

AGREEMENT
BETWEEN THE
UPPER SADDLE RIVER CUSTODIAL ASSOCIATION
AND THE
BOARD OF EDUCATION OF UPPER SADDLE RIVER

Board of Education

X July 1, 1980 to June 3, 1982

- A. The Board hereby recognizes the Upper Saddle River Education Association as the exclusive negotiating representative for the custodial staff, as defined under the laws of the State of New Jersey and in accordance with Chapter 123 Public Laws 1975.
- B. The term custodian shall include custodians, grounds helper and maintenance helper.
- C. Not later than October 15, 1981 the Board agrees to initiate negotiations with the Association over a Successor Agreement to reach agreement not only on salaries and benefits but also on other matters of personnel policy and relationships which may then be of mutual concern and interest. Any agreement so negotiated and agreed upon by the parties shall apply to all members of the negotiating unit and shall be reduced to writing and signed by all the parties.
- D. The Board agrees that any reduction in custodial staff as a result of elimination of custodial positions shall be by seniority.
- E. Salaries per attached guides. (Schedule A & B)
- F. It is agreed that the Board of Education shall pay for an Employee/Family Prescription Plan in conformity with the plan in effect for the Upper Saddle River Education Association for the school years 1980/81 and 1981/82.
- G. It is agreed that the Board of Education for the 1980/81 and 1981/82 school years shall pay for Employee/Family Dental Plan in conformity with the plan in effect for the Upper Saddle River Education Association.
- H. The following holidays will be granted to custodians with pay:
- Columbus Day
 - Labor Day
 - Friday of teachers' annual convention
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Eve Day and Christmas Day OR Christmas Day and Day after*
 - New Year's Day
 - Winter Recess - One day either Monday or Friday*
 - Good Friday
 - Spring Recess - One day either Monday or Friday*
 - Memorial Day
 - July 4th

*To be selected by the employee(s) as appropriate.

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I. The following vacation schedule will apply:

Ten non-cumulative working days' vacation in a given year shall be granted to an employee who has previous to that year worked from one to 4 years; 15 non-cumulative working days for 5 through 8 years of service; 20 non-cumulative working days for 9 years of service or more.

Anyone hired by September 1st and remaining after June 30 will be entitled to 10 working days vacation in the subsequent year. Anyone hired by February 1st and remaining after June 30 will be entitled to 5 working days vacation in the subsequent year. Vacations shall be at the convenience of the school system and with the approval of the Board Secretary. Vacation days must be taken in the year subsequent to that in which they have been accrued and are not cumulative.

J. The parties to this agreement recognize that the assignment of overtime is to be shared equally among the staff and assigned on a rotating basis as far as is possible.

K. When an individual is requested and reports to work and such overtime takes place on his normal day off he will be paid for not less than four (4) hours.

UPPER SADDLE RIVER CUSTODIAL ASSN.

By: *Henry M. Saper*
President

(Witness)

UPPER SADDLE RIVER EDUCATION ASSN.

By: *Henry M. Saper*

ATTEST: *Margaret L. ...*
Secretary
Upper Saddle River Educ. Assn.

UPPER SADDLE RIVER BOARD OF EDUCATION

By: *Frank ...*
President

ATTEST: *...*
Secretary
Upper Saddle River Board of Educ.

Dated: 7.1.68

SCHEDULE "A"

UPPER SADDLE RIVER BOARD OF EDUCATION

**CUSTODIAL SALARY GUIDE
1980/81**

<u>Step</u>	<u>No Black Seal Boilerman's License</u>	<u>Black Seal Boilerman's License</u>
1	10518	10718
2	10818	11018
3	11138	11338
4	11458	11658
5	11778	11978
6	12098	12298
7	12418	12618
8	12938	13138

Night Men plus \$400.00

Maintenance Helper plus \$400.00 (must have fireman's license)

Assistant Groundskeeper plus \$400.00

Anyone on Step 8 in 1979/80 receives \$450.00 above guide in 1980/81.

SCHEDULE "B"

UPPER SADDLE RIVER BOARD OF EDUCATION

**CUSTODIAL SALARY GUIDE
1981/82**

<u>Step</u>	<u>No Black Seal Boilerman's License</u>	<u>Black Seal Boilerman's License</u>
1	11240	11440
2	11590	11790
3	11910	12110
4	12260	12460
5	12605	12805
6	12950	13150
7	13300	13500
8	13640	13840

Night Men plus \$400.00

Maintenance Helper plus \$400.00 (must have fireman's license)

Assistant Groundkeeper plus \$400.00

Anyone on Step 8 in 1980/81 receives \$600.00 above guide in 1981/82.