

1-3124

02-60

**THIS BOOK DOES
NOT CIRCULATE**

Agreement

between

TEANECK BOARD OF EDUCATION

Teaneck, New Jersey

and

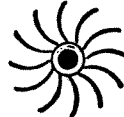
TEAMSTERS LOCAL 97

Representing

Teaneck Board of Education

Custodial and Maintenance Personnel

Bergen County



JULY 1975 — JUNE 1976

AUG 11 9 32 AM '75

PERC

TABLE OF CONTENTS

<i>Article</i>	<i>Title</i>	<i>Page</i>
I	Preamble	1
II	Recognition	1
III	Grievance Procedure	2
IV	Separability and Savings	6
V	No-Strike Pledge	6
VI	Management/Board's Rights	8
VII	Union Responsibilities	9
VIII	Fully-Bargained Provisions	10
IX	Probation	10
X	Black Seal License	11
XI	Evaluation Procedure	12
XII	Job Openings, Transfers and Promotions	13
XIII	Salary Regulations	14
XIV	Overtime	14
XV	Vacations	19
XVI	Holidays	21
XVII	Sick Leave	21
XVIII	Medical Insurance Benefits	22
XIX	A.R.C.A.N.E. Sessions	23
Sched. A	1975-76 Salary Guide	25
XX	Term of Agreement	26

Agreement

I

PREAMBLE

This Agreement entered into this day of , 1975, by and between the Teaneck Board of Education (hereinafter referred to as the "Board") and Local 97, International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America (hereinafter referred to as the "Union"), represents the complete and final understanding on all bargainable issues between the Board and the Union.

II

RECOGNITION

The Board recognizes the Union as the exclusive representative for the purpose of collective bargaining with respect to the terms and conditions of employment, within the purview of Chapter 303 of the Laws of 1968 for non-certificated employees regularly employed by the Board as custodians, matrons, and maintenance personnel. The Director of Operations and Maintenance, the Supervisors of Operations and the Supervisor of Maintenance and all other employees of the Board shall not be included in the bargaining unit.

III GRIEVANCE PROCEDURE

A. The term "grievance" as used herein means any controversy arising over the interpretation or adherence to the terms and conditions of this Agreement and may be raised by an individual, the Union on behalf of an individual or group of individuals or the Board.

B. The term "grievance" and the procedure established for the processing of a "grievance" shall not be deemed applicable in the following instances:

1. In matters not covered by the terms of this agreement;
2. In matters of initial salary guide and salary step determinations and assignments;
3. In matters of temporary job transfers or assignments;
4. In matters of selection for promotion as it pertains to seniority;
5. In matters where the Board or its representatives are without authority to act;
6. In matters involving probationary employees, including dismissal.

C. PROCEDURE

1. In the presentation of a grievance, the employee shall have the right to present his own appeal or to designate a representative to appear with him at any step in his appeal. Whenever the employee appears with a representative, the Board or its representatives shall have the right to designate a representative to participate at any step in the grievance procedure.

2. An employee shall not lose pay for time spent during his regular working hours at the following steps of the grievance procedure.
3. Saturdays, Sundays, and holidays shall not be considered working days in the computing of the time limits indicated in the grievance procedure.
4. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
5. The time limits specified in Section D may be adjusted by mutual consent of the parties.
6. It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

D. STEPS

1. An employee having a grievance shall present it to his Supervisor within five (5) working days after the occurrence of the event from which the grievance arises. An answer will be submitted within three (3) working days. Any grievance not presented within five (5) days, shall be deemed abandoned, unless the parties by mutual agreement consent to an additional period of time.

2. If the employee is not satisfied with the answer, the grievance shall be put in writing specifying:
 - (a) the nature of the grievance;
 - (b) the results of the discussion with the Supervisor
 - (c) the basis of his dissatisfaction with the determination; signed by the employee and presented to the Director of Operations and Maintenance, with a copy to the Supervisor, within three (3) working days. An answer will be submitted, in writing, within five (5) working days, after a hearing involving all parties.
3. If the employee is dissatisfied with the answer, or in the event no answer is received within five (5) working days, the employee may appeal, in writing, within three (3) working days thereafter, to the School Business Administrator/Board Secretary with copies to the Director of Operations and Maintenance and the the Supervisor. An answer will be submitted within five (5) working days after a hearing involving all parties.
4. If the employee is dissatisfied with the answer, or in the event no answer is received within five (5) working days, the employee may appeal in writing, within three (3) working days thereafter, to the Board of Education, with copies to the School Business Administrator/Board Secretary, Director of Operations and Maintenance and the Supervisor. An

answer will be submitted within twenty (20) calendar days after a hearing involving all parties.

5. If the employee is dissatisfied with the answer, or in the event no answer is received within twenty (20) calendar days, the employee will have the right to appeal within five (5) working days as follows:
 - (a) In grievance matters covered under N. J. Statutes 18A, or interpretations or adjudications thereof, the appeal must be made to the N. J. Commissioner of Education.
 - (b) In grievance matters not covered under (a) preceding, the appeal shall be in the form of a request for advisory arbitration pursuant to the rules and regulations established by the American Arbitration Association.
 - (1) The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance.
 - (2) In formulating his decision, the arbitrator shall adhere to the statutory law of New Jersey and to the pertinent decisions of the Commissioner of Education, the State Board of Education and the Courts.
 - (c) The cost for the services of the arbitrator shall be borne equally between the Board and the Union. Any other expenses incurred, including but not limited to the presentation of witnesses, shall be paid by the party incurring same.

6. In the event of an order, ruling or determination by a party other than the immediate Supervisor, any grievance would start with the person making such order, ruling or determination, to wit:
 1. Director of Operations and Maintenance
 2. School Business Administrator/Board Secretary
 3. Board of Education
7. Board grievances shall be presented within five (5) working days after the occurrence of the event from which the grievance arises. These grievances shall be filed directly with the Executive Board of the Union and in the event the matter is not resolved within twenty (20) working days the matter shall proceed to advisory arbitration as provided in paragraphs 5(b) and (c).

IV

SEPARABILITY AND SAVINGS

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

V

NO-STRIKE PLEDGE

- A. The Union covenants and agrees that during

the term of this Agreement neither the Union nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in, any strike (i.e. the concerted failure to report for duty, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walk-out or other job action or the invocation of sanctions against the Board. The Union agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, walk-out, job action or the invocation of sanctions, it is covenanted and agreed that participation in any such activity by any Union member or other individuals covered by this contract, shall entitle the Board to terminate the employment of such employee or employees.

C. The Union agrees that it will do everything in its power to prevent its members from participating in a strike, work stoppage, slowdown, or other activity aforementioned, or support any such action by any other employee or group of employees of the Board and that the Union will publicly disavow such action, and order all such members who participate in such activities to cease and desist from same immediately and to return to work and take such other steps as may be necessary under the circumstances to bring about compliance with the Union's order.

D. The Union further agrees that it will not cause, engage in, sanction or encourage or assist in any strike or similar action or conduct on the part of students.

E. Nothing contained in this Agreement shall be construed to limit or restrict the Board in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Union or its members.

VI MANAGEMENT/BOARD'S RIGHTS

The Board of Education reserves to itself sole jurisdiction over matter of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, or any successor Agreement, in accordance with applicable laws and regulations:

A. To direct employees of the school district.

B. To hire, promote, transfer, assign and retain employees in positions in the school district, and to suspend, to demote, discharge or take other disciplinary action against employees (subject, however, to the provisions of the applicable statutes and rules and regulations of the State Board of Education in such cases made and provided) and all applicable laws and decisions of any New Jersey State or applicable Federal Agency regarding these matters.

C. To maintain the efficiency of the school district operations entrusted to them.

D. To determine the methods, means, and personnel by which such operations are to be conducted, subject to the applicable laws and decisions of any State or applicable Federal agency.

E. To take whatever other actions may be necessary to carry out the matters of the school district; and to carry out without limitations, all of the powers, rights, authority, duties and responsibilities conferred upon and vested in it, by the laws of the Constitution of the State of New Jersey and of the United States as the same have been interpreted either by administrative decisions, or by appropriate courts of competent jurisdiction.

F. Nothing in the above shall limit the Union directly or indirectly in its duty to fairly represent the membership of the Union and to present: grievances, proposals, counter-proposals, and to negotiate with the Board of Education on wages, hours and other terms and conditions of employment.

VII UNION RESPONSIBILITIES

A. The Union shall be responsible for acquainting its members with the provisions of this Agreement and shall be responsible for the adherence to the provisions of this Agreement by its members during the life of this Agreement.

B. It is the responsibility of the Union, its members and its representatives, to carry out administrative directions regarding Board policies and administrative regulations, subject to the understanding that the grievance procedure shall be available under the terms specified in Article III, if it is felt any such directive or policy is in conflict with the express terms of this Agreement.

VIII

FULLY-BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

IX

PROBATION

A. All employees shall be considered as probationary employees during their first ninety (90) days of employment. The probation period may be extended, at the sole discretion of the Board, for a period not to exceed an additional ninety (90) days.

B. Probationary employees may be disciplined or terminated at any time for any reason whatsoever at the sole discretion of the Board and they shall not be entitled to utilize the provisions of the grievance procedure. Upon completion of such probationary period, their seniority will be dated as of the date of the commencement of their employment.

C. If a probationary employee quits or is discharged prior to completing his probationary period, he shall not be entitled to any earned vacation time.

X

BLACK SEAL LICENSE

A. All custodial personnel employed hereafter, must obtain, as a condition of their employment and prior to the conclusion of the first calendar year of employment, a Black Seal boiler operator's license.

B. Present custodial personnel must obtain a Black Seal license not later than the termination date of this contract. Exceptions may be made to this requirement by the School Business Administrator/ Board Secretary for the following reasons:

1. Personnel who will retire not later than June 30, 1976.
2. Other good and sufficient reasons as determined in the sole discretion of the Board, after consultation with the Union.

C. The Board of Education will pay any charges levied by the authorized school for instruction of custodial personnel in preparation for the licensing examination.

D. The employee shall pay any initial or renewal license fees.

E. The employee shall present the license or license renewal to the Supervisor who shall record the pertinent information therefrom and forward it to the Director of Operations and Maintenance.

F. Obtaining the Black Seal license is the direct responsibility of the employee. The Supervisor and other personnel will cooperate with the employee, by reasonable adjustment of work schedules, etc., in order to enable the employee to attend school and take the examination.

XI EVALUATION PROCEDURE

A. Observations of the work performance of custodial and maintenance personnel shall be conducted by the Supervisors. Such observations shall be conducted openly.

B. Written evaluations shall be prepared for each employee on or about October 1st and March 1st of each school year. The employee shall be given a copy of each evaluation.

C. An employee may request and shall be granted a conference with his/her Supervisor and, upon the employee's request, a Union representative, to discuss the evaluation. Such a conference shall be granted within ten (10) working days.

D. The employee is required to sign his/her evaluation form at the time he/she receives their copy. *Signing does not signify approval.* Only completed evaluation forms shall be presented for signature.

E. Evaluations shall become part of the permanent personnel file of each employee.

F. The evaluations shall be a part of the basis upon which a determination shall be made regarding the employee's annual salary increment and/or adjustment.

G. Evaluations shall be done for probationary employees prior to the conclusion of their probation period. This is in addition to any other evaluations.

This evaluation shall be a part of the basis upon which a determination shall be made regarding the regular employment of the probationary employee.

XII

JOB OPENINGS, TRANSFERS & PROMOTIONS

A. Employees shall be notified and may apply for all job openings, transfers and promotions.

1. Employees shall be notified through the posting of a notice on the custodial and maintenance bulletin boards.
2. Interested employees must notify the specified individual within five (5) working days after the posting of the notice.

B. Nothing in the foregoing shall restrict the right of the Board to advertise outside the school system for applicants.

C. In those situations where the finalists are considered to offer comparable ability in job training and potential, consideration shall be given to the applicant with employment seniority.

The parties recognize that the ultimate responsibility for making all appointments rests with the Board of Education and agree that it is the obligation of the Board to fill all vacancies with the best qualified personnel.

D. The Director of Operations & Maintenance shall have the right to assign any personnel to fill any position or perform any work task on a temporary basis.

E. The Director of Operations & Maintenance shall have the right to make any changes in job schedules or work routines as he may determine necessary for the best functioning of the Department.

XIII

SALARY REGULATIONS

A. Placement on the proper salary guide and step will be determined at the time of employment.

B. In determining such guide and step placement, the Director of Operations and Maintenance shall grant credit for similar work experiences outside the school system.

C. The granting of any salary increment and/or adjustment as set forth in the salary schedule shall not be deemed to be automatic.

The School Business Administrator/Board Secretary shall have the power to recommend the withholding of any salary increment and/or adjustment for inefficiency or other good cause.

Whenever the withholding of an increment and/or adjustment is proposed, the individual concerned shall be given written reasons for such proposed withholding and said individual shall have the right to appeal in accordance with the provisions of the Grievance Procedure.

D. Employment and reemployment of custodial and maintenance personnel shall be on the basis of one (1) year or less.

XIV

OVERTIME

A. Overtime work is an inherent part of the custodial and maintenance operation, and, as such, may be required of all custodial and maintenance personnel.

B. In emergency circumstances, as determined by the Director of Operations and Maintenance or a Supervisor, overtime work may be required of any personnel without regard to the overtime selection procedure hereinafter indicated.

C. Overtime work shall be offered to employees according to a rotation schedule and procedure as follows:

1. *Custodial Personnel*

(a) A list of custodial employees shall be prepared by the Supervisor and posted for each building on the basis of most senior employee to least senior. This list shall be revised and updated with each change in personnel in a building. Seniority will be based on time in the school system as a member of the custodial staff.

(b) Overtime opportunities will be offered to each employee on the list in a straight, continuous rotation system, regardless of the type or length of overtime involved. The employee may accept or reject the overtime opportunity.

(c) If accepted, the next overtime will be offered to the next man on the list.

(d) If rejected, the overtime is offered to the next man.

(e) If all employees in a school reject the overtime opportunity, the Supervisor shall return to the first employee offered the overtime, and direct him/her to work. The employee may not refuse.

(f) Employees who refuse overtime two (2) consecutive times, will be automatically deleted from the overtime rotation list. They will not be eligible for overtime rotation unless the Supervisor approves or directs his/her reinstatement to the list.

(g) Employees shall be given, whenever possible, a minimum of 24 hours' notice of overtime. In an emergency or a situation requiring immediate action, the time period may be shorter. If notice is not given within the 24 hour period (except emergencies or other immediate situation), an employee may, for reason, refuse the overtime. Such refusal shall not count towards the number of refusals specified in paragraph C.1.(5). During the summer period (July 1-August 31) the aforementioned time period will be 36 hours.

(h) Nothing shall bar a Supervisor, in the event all employees in a building refuse the overtime, and the Supervisor does not wish to avail himself/herself of his/her right to direct an employee to work the overtime, from obtaining the services of another employee in the school system to work the overtime.

2. *Maintenance Personnel*

(a) A list of maintenance personnel shall be prepared by the Supervisor and posted for each department on the basis of seniority.

(b) The procedure for offering overtime

opportunities is the same as that for custodial personnel.

(c) If all employees in a department reject the overtime opportunity, the Supervisor shall return to the first employee offered the overtime, and direct him/her to work. The employee may not refuse.

(d) Employees who refuse overtime two (2) consecutive times, will be automatically deleted from the overtime rotation list. They will not be eligible for overtime rotation unless the Supervisor approves or directs his/her reinstatement to the list.

(e) Employees shall be given, whenever possible, a minimum of 24 hours' notice of overtime. In an emergency or a situation requiring immediate action, the time period may be shorter. If notice is not given within the 24 hour period (except emergencies or other immediate situation), an employee may, for reason, refuse the overtime. Such refusal shall not count towards the number of refusals specified in paragraph C.2.(d). During the summer period (July 1-August 31) the aforementioned time period will be 36 hours.

(f) Nothing shall bar a Supervisor, in the event all employees in a building refuse the overtime, and the Supervisor does not wish to avail himself/herself of his/her right to direct an employee to work the overtime, from obtaining the services of another em-

ployee in the school system to work the overtime.

D. Employees may request, in writing, to be taken off the overtime rotation list for their building or department. They shall remain off the list and not be offered overtime until such time as they request, in writing to be reinstated on the list.

These employees are not exempt from emergency overtime and may, at the discretion of the Supervisor, be required to perform such overtime work.

E. OVERTIME RATES

1. The normal hourly rate of employees shall be calculated by: annual salary divided by 2080 hours in the case of full-time personnel, or prorated equivalent in the case of part-time personnel.

2. *Monday through Friday*—Overtime performed during the period beginning midnight Sunday and ending midnight Friday, shall be compensated at one and one-half the normal hourly rate.

3. *Saturday and Sunday* — Overtime performed during the period beginning midnight Friday and ending midnight Sunday, shall be compensated at two times the normal hourly rate.

4. *Holidays* — Overtime performed during the 24 hour period beginning and ending at midnight on a day listed as a holiday pursuant to Article XVI, shall be compensated at the normal hourly rate for the holiday as such, and two times the normal hourly rate for the hours worked.

F. GENERAL CONDITIONS

1. Supervisors shall arrange for overtime assignments not later than the working day following the day the Supervisor is informed of the need for overtime work.
2. Overtime will be defined as that period of time occurring before or after an employee's normal assigned working time, or any time on days when the employee is not scheduled to work.
3. No overtime work may be performed or compensated for unless it has been authorized and approved by the Supervisor.
4. In situations involving absence of employees for periods not exceeding two (2) days, regular employees shall be provided an overtime work opportunity to perform all or part of the absent employees work as may be determined by the Supervisor.
5. In situations involving absence of employees for periods exceeding two (2) days, the Supervisor shall make provision for completing the absent employee's work, in full or part, by whatever means the Supervisor determines in his/her best judgment.

XV

VACATIONS

- A. Employees shall be entitled to earned vacation time to be taken any time during the year subject to the approval of the Supervisor and Director of Operations and Maintenance.

B. Earned vacation time shall be determined according to the following schedule:

1. *Complete Years of Employment*

Years 1 through & including 4

*10 working days per year

Years 5 through & including 7

*15 working days per year

Years 8 & subsequent years

*20 working days per year

**Earned Vacation*

2. The date for determining an employees complete year of employment and earned vacation time, shall be the date of initial employment and annually thereafter.
3. In the case of employees employed prior to July 16, 1972, the determination date shall be July 1.
4. Except in instances recommended by the Supervisor, and approved by the Director of Operations and Maintenance, earned vacation time may not be taken prior to the completion of a complete year.
5. Probationary employees do not earn vacation time until the Probation period is completed and he/she is recommended for regular employment, in which case Paragraph 2. of this article shall apply.
6. (a) Employees who quit or are discharged (excluding probationary employees) will have their date of termination adjusted to include

a terminal earned vacation period. At the discretion of the Board, payment may be made to the employee in lieu of the terminal earned vacation period.

- (b) Earned vacation time will be prorated on the basis of annual earned vacation divided by twelve (12) times the number of full months worked. Complete days will be taken as earned vacation time. Fractional days will be paid in salary by fractional day times eight (8) hours times normal hourly rate.

XVI HOLIDAYS

There shall be fifteen (15) paid holidays during the school year beginning July 1 and ending June 30.

The holiday schedule shall be that established by the Board.

XVII SICK LEAVE

A. Sick leave shall be granted to employees under the provisions of N. J. S. 18A:30-1, 18A:30-2, 18A:30-2.1, 18A:30-3 and 18A:30-4 and as modified by the terms of this contract article as hereinafter indicated.

B. No doctor's certificate shall normally be required in the event of an absence claimed to be due to personal, family or other medical reasons, unless, in the opinion of the School Business Administrator/

Board Secretary or his designee, an abuse of the legitimate purpose for the absence may be taking, or has taken, place. In such case, a doctor's certificate may be required of the individual for the period of absence in question and/or future similar absences, in order to receive salary for the period of such absences.

The doctor's certificate, when required, shall state: (a) the patient's name, (b) inclusive dates of absence from work, (c) the medical reasons necessitating the absence, and (d) that the employee did not come to work at the specific direction of the attending physician.

C. All full-time twelve-month personnel shall be entitled to twelve (12) personal sick leave days per school year. Unused sick leave days shall be cumulative.

D. When requested, the Union will assist in investigating any alleged abuses of sick leave time.

XVIII

MEDICAL INSURANCE BENEFITS

A. The Board will provide hospital, surgical, Major Medical and dental coverage for employees requesting such coverage at no cost to the employee. For those employees electing to secure coverage for their dependents, the Board will pay for the cost of such coverage at no cost to the employee.

The employee acknowledges that he/she is obligated to inform the Board within thirty (30) days

whenever any change occurs in his/her, or his/her dependents' status as it relates to this coverage, and failure to so inform the Board may result in Board refusal to continue any coverage for the employee.

B. Nothing in this Article shall limit the right of the Board to change insurance companies, provided the coverage shall be substantially the same.

XIX

A.R.C.A.N.E. SESSIONS

A. There shall be established a group to be known as the Analysis and Review Committee on Acceptable Norms for Employees (A.R.C.A.N.E.) consisting of the following: School Business Administrator/Board Secretary, Assistant Business Administrator/Assistant Board Secretary, Director of Operations & Maintenance, Supervisors of Maintenance and Operations, Union Representative, Shop Stewards, two Maintenance Department personnel, two Custodial personnel and one Matron.

B. The sole purpose of the Committee and its sessions, is to provide a unique atmosphere for meaningful dialogue between the Committee Members to investigate, discuss and recommend possible solutions and/or procedures toward resolving those concerns of employee and administration as affects the smooth functioning of the Department of Operations and Maintenance.

C. The Committee shall have no authority to develop rules or regulations or determine terms and conditions of employment.

These, and other managerial and department operational functions, shall remain the sole prerogative of the Board and administration as determined by law, accepted practice, and the terms of this contract.

The Committee may not consider, in their sessions, the following matters.

1. Individual matters which are, or may be, the subject of a grievance.
2. Any matters which are bargainable issues between the Board and the Union.

D. COMMITTEE SESSIONS AND PROCEDURES.

1. The Committee sessions shall be held three (3) times during the school year. These sessions will be held during the working day at a suitable location, and shall not exceed four (4) hours in duration.
2. Additional sessions may be held by mutual agreement of the Board and the Union. Such sessions may be called only for a specific purpose to be indicated at the time a request for a special session is made. Such special sessions shall be held after working hours whenever possible.
3. A chairman will be appointed by the Committee for each session. The authority of the chairman is limited to that necessary for orderly conduct of the session.

SCHEDULE A
TEANECK PUBLIC SCHOOLS
CUSTODIAL, MATRON AND MAINTENANCE PERSONNEL
1975-1976 SALARY GUIDE

Steps	Custodial (1)	Matron	Laborers	Mechanics (2)
1	\$ 9,640.	\$8,365.	\$ 9,640.	\$10,740.
2	9,865.	8,590.	9,865.	10,965.
3	10,090.	8,815.	10,090.	11,190.
4	10,315.	9,040.	10,315.	11,415.
5	10,540.	9,265.	10,540.	11,640.
6	10,765.	—	10,765.	11,865.

(1) Custodians regularly assigned to and working the 11:00 P.M. to 7:00 A.M. custodial routine, shall receive \$100. per annum over their salary position on guide, or as indicated for the position.

(2) Foremen of the Laborers Crew, Carpentry Crew, Painting Crew and Electricians Crew, shall receive a 10% salary differential over their place on the Mechanics guide.

Effective
July 1, 1975

XX
TERM OF AGREEMENT

This Agreement shall become effective July 1, 1975 and shall continue in full force and effect through June 30, 1976. The Agreement shall continue in full force and effect from year to year thereafter unless either party notifies the other in writing of a desire to negotiate on a successor agreement not earlier than one hundred fifty (150) nor later than one hundred twenty (120) days prior to the expiration date of the Agreement.

<p>BOARD OF EDUCATION</p> <p><i>Peter F. Glenn</i></p> <p>_____ President</p>	<p>TEAMSTERS UNION</p> <p><i>Arnold Kiss</i></p> <p>_____ President</p>
<p><i>[Signature]</i></p> <p>_____ Secretary</p>	<p><i>Thomas Donohue</i></p> <p>_____ Secretary-Treasurer</p>
<p><i>7/9/75</i></p> <p>_____ Date</p>	<p>_____</p> <p>Date</p>

Andrew D. France

26 *Rep.*

