

A G R E E M E N T

between the

RIDGEFIELD BOARD OF EDUCATION

and the

RIDGEFIELD EDUCATION ASSOCIATION

representing

RIDGEFIELD CUSTODIAL AND MAINTENANCE ASSOCIATION

for the period from

X July 1, 1986 to June 30, 1989

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PREAMBLE

This agreement entered into by and between of Education of the Borough of Ridgefield, New Jersey, hereinafter called the Board, and the Ridgefield Custodial and Maintenance Association, hereinafter called the Association, encompasses the agreement reached by the parties after negotiations in accordance with Chapter 123 of the laws of the State of New Jersey as amended.

NEGOTIATION - OF - SUCCESSOR - AGREEMENT

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Law 1974, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of employment. Such negotiations shall be conducted according to the time guidelines promulgated by PERC. Any agreement so negotiated shall apply to all employees, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board at a regular or special public meeting and ratified by the membership of the Association.

RECOGNITION

The Board hereby recognizes the Association as the exclusive representative for the purpose of collective bargaining with respect to the terms and conditions of employment for the following personnel under contract.

- A. Custodians
- B. Head Custodians
- C. Maintenance Workers
- D. All other positions, persons, and units not specifically defined above are excluded.
- E. Under this contract, the term custodian as used throughout shall refer to all personnel under "A", "B", and "C" of the "Recognition" article.
- F. There shall be a probationary period of 80 days with respect to all personnel under "A" in order to qualify for inclusion herein.

* See Admendments on Page 25 regarding:

- 1. Addition of Bus Driver category
- 2. Probation Period changed from 80 to 60 days.

THE BOARD'S STATUS

The Association recognizes the Board as the public agency charged by the Legislature, under the mandate of the Constitution, with the management in the School District of the Borough of Ridgefield as a thorough and efficient system of free public schools.

The Board hereby retains and reserves unto itself, without limitations other than those expressly set forth by law and by the specifications of this Agreement, all power, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the constitution of the State of New Jersey, and of the United States, including, but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control for the school system and its properties and facilities, and the employment activities therein and thereon of its employees.
2. To hire all employees and, subject only to the provisions of law and terms of this Agreement, to determine their qualifications and the conditions for their continued employment, or their discipline, dismissal or demotion, and to promote and transfer all such employees.
3. To determine the house of employment, the duties, responsibilities and assignments of custodians, head custodians, and maintenance workers and the terms and conditions of employment subject only to the terms of this Agreement.
4. To hire, transfer, layoff, discharge, direct the work force and determine the work force.
5. To determine the work and service to be performed by covered employees and the manner and methods whereby such work is to be done.

6. To contract or subcontract for such work or services as the Board of Education determines.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board and its administrative staff, the adoption of policies, directives, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection therewith shall be limited only by the express terms of this Agreement and the extent to which such expressed terms are in conformance with the Constitution and the provisions of the laws of the State of New Jersey (specifically the provisions of R.S. 34:13A-1 et seq. as amended and supplemented by the provisions of Chapter 123, Public Law 1974) and the Constitution and laws of the United States.

GRIEVANCE PROCEDURESI. DEFINITIONS

- A. A "grievance" is a claim based upon an event or condition which affects the terms and conditions of employment of a custodian or group of custodians and/or the interpretation, meaning, or application of any of the provisions of this Agreement.
- B. An "aggrieved person" is the person or persons making the claim.
- C. A "party in interest" is the person or persons making the claim, and any person who might be required to take action, or against whom action may be taken in order to resolve the claim.
- D. A dispute of any nature including a grievance shall not be covered by the provisions of this grievance procedure, if the same involves a matter as to which
 - (a) a prescribed method of review is required by law or rule or regulation of the State Commissioner of Education or the State Board of Education;
 - (b) the Board does not have the legal authority to act;
 - (c) the failure or refusal of the Board of Education to renew the employment contract of an employee.

II. PURPOSE

- A. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the welfare or terms and conditions of employment of custodians. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

- B. Nothing herein contained shall be construed as limiting the right of any custodian to discuss informally with any appropriate member of the administration situations which might lead to a grievance. The situation may be adjusted without intervention of the Association provided the adjustment is not inconsistent with terms of this Agreement.

III. PROCEDURE

- A. A grievance must be filed within fifteen (15) working days of its occurrence or it shall be deemed to be abandoned.
- B. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limit specified may, however, be extended or reduced by mutual consent.
- C. In general, three levels of discussion are provided in the communication channel. First, the grievant and his immediate superior, second, with the Superintendent of Schools and Business Administrator, and third, with the Board of Education.
- D. Grievance at all levels shall be submitted in writing and decisions shall be submitted in writing to the interested parties.
- E. Level 1 - Discussions at this level will be between the grievant and his immediate superior, or the Committee of the Ridgefield Custodial and Maintenance Association representing the grievant or group. Failure to resolve questions at this level within ten (10) school days would permit the aggrieved party to take the grievance to the second level.
- F. Level 2 - Discussions at this level will be between the Superintendent of Schools, Business Administrator and the grievant, or the Committee of the Ridgefield Custodial and Maintenance Association representing the individual or group. Failure to resolve questions at this level within ten (10) school days would permit the aggrieved party to take the grievance to the third level.

- G. Level 3 - Discussions at this level will be between the Board of Education, the Superintendent of Schools, the Business Administrator, and the grievant, or the Committee of the Ridgefield Custodial and Maintenance Association representing the individual or group.
- H. If an agreement is unattainable within fifteen (15) school days at the third level, all reasonable action, including the use of a consultant shall be employed in an effort to reach a mutual understanding. If agreement of a consultant cannot be reached, one from the State Board of Mediation shall be requested.
- I. Any step may be bypassed by mutual consent of the parties involved.
- J. If a decision has been rendered at any level, the grievance is deemed to be resolved.
- K. Both parties shall share equally the cost of the consultation.
- L. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this article.
- M. A written grievance must be hand-delivered to the Immediate Superior, Superintendent, and Business Administrator in the proper order. The recipient must give written acknowledgment of its delivery, with time and date duly noted.
- N. Whenever a grievance is originally filed, the Business Administrator shall receive a copy of the grievance immediately so that he may be fully informed of its nature. The one filing the grievance shall be responsible for a copy being delivered to the Business Administrator.

EVALUATION PROCEDURE

Custodial/Maintenance employees shall have the right to state a disclaimer or write a rebuttal to any evaluative rating or comment with which they disagree.

AGENCY SHOP

No employee shall be required to become a member of the Union as a condition of employment. Each employee shall have the right to join, not join, maintain or drop his membership in the Union. No employee shall be discriminated against on account of his membership or non-membership in the Union.

Membership in the Union shall be separate, apart and distinct from the assumption by each employee of his equal obligation to support financially the costs of collective bargaining from which the employee receives benefits equal to those received by Union members. It is recognized that the Union is required both under law and under this Agreement to represent all of the employees in the bargaining unit fairly and equally without regard to whether or not an employee is a member of the Union. Inasmuch as the terms of this Agreement have been made for all employees in the bargaining unit, and all employees derive benefits thereunder, it is fair that each employee in the bargaining unit assume his fair share of the obligation along with grant of equal benefit contained in this Agreement.

A. Purpose of Fee - If a custodian does not become a member of the Association during any membership year which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year to offset the costs of services rendered by the Association as majority representative.

B. Amount of Fee - Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will be equal to the maximum allowed by law.

C. Deduction and Transmission of Fee - The Board agrees to deduct from the salary of any custodian who is not a member of the Association for the current membership year the full amount of the representation fee set forth in Section B above and promptly will transmit the amount so deducted to the Association.

The Board agrees to deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each custodian during the remainder of the membership.

year in question. The deductions will begin 30 days after the custodian begins his or her employment in a bargaining unit position.

D. If a custodian who is required to pay a representation fee terminates his or her employment with the board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the board will deduct the unpaid portion of the fee from the last paycheck paid to said custodian during the membership year in question and promptly forward same to the Association.

E. Mechanics - Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

F. Save Harmless - The Association shall save the Board harmless from claims raised against it by an employee as a result of the fulfilling its obligations under this Article.

SALARIES AND HOURS OF WORK

1. The salaries of employees covered by this Agreement are set forth in Appendix "A".
2. The percentage increase in salary in each year of the contract will be applied to (i) the Head Custodian, (ii) black seal license, (iii) shift differential and (iv) part-time employees.
3. A. The normal workday shall consist of eight (8) working hours. The normal workweek shall consist of five (5) days or forty (40) hours.
B. Time and one-half (1-1/2) an employee's regular straight time calculated hourly rate of pay shall be paid for all hours worked over eight (8) hours in any workday and in excess of forty (40) hours worked in any workweek.
C. Double time (2) an employee's regular straight time calculated hourly rate of pay shall be paid for all hours worked on Sundays.
D. Overtime shall be on a building rotating basis. Upon non-acceptance of overtime, the employee will be placed on the bottom of the rotating list. Whenever the overtime duties require the presence of a duly licensed employee, only such employees will be considered for the overtime work.
E. The provisions of this Article and this Agreement shall not be construed as a guarantee of hours of work per day, per week or of days of work per week. No provisions of this contract shall be deemed to be guarantee of employment.

Salaries and Hours of Work - continued

- F. An employee who has worked his normal eight (8) hour scheduled workday and has left and is required to return for an assignment, shall be guaranteed at least two (2) hours overtime work and shall be paid at time and one-half (1-1/2) his straight time rate of pay for all time worked.
 - G. The Board shall have the right to establish, change, modify and discontinue such shifts as it determines necessary, and shall have the right to establish and change shift hours. The Board shall have the right to make assignments of employees to the shift where the Board determines the employee's services are necessary.
4. A custodian or maintenance man who substitutes for a head custodian or maintenance foreman for a period of one day or more shall receive a pay differential equal to that paid to the man for whom he is substituting provided that he fulfills the working hours and responsibilities of that position and he has been so authorized by the Business Administrator.
 5. Custodians may elect to have a portion of their salaries deducted from their pay and deposited to their accounts in the East Bergen Teachers' Federal Credit Union.
 6. When a pay day falls on or during a school holiday, vacation or weekend, custodians shall receive their pay checks on the last previous working day.
 7. All custodians shall be paid semi-monthly for the term of their contracts.

Salaries and Hours of Work - continued

8. All work performed on Saturday shall be paid on a time and one-half (1-1/2) overtime and Sunday double time (2).

9. All full time employees shall be entitled to a full, uninterrupted lunch period during the working day.

10. An employee who reports for work on a regularly scheduled work day shall be guaranteed a full days pay in the event the work day is shortened by the employer.

INSURANCE PROTECTION

The Board of Education shall provide health-care insurance protection for school employees. The benefits shall be the combined Blue Cross and Blue Shield (including Rider "J") and Prudential Major Medical Insurance encompassing all provisions under the New Jersey State Health Benefit Plan, or any other Health Plan that provides like coverage.

It shall be the policy of the Ridgefield Board of Education to continue the payment of premiums on hospitalization and major medical insurance for a period of six months after a leave of absence for illness has been approved by the Board. A doctor's certificate must be submitted to the Superintendent of Schools by the employee at the time the request for a leave of absence is made.

The time period of payments may be extended at the discretion of the board. All extensions of payments must be evaluated on an individual basis.

The Board shall consider continuation of hospitalization and major medical insurance payments for any other leave of absence on its individual merit and make its decisions accordingly.

The above policy shall not apply to requests for leave of absence for maternity purposes. Payments will not be continued in maternity cases after the employee ceases to work.

The Carrier shall provide to each employee a description of the health-care insurance coverage provided under this article no later than the beginning of the current school year, which shall include a clear description of conditions and limits of coverage as listed above.

The Board of Education shall be solely responsible for determining the carrier for health insurance providing the carrier shall have the health benefits as agreed to between the board of Education and the Ridgefield Custodial and Maintenance Association.

Dental coverage will be available to all custodial/maintenance members beginning July 1, 1987 in the same fashion as all other employees of the district.

VACATIONS

1. A. Vacations shall be provided 12-month employees qualified for the same in accordance with the following schedule:

For less than ten months continuous service - one working day for each full month of continuous service.

For ten months to four years continuous service - ten working days.

For five years of continuous service - fifteen working days.

For six years of continuous service - sixteen working days.

For seven years of continuous service - seventeen working days.

For eight years of continuous service - eighteen working days.

For nine years of continuous service - nineteen working days.

For ten years of continuous - twenty working days.

- B. The vacation year for the purpose of ascertaining the vacation benefit shall be determined and computed from June 1st and continued to May 31st of the next succeeding year.

2. Vacation pay shall be the employee's regular straight time rate of pay for one week (5 days) work.

3. A. The Board shall have the right to schedule the employee's vacation. The vacation schedule shall be discussed with the individual employee.

- B. Custodians and Maintenance men shall have that portion of their vacation which is less than two (2) weeks scheduled during the period from closing of school until September 1st; and any portion of their vacation in excess of two (2) weeks at another time in the vacation year which is mutually agreeable to the Board and employee.

Vacations - continued

Item "3."

- C. The Board shall schedule such vacations so that the same will have the least affect on the efficient operation and needs of the Board as determined by the Board. By mutual agreement between the Board and an employee, the employee may have his vacation scheduled at any time in the school year.

4. In the event an employee has quit or is terminated for cause prior to June 1 of any year, the employee shall not be entitled to any accrued vacation benefit. In the event the employee quits or is terminated after June 1st of the vacation year, said employee shall be entitled to whatever vacation benefit he has earned.

HOLIDAYS

Employees covered by this Agreement shall be entitled to twelve (12) holidays and two (2) Jewish holidays. The specific days will be determined by the Board. No holiday will be allowed when schools are in session. The specific dates covered by this Agreement are set forth in Appendix "B".

- A. If any work is performed on the aforementioned holidays, the employee performing said work shall receive double his regular straight time calculated rate of pay for all hours worked on the holidays in addition to his holiday pay.
- B. If a holiday should fall during an employee's vacation period, the employee shall receive an extra day off, which day shall be scheduled by the Board.
- C. An employee who is eligible to receive holiday pay shall not receive the same unless he works his full scheduled workdays both preceeding and following the holiday. A sick day is considered a day of work.
- D. If for any reason schools should remain open on any holiday, the employee will be required to work at the regular rate but will be given an additional day by the Board after consultation.

TEMPORARY LEAVES OF ABSENCEA. Death in the Immediate Family

A period not to exceed 3 school days will be granted with full pay, upon the death of a member of the immediate family of an employee; such three days shall be taken consecutively. The term, "immediate family", shall be defined as including: mother, father, sister, brother, husband, wife or children or any other relative who is a member of the immediate household.

B. Death of Others

A period not to exceed one school day will be granted with full pay upon the death of a relative not included in the definition of the "immediate family".

C. Absence because of Quarantine

Employee absence because of exclusion from work for reasons of contagious disease within the household shall be treated the same as that designated under the article entitled, "Sick Leave".

Absence because of exclusion from work for reasons of contagious disease within the school shall be paid in full with regular pay without deduction. Such absence shall not be deducted from the school days allowed for personal illness per year, or the accumulated sick leave.

D. Absence for Jury Duty

Absence for jury duty shall not count in calculating absence limitations under other sections. The salary paid by the Ridgefield Public Schools during absence for jury duty shall be at the regular rate less the fee paid by the government for such jury duty.

E. Other Personal Absence

Two (2) personal days per year shall be granted to any employee who requests same without loss of pay if such request is submitted in writing forty-eight (48) hours before, stating in general why, such as family, legal, etc.

An employee may request compensation for an additional personal absence if such absence is beyond the control of the employee. Compensation may be granted by the Board of Education if it concurs that the circumstances warranted the absence.

F. All Other Absence

For all other absences, an employee's regular salary be reduced by 1/240th of his annual contractual salary for each day of absence.

Note: Employees who are absence must complete the required form immediately upon return to school. If the absence was for personal reasons, and consideration for renumeration is requested, the employee must state the reason for absence. The Board of Education will consider such requests after evaluation and favorable recommendation by the Superintendent of Schools.

SICK LEAVE

A. All custodians and maintenance personnel shall be entitled to twelve (12) sick leave days for each contract year. The effective date for this sick leave provision shall be July 1st, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year, with no maximum limit for use in case of illness.

B. Non-accumulative additional sick leave benefits shall be allowed to custodial and maintenance personnel who have accumulated sick leave days under Section "A" of this article, according to the following schedule.

When an employee's sick leave has expired, after a continuous illness of one calendar month, one-half of the number of accumulated days at the beginning of the illness shall be added to the employee's sick leave credit.

If the illness continues beyond this period and all days are used, the employee shall receive two thirds (2/3) of his salary for a period of time according to his length of employment.

- 3 to 5 years of employment - 20 additional days
- 6 to 10 years of employment - 30 additional days
- 11 to 15 years of employment - 40 additional days
- Over 15 years of employment - 50 additional days

C. Custodial and maintenance personnel shall be given a written accounting of accumulated sick leave days no later than September 30th of each school year.

TERMINAL LEAVE

A full time employee who terminates service after ten years, shall be granted a terminal leave lump sum payment, of the employee's earned and unused accumulated sick days multiplied by $1/200$ of the annual salary received during the last year of employment, provided that no payment shall exceed \$10,000.

Upon the death of an active employee who has been employed by the Ridgefield School District at least seven consecutive years, terminal leave shall be paid to the estate.

Terminal leave shall not be paid for discharged employees.

Notice of Terminal Leave must be provided in writing by October 30 of the school year prior to the year in which the retirement or resignation from the district is to take place.

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to make available to the Association data pertinent to the School District that is made available to any and all residents of the Borough of Ridgefield.
- B. Whenever the Board requests a representative of the Association or any custodian to participate during working hours in negotiations or grievance proceedings, he shall suffer no loss of pay.
- C. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the custodians, and to no other organizations.

D. Job Seniority

1. Definition of Seniority -

Seniority shall be defined as continuous length of service in the School District.

2. Seniority Lists -

A separate seniority list shall be maintained for each job classification, namely; Head Custodians, Maintenance Foreman, Custodians, and Maintenance Employees.

E. Vacancies

All vacancies, including promotional opportunities, shall be publicized by the board. All employees shall be given an opportunity to make application for posted vacancies or promotional opportunities in writing. The Board agrees to give due consideration to the seniority, skill and ability and such other factors as may be relevant of all applicants. It is understood that nothing herein shall bar the Board, if in its judgment no qualified applicants are available, from hiring from the outside to fill such position. It is further understood that in making its determination, the Board shall not be discriminatory, arbitrary or capricious.

F. Reduction of Force

In the event the Board determines that a reduction in force is necessary in any classification hereunder, it shall reduce the force in inverse order of seniority of the employees within the affected job classification. A custodian reduced from his job classification in accordance herewith may exercise his seniority to displace an employee in the maintenance job classification (and vice versa) provided he has greater seniority and has the necessary skill and ability to perform that job satisfactorily as determined by the Business Administrator.

G. N.J.E.A. Convention

All employees, under this Agreement, shall be allowed one (1) day to attend the N.J.E.A. State Convention. That day shall be the Friday of the scheduled convention. Two (2) officers of the organization can attend both days (Thursday and Friday) with pay if proof of attendance is submitted to the Business Administrator.

H. Whenever any employee is required to appear before the Superintendent and/or the Board concerning any matter which could adversely affect the continuation of that employee in his position thereto, then he shall be given prior written notice of the reasons for such meeting and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting.

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

J. If a written memorandum concerning a member of the Association is sent to an administrator, same will not be placed in the personnel file unless he or she has knowledge of same, can inspect same upon reasonable notice, and has the right to respond in writing, reply to also be included in the personnel file.

MISCELLANEOUS

The Board and the Association agree that there shall be no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement on the basis of sex, race, creed, color, religion, national origin, domicile, or marital status.

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.

Any individual contract between the Board and an individual employee heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

A copy of this Agreement shall be furnished by the Board of Education to each member represented by the Association within thirty (30) days after the Agreement has been signed.

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

1. If by Association, to Board at 555 Chestnut Street, Ridgefield, New Jersey 07657
2. If by Board, to Association at Maintenance Department, Walnut Street, Ridgefield, New Jersey 07657

Any employees hired after September 24, 1981 shall be hired in one classification of combined Custodial/Maintenance duties. Said employees shall be paid on the Custodial/Maintenance salary schedule in the combined position. All employees employed prior to September 24, 1981 shall be paid in accordance with the salary guides on the class of either Custodial or Maintenance Mechanic.

AGREEMENT

The negotiating teams of the Ridgefield Board of Education ("Board") and the Ridgefield Education Association ("REA") have this 26th day of February, 1987 reached Agreement on the following terms and conditions of employment for a successor to the 1984-86 Agreement between the parties:

A. Duration

The new Agreement shall be for a three (3) year period retroactive July 1, 1986 through June 30, 1989.

B. Recognition Clause

The recognition clause shall be amended to add the category bus driver.

C. Salaries and Hours of Work

Salaries and Hours of Work shall be amended to provide that the salaries of employees covered by this Agreement are set forth in Exhibits A1, A2 and A3 attached hereto.

D. Insurance Protection

In addition to the insurance protection provided for in the current Agreement, the said Agreement shall be amended to provide a dental plan to go into effect commencing July 1, 1987 for the duration of the Agreement which plan shall be the same plan which is currently in existence in the school district.

E. Miscellaneous

The current 80 day probation period for employment shall be reduced to a 60 day probation period for employment.

For the Ridgefield Board of Education

Dr. E. Eyerman
Edmund Eyerman, President

Carolyn Joseph
Carolyn Joseph, Secretary

For the Ridgefield Education Association

Vincent Steckline
Vincent Steckline, President

Marie McGill
Marie McGill, Secretary

Ridgefield Custodial and Maintenance Representative

Joseph Webb
Joseph Webb

Custodial/Maintenance Salary Schedules

Adopted - February 26, 1987

1986/1987 (8% Increase)

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Custodial	\$18,221	\$19,002	\$19,782	\$20,565	\$21,383	\$22,396.
Maintenance Mechanic	21,343	22,320	23,297	24,273	25,247	
Custodial/Maintenance	18,868					

Head Custodial Differential

Bergen Boulevard School	\$1,036.
Slocum/Skewes School	1,726.
High School	1,726.
Maintenance Foreman	2,071.

An evening shift differential of 42¢ per hour will be paid to all building service personnel for evening shift starting on or about 3:30 p.m. If a third shift is added (midnight shift), .59¢ per hour will be paid. (This will not be paid on overtime work.)

Part-time custodians will be paid at the rate of \$7.34 per hour.

Part-time matron will be paid at the rate of \$6.97 per hour.

The sum of \$346. per year will be paid to holders of Boiler Fireman's license.

The Board emphasizes that increments as outlined in the guide are not automatic. Advancement on the schedule will be subject to the Principal's and/or Business Administrator's recommendation and approval of the Superintendent and the Board of Education.

RIDGEFIELD BOARD OF EDUCATION

Custodial/Maintenance Salary Schedules

Adopted - February 26, 1987

1987/1988 (6.5% Increase)

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Custodial	19,405.	20,237.	21,068.	21,902.	22,773.	23,841.
Maintenance Mechanic	22,730.	22,771.	24,811.	25,851.	26,888.	
Custodial/Maintenance	20,094.					
<u>Lead Custodial Differential</u>						
Bergen Boulevard School			1,103.			
Stocum/Skewes			1,838.			
High School			1,838.			
Maintenance Foreman			2,206.			

An evening shift differential of .45¢ per hour will be paid to all building service personnel for evening shift starting on or about 3:30 p.m. If a third shift is added (midnight shift), .63¢ per hour will be paid. (This will not be paid on overtime work.)

Part-time custodians will be paid at a rate of \$7.82 per hour.

Part-time matron will be paid at the rate of \$7.42 per hour.

The sum of \$369, per year will be paid to holders of Boiler Fireman's License.

The Board emphasizes that increments as outlined in the guide are not automatic. Advancement on the schedule will be subject to the Principal's and/or Business Administrator's recommendation and approval of the Superintendent and the Board of Education.

RIDGEFIELD BOARD OF EDUCATION
Custodial/Maintenance Salary Schedules

Adopted - February 26, 1987

1988/1989 (7% Increase)

<u>Position</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Custodial	20,763.	21,654.	22,543.	23,435.	24,367.	25,510.
Maintenance Mechanic	24,321.	25,435.	26,548.	27,661	28,770.	
Custodial/Maintenance	21,501.					

Head Custodial Differential

Bergen Boulevard	1,180.
Slocum/Skewes	1,967.
High School	1,967.
Maintenance Foreman	2,360.

An evening shift differential of .40¢ per hour will be paid to all building service personnel for evening shift starting on or about 3:30 p.m. If a third shift is added (midnight shift), .67¢ per hour will be paid. (This will not be paid on overtime work.)

Part-time custodians will be paid at the rate of \$8.37 per hour.

Part-time matron will be paid at the rate of \$7.94 per hour.

The sum of \$395. per year will be paid to holders of Boiler Fireman's License.

The Board emphasizes that increments be outlined in the guide are not automatic. Advancement on the schedule will be subject to the Principal's and/or Business Administrator's recommendation and approval of the Superintendent and the Board of Education.

SCHEDULE B-1

RIDGEFIELD BOARD OF EDUCATION

HOLIDAY SCHEDULE

12- Month Custodial/Maintenance

July 1, 1986 - June 30, 1987

July 3/4, 1986	INDEPENDENCE DAY
September 1, 1986	LABOR DAY
October 13, 1986	COLUMBUS DAY/YOM KIPPUR
November 13/14, 1986	NJEA CONVENTION
November 27/28, 1986	THANKSGIVING RECESS
December 24/25/26, 1986	CHRISTMAS RECESS
December 31/January 1/2, 1987	NEW YEAR RECESS
January 19, 1987	MARTIN LUTHER KING'S BIRTHDAY
February 16/17/18, 1987	WINTER RECESS
March	NO HOLIDAYS
April 17, 1987	GOOD FRIDAY
April 20/21/22, 1987	SPRING RECESS
May 25, 1987	MEMORIAL DAY

SCHEDULE B-2

RIDGEFIELD BOARD OF EDUCATION .

HOLIDAY SCHEDULE

12-month Custodial/Maintenance

July 1, 1987 - June 30, 1988

July 3, 1987	Independence Day
August 1987	No Holidays
September 7, 1987 September 24/25, 1987	Labor Day Rosh Hashanah
October 12, 1987	Columbus Day
November 12/13, 1987 November 26/27, 1987	NJEA Convention Thanksgiving Recess
December 24/25, 1987 December 28, 1987 December 31, 1987	Christmas Recess Christmas Recess New Year Recess
January 1, 1988 January 18, 1988	New Year Recess Martin Luther King Day
February 15/16/17, 1988	Winter Recess
March 1988	No Holidays
April 1, 1988 April 4/5/6, 1988	Good Friday Spring Recess
May 30, 1988	Memorial Day
June 1988	No Holidays