Part time employees shall also receive a 15 minute break period for each four (4) hours of work.
- B. Wash-up Time  
All employees shall be granted fifteen (15) minutes wash-up time for the purpose of cleaning up before leaving work every day.

**ARTICLE XV TRANSPORTATION REIMBURSEMENT**

Whenever it is necessary for an employee to use his/her own vehicle for school business, the employee shall be compensated at the current New Jersey OMB rate.

Transportation to courses for entry level license requirements is not reimbursable.

**ARTICLE XVI LICENSE STIPEND**

Maintainers who hold or obtain a license or certification, as noted below, will be paid an annual stipend as indicated below, effective July 1, 2016:

* CEFM	\$3,000
* Locksmith (requires 3.0 CEU's of training)	\$3,000
* Small Engine Repair (requires 2.0 CEU's of training)	\$3,000

\*Employee must demonstrate ability to perform tasks allowed by license or certificate.

The stipends will be paid **quarterly (September, December, March and June)**.

The Administration reserves the right to limit the number of staff members who are entitled to receive these stipends.

The collective total of the stipend dollars will not exceed \$9,000 per year.

Courses required to obtain a license or certificate must be approved by the Superintendent. The district will not be obligated to pay for classes, licenses, or Certificates that did not receive prior approval.

**ARTICLE XVII JURY DUTY/MILITARY DUTY**

- A. Jury Duty  
All employees called to jury duty shall receive their full salary and benefits from the Board while serving, minus money received from the court.
- B. Military Duty  
Any employee who is called to Active Reserve Duty shall receive his/her salary and benefits while serving, less his/her military pay. Written confirmation of military pay must be submitted.

**ARTICLE XVIII EMPLOYEE EVALUATION**

The employee evaluation procedure used by the Board will be added to the contract for informational purposes only. Employees will be evaluated by May 31st of each year.

**ARTICLE XIX WORKING AT A HIGHER JOB CLASSIFICATION**

Any Maintenance Employee who assumes the responsibilities of Supervisor of Buildings and Grounds and works for eight (8) hours or more shall receive a salary adjustment of \$55.00 per day. This will be adjusted to \$65.00 per day beginning the third consecutive day in this role.

**ARTICLE XX JOB OPENINGS**

All bargaining unit job openings shall be posted in all schools and buildings. The job posting shall remain posted for five (5) working days. All employees shall have the right to apply for all posted jobs, as long as the job opening is vacant. Employees who have not previously been interviewed for that position will be granted an interview. All applicants will be given serious consideration.

**ARTICLE XXI UNIFORMS**

- A. The number of uniforms issued during the probationary period will be discretionary based on supervisor's recommendation. A minimum of two uniforms will be given to new employees after 30 days.
- B. All existing employees shall receive the uniform allotment of five (5) complete sets per year.

- C. The Board will provide, at a maximum cost of \$150, reimbursement for a pair of safety shoes that meet the ASTM F2413 standard and only related footwear items (laces, waterproofing or socks). The employee must submit an itemized list of purchase. Items other than those stipulated will not be reimbursed. The board reserves the right to stipulate that the employees must use a district approved vendor for the safety shoes and related footwear. All maintainers must wear their safety shoes while working.
- F. The Board agrees to provide coveralls to the employees on an as-needed basis.
- G. The Board will provide a jacket and a winter coat in alternating years, if the item is required/requested by the maintainer.
- F. Employees must report to work wearing uniforms. Employees who report to work not in uniform will be sent home and wages will be deducted for time not on the job.
- G. Uniforms shall be provided by September 1<sup>st</sup> of each year.

**ARTICLE XXII**

**SENIORITY/EMPLOYMENT SECURITY**

- A. Seniority is defined as the length of continuous service with the Board, within the bargaining unit, from the employee's date of hire.
- B. Employment Security  
If employees in this bargaining unit are affected by a reduction in the work force, the Board agrees to lay off employees in the reverse order of seniority, provided, however, that the remaining employees are able to perform the work required. A less senior employee may be retained if his or her retention is necessary for the performance of bargaining unit work.

If the Board recalls a laid off employee, the employee shall maintain his/her previous seniority.

**ARTICLE XXIII**

**TUITION REIMBURSEMENT & BLACK SEAL RENEWAL**

The Board shall reimburse, at the following rates, fees for approved courses taken by the employee that are directly job-related.

- 100% if the district sends the employee for training or course work.
- 75% if the employee wishes to attend a training session or course with the approval of the Business Administrator.
- The Board will not be responsible for late fees.
- Inservice workshops will be provided at no cost to the employee. Shift changes may be made to accommodate such workshops with proper notice of 10 days.

**ARTICLE XXIV HEALTH INSURANCE**

All employees in this unit will be subject to New Jersey Chapter 78 *P.L.* 2011 (passed as Senate No. 2937) Health Benefit regulations and regulations effective July 1, 2013. This amount will be deducted automatically in twenty four (24) equal installments from each pay period at the Year 4 rates of Chapter 78.

1. Pursuant to Chapter 78, the Board will provide all employees with the option of medical insurance benefits equivalent to the (POS) Aetna Managed Choice plan or the (HDHP) Aetna Managed Choice Open Access plan. For each employee selecting the (HDHP) Aetna Managed Choice Open Access plan, the Board will establish a Health Savings Account (HSA) and contribute an incentive amount in the account, on an annual basis, according to the following schedule:

<b>HD- Plan Type</b>	<b>Deposit Amount to HSA</b>
Individual	\$1,000.00
Individual & Child(ren) or Partner	\$1,000.00
Family	\$2,000.00

2. Pursuant to Chapter 78, the Board will provide all employees with the option of enrolling in the (PPO-High) Aetna Managed Choice Open Access plan or the (PPO-Low) Aetna Managed Choice Open Access Plan. The cost difference between the (POS) Aetna Managed Choice Plan and the PPO High or Low plan shall be borne by the employee. These employees shall have the option to contribute on a monthly basis the cost differential between the POS and the PPO, if they choose to select different coverage.
3. The Board will provide 100% of the cost of dental insurance for all employees and their Dependents.
4. The Board of Education reserves the right to change Medical and dental Carriers. Any new plan will be equivalent to the current plan.
5. Prescription Reimbursement procedure: The practice set forth in the parties “Agreement to Implement Interim Relief”, implemented as a result of PERC’s of Interim Relief Order No. 20002-5 (Docket No. 2002-61, dated November 20, 2001) shall remain in place, except that a minimum threshold amount totaling \$50.00 shall be required before a request for reimbursement from the Board may be presented.
6. If any of the staff members that are eligible for health insurance, covered by this contract choose to waive their health insurance benefits because they are covered by other health insurance and they can prove such coverage, they will be given a cash incentive as follows:

<b>HD- Plan Type</b>	<b>Year One</b>	<b>Year Two</b>	<b>Year Three</b>
Individual	\$2,000.00	\$2,000.00	\$1,000.00
Individual & Child(ren) or Partner	\$3,500.00	\$3,500.00	\$1,400.00
Family	\$4,250.00	\$4,250.00	\$1,700.00

In the event of a dispute concerning a drug’s eligibility for coverage, the employee shall return all monies provided by the Board and pursue the dispute with the insurance company or through the grievance procedure.

**ARTICLE XXV**

**MEAL ALLOWANCE**

All employees who work in excess of ten (10) consecutive hours on snow removal or a declared emergency shall be entitled to receive a \$20.00 meal allowance per each event.

**ARTICLE XXVI**

**EYEGASSES**

Any employees who damage or break their eyeglasses or prescription safety glasses while in the performance of their job with the Board, shall be fully reimbursed by the Board for the purchase of new glasses.

**ARTICLE XXVII**

**ASBESTOS ABATEMENT TRAINING/DIFFERENTIAL**

The Board would provide training for asbestos abatement to all employees on a volunteer basis.

All employees who successfully complete the training program shall receive an incentive of time and one half pay for the hours worked performing abatement work .

**ARTICLE XXVIII**

**SUB-CONTRACTING**

The School District of the Chathams agree that during the term of this contract, no work or service of any kind, nature, or type covered by, or hereafter assigned to CME shall be subcontracted, leased, assigned, or conveyed in whole or in part to any other work location, person, corporation or company unless otherwise agreed in writing between the School District of the Chathams and the CME. This language will not prevent the School District of the Chathams from contracting out work as it has in the past.

The foregoing paragraph can be honored unless it can be proven that the district can realize a financial savings to act otherwise or if the specific skills necessary to complete the task to not exist with the crew. Any intention to privatize maintenance services will be preceded by a notice no less than 90 days.

**ARTICLE XXIX**

**SALARY PAYMENT**

Payment shall be made in the 15<sup>th</sup> and 30<sup>th</sup> of each month (except February –last day of the month). If a pay period falls during a school holiday, payday will be the last working day prior to the holiday.

**Attachment A**

<b>Category V - Maintenance/Grounds</b>			
<b>Step</b>	<b>2016/2017</b>	<b>2017/2018</b>	<b>2018/2019</b>
<b>A</b>	n/a	n/a	n/a
<b>B</b>	46,209	46,700	47,200
<b>C</b>	46,595	47,133	47,634
<b>D</b>	46,978	47,527	48,076
<b>E</b>	47,343	47,918	48,478
<b>F</b>	47,902	48,290	48,876
<b>G</b>	48,343	48,860	49,256
<b>H</b>	49,862	49,310	49,838
<b>I</b>	51,317	50,859	50,296
<b>J</b>	52,045	52,343	51,876
<b>K</b>	53,164	53,086	53,390
<b>L</b>	53,646	54,228	54,147
<b>M</b>	55,068	54,719	55,312
<b>N</b>	56,411	56,169	55,813
<b>O</b>	57,083	57,539	57,292
<b>P</b>	57,755	58,225	58,690
<b>Q</b>	58,986	58,910	59,389
<b>R</b>	59,658	60,166	60,088
<b>S</b>	60,263	60,851	61,369
<b>T</b>	61,225	61,468	62,068
<b>U</b>	62,345	62,450	62,697
<b>V</b>	63,465	63,592	63,699
<b>W</b>	63,806	64,734	64,864

**Attachment B**

**School District of the Chathams**

Notification of Intent to Take (Circle One)

Personal Day      Family Illness      Death in Family

Staff Member \_\_\_\_\_

Position \_\_\_\_\_

School/Location \_\_\_\_\_

It is understood that the reason for the requested day(s) is in accordance with the provisions outlined in the Employment Agreement between the Board of Education and the Chatham Maintenance Employees for the period of 2010-2013.

Personal Day      Date(s): \_\_\_\_\_

(Requests must be submitted in writing to the Building Principal a minimum of three (3) days in advance).

Family Illness      Date(s): \_\_\_\_\_

Relative/Identity: \_\_\_\_\_

Death in Family      Date(s): \_\_\_\_\_

Relative/Identity: \_\_\_\_\_

\_\_\_\_\_  
Signature of Staff Member      Date

\_\_\_\_\_  
Signature Supervisor      Date



## **Attachment C**

### **HOLIDAY SCHEDULE 2016/2017 SCHOOL YEAR**

Independence Day	July 1 & 4, 2016 (Friday & Monday)
Labor Day	September 5, 2016 (Monday)
Thanksgiving Day & After	November 24 & 25, 2016 (Thursday & Friday)
Christmas Eve	December 26, 2016 (Monday)
Christmas Day	December 27, 2016 (Tuesday)
New Year's Day	December 30, 2016 (Friday)
MLK Day	January 16, 2017 (Monday)
Presidents' Day	February 20, 2017 (Monday)
Good Friday	April 14, 2017 (Friday)
Memorial Day	May 29, 2017 (Monday)

### **2017/2018 School Year Available after approval of school calendar**

Independence Day	July 3 & 4, 2017 (Monday & Tuesday)
Labor Day	September 4, 2017 (Monday)
Thanksgiving Day & After	November 23 & 24, 2017 (Thursday & Friday)
Christmas Eve	December 25, 2017 (Monday)
Christmas Day	December 26, 2017 (Tuesday)
New Year's Day	January 1, 2018 (Monday)
MLK Day	January 15, 2018 (Monday)
Presidents' Day	February 19, 2018 (Monday)
Good Friday	March 30, 2018 (Friday)
Memorial Day	May 28, 2018 (Monday)

### **2018/2019 School Year Available after approval of school calendar**

Independence Day	July 4, 2018 (Wednesday)
Labor Day	September 3, 2018 (Monday)
Thanksgiving Day & After	November 22 & 23, 2018 (Thursday & Friday)
Christmas Eve	December 24, 2018 (Monday)
Christmas Day	December 25, 2018 (Tuesday)
New Year's Eve	December 31, 2018 (Monday)
New Year's Day	January 1, 2019 (Tuesday)
MLK Day	January 21, 2019 (Monday)
Presidents' Day	February 18, 2019 (Monday)
Good Friday	April 19, 2019 (Friday)
Memorial Day	May 27, 2019 (Monday)

**BOARD OF EDUCATION  
SCHOOL DISTRICT OF THE CHATHAMS**

By \_\_\_\_\_  
Jill Critchley Weber, President

Date: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Peter Daquila, Board Secretary

**MAINTENANCE EMPLOYEES**

By \_\_\_\_\_  
Michael Klein, Chair

Date: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Dr. Michael LaSusa , Superintendent