

N-3031

AGREEMENT

between

WASHINGTON TOWNSHIP BOARD OF EDUCATION  
R.F.D. 3, SEWELL, NEW JERSEY 08080

and

TEAMSTERS LOCAL UNION NO. 676

INTRODUCTION: THIS AGREEMENT made by and between \_\_\_\_\_  
\_\_\_\_\_ (hereinafter referred to as  
the EMPLOYER) and TEAMSTERS LOCAL UNION NO. 676, affiliated  
with the International Brotherhood of Teamsters, Chauffers,  
Warehousemen and Helpers of America.

ARTICLE 1

RECOGNITION

The EMPLOYER recognizes and acknowledges that TEAMSTERS LOCAL UNION NO. 676 is the exclusive representative of the employees in the classifications of work covered by this Agreement, for the purpose of collective bargaining.

ARTICLE 2

OPERATIONS COVERED

Section 1

Classifications Covered

This Agreement shall cover all Custodians and Matrons employed by the Washington Township School District, the EMPLOYER; exclusive and not covered by this AGREEMENT are all other employees of the above mentioned School District.

ARTICLE 3

UNION SECURITY (MAINTENANCE OF DUES)

Section 1

Employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall be members for the duration of this Agreement and the Washington Township Board of Education will not honor revocations from any employee covered by this provision, except as provided herein.

Section 2

It is further agreed that the employee who withdraws from Union membership or cancels his application for membership in the Union as herein provided shall be required to share equally in the cost of maintaining and operating the collective bargaining agency as heretofore provided.

ARTICLE 3 (continued)

Section 3

The resignation of an employee from membership in the Union shall not relieve him of his obligation for Union dues deductions in accordance with the authorization signed by the employee nor shall it affect his status as an employee of the Board of Education.

Neither membership in the Union nor non-membership in the same shall be a condition of employment or continued employment; provided, however, that any employee who fails voluntarily to acquire or maintain membership in the Union shall be required beginning on the sixtieth (60th) day following the beginning of such employment, or beginning on the sixtieth (60th) day after failing to maintain membership in the Union, to pay to the properly designated officer of the Union each month a service charge as a contribution towards the administration of this Agreement and the representation of such employee. The service charge for the first month and for each month thereafter shall be in an amount equal to the extent of the regular and usual monthly dues.

ARTICLE 4

HIRING NEW EMPLOYEES

Section 1

The Board of Education of Washington Township, Gloucester County, (N.J.) retains the freedom and right to hire those persons whom the State of New Jersey gives them the authority to hire.

ARTICLE 4 (continued)

Section 2 Custodians and/or matrons shall be notified of their contract and salary status for the ensuing school year no later than May 1 of the preceding year.

Section 3 During the probationary period of sixty (60) consecutive calendar days, the employee may be discharged without recourse.

Section 4 After the probationary period, the employee shall be placed on the regular seniority list, and his seniority date shall revert back to his first day of hire.

Section 5 All work performed in any classification covered under this Agreement shall be performed by employees covered under this Agreement.

And no work under any classification covered by this Agreement shall be performed by either the Employer or the Employer's representatives, such as managers, supervisors, and foremen.

It is understood that part-time employees, including students, teachers, and others, may be employed by the Washington Township Board of Education during the year under the Federal (State) Work-Study Program.

ARTICLE 5

SHOP STEWARDS

Section 1

The EMPLOYER recognizes the right of the UNION to designate Shop Stewards and alternates from the EMPLOYER'S seniority list. The authority of Shop Stewards and alternates so designated by the UNION shall be limited to and shall not exceed the following duties and activities:

(1) The investigation and presentation of grievances to the EMPLOYER or the EMPLOYER'S designated representative, in accordance with the provisions of the Collective Bargaining Agreement.

(2) The collection of dues when authorized by appropriate Local Union action.

(3) Shop Stewards and alternates have no authority to take strike action or any other action interrupting the EMPLOYER'S business, except as authorized by official action of the UNION. The EMPLOYER, in so recognizing such limitation, shall have the authority to impose proper discipline, including discharge, in the event the Shop Steward has taken unauthorized strike action, slowdowns, or work stoppage in violation of this Agreement.

ARTICLE 5 (continued)

Section 2

Orders and Decisions Not to be Made

Shop Stewards or alternates shall not give orders to employees nor countermand orders of management. Further, they shall not be the judge in determining whether a piece of equipment is unsafe. However, the Business Agent shall have the right to investigate and determine, along with management, disputes regarding unsafe equipment.

Section 3

Investigation of Grievances by Shop Steward

Shop Stewards shall be permitted to investigate, present and process grievances on the property of the EMPLOYER, first having cleared through the head custodian or the Principal, without loss of time or pay. Such time spent in handling grievances shall be considered working hours in computing daily and/or weekly overtime.

Section 4

Pay for Time

Whenever the Shop Steward is required to attend any grievance hearings attended by representatives of the EMPLOYER and the UNION, he shall be compensated by the EMPLOYER for all lost earning opportunities or time lost. When a Business Agent and EMPLOYER agree to a meeting to be attended by the Shop Steward, the Steward shall be compensated by the EMPLOYER for all lost earning opportunities or time lost. Time lost shall be construed to mean that the Shop Steward shall be

ARTICLE 5, Section 4 (continued)

paid for all time spent while negotiating grievances with the EMPLOYER, regardless of time already earned for that day. Time is to be computed at the applicable hourly rate for the Steward's job classification.

ARTICLE 6

ABSENCE

Section 1

Time Off for Union Activities

The EMPLOYER agrees to grant the necessary time off, without discrimination or loss of seniority and without pay, to any employee designated by the UNION, in writing, to the EMPLOYER, to act as an elected Union Officer, Business Agent, Organizer, or to attend a Labor Convention for an indefinite period.

Section 2

Personal Leave of Absence

Any employee desiring leave of absence from his employment shall secure written permission from both the UNION and the EMPLOYER. The maximum leave of absence shall be for thirty (30) days, and may be extended for like periods. Permission for extension must be secured from both the UNION and the EMPLOYER.



ARTICLE 6 (continued)

Section 3

During the personal leave of absence, the employee shall not engage in gainful employment in any industry. Failure to comply with this provision shall result in the complete loss of seniority rights for the employee(s) involved.

Section 4

Seniority

Inability to work because of proven illness or injury shall not result in the loss of seniority rights.

ARTICLE 7

SENIORITY PRINCIPLE

Section 1

If the EMPLOYER establishes different starting times for employees in the same job classification, the senior man (the Steward for example shall have top seniority in this instance), if qualified in the classification, shall have the choice. For example - where the EMPLOYER schedules one employee to commence work at 7:00 A.M., another at 8:00 A.M., and a third at 9:00 A.M., the senior employee shall have the choice of deciding which of the three he prefers. Similarly, the qualified senior man in the same job classification shall have the choice, he shall continue on that starting time until such starting time is discontinued, or until a change is mutually agreeable to the EMPLOYER and the UNION. Seniority will be by individual building and transferable within the district.

ARTICLE 7 (continued)

Section 2

Seniority Rank and Posting

Once each year, during the month of July, EMPLOYER shall compile and submit to the UNION in writing, and then post in a conspicuous place, a Seniority List or Lists from the regular payroll records. Any employees hired after said posting shall have their names added to this list, in order of date of hire, and the UNION shall be notified of such additions. Any controversy over the seniority standing of any employee on the Seniority List or Lists shall be submitted as a grievance.

Section 3

Seniority

After he has worked for an EMPLOYER for at least sixty (60) consecutive calendar days, an employee shall gain seniority status and his seniority date on the seniority list shall revert to the first day of his sixty (60) day qualification period.

ARTICLE 8

SENIORITY

Section 1

No employee shall hold two (2) seniority standings. Any employee on lay-off from his EMPLOYER shall have recall rights up to one (1) year. In the event the employee is working for another employer during his lay-off status he may maintain seniority with such another employer until such time his first EMPLOYER calls him back from lay-off status; if the employee fails to report back to work with his first EMPLOYER within seventy-two (72) hours then such employee shall lose all seniority rights with his first EMPLOYER. Also, failure of employee to telephone his EMPLOYER, in case of absence, illness, injury off the job, unforeseen emergencies, for seventy-two (72) hours will result in loss of seniority.

ARTICLE 9

LOSS OF SENIORITY

Section 1

Seniority shall be broken and name removed from the seniority list for the following reasons:

- (a) discharge for just cause;
- (b) voluntary quit;
- (c) lay-off for in excess of one (1) year;
- (d) failure to respond to notice or recall;
- (e) unauthorized leave of absence.

ARTICLE 9 (continued)

Section 2

Illness or Injury

Any employee who is absent because of illness or injury shall accumulate seniority for the purpose of determining his place on the seniority list. Such illness exceeding seventy-two (72) hours must have a doctor's approval to return to work stating cause and type of illness, for instance

TB

VD

Blood poisoning (open wound)

Back injury (outside)

Hernia operation

ARTICLE 10

PROMOTIONS

In promoting employees to jobs coming within this Agreement, the EMPLOYER shall have the right to select qualified persons, but as between qualified persons, preference shall be given according to seniority. All employees within this AGREEMENT shall have equal opportunity to qualify for any promotions within the scope of this AGREEMENT. If the EMPLOYER in his option feels that the employee is not qualified to fill such a promotion, the employee shall have a ninety (90) day

ARTICLE 10 (continued)

trial period to qualify. In the event the Employer feels that the employee is not qualified after the ninety (90) day qualifying period, the EMPLOYER shall furnish reasonable proof to the UNION that the employee is not qualified for such promotion. The above section shall also apply to employees being promoted to positions of supervisory capacity.

ARTICLE 11

LEAVING BARGAINING UNIT

Any employee within the AGREEMENT who elects to become part of management shall lose all seniority rights after ninety (90) days if the employee elects to stay in management. If the employee decides to return to the Bargaining Unit at the end of the ninety (90)days, he may do so without loss of seniority rights.

ARTICLE 12

GRIEVANCES

Section 1

Grievance Machinery

All grievances or disputes arising under the terms of this Agreement shall be handled in the manner provided by this section.

ARTICLE 12, Section 1 (continued)

First Step

In the case of any such grievance or dispute, the Union Steward shall take the matter up with the Employer or Employer's representative, and every effort shall be made to reach a mutually satisfactory solution. The Union Steward shall be present at all times when an employee has a grievance with the Employer. The Employee may also request to be present.

Second Step

If no solution can be reached the Union Steward shall refer the matter to the Business Agent, and the Business Agent shall take the matter up with the Employer or the Employer's representative in an endeavor to adjust it amicably.

Third Step

If the Business Agent of the Union and the Employer or Employer's representative cannot reach a satisfactory Agreement, the matter shall be submitted to a designated Arbitrator mutually agreed upon by both parties. If the parties cannot agree upon an Arbitrator then the matter shall be submitted to the New Jersey State Mediation Service for the selection of an Arbitrator. The Arbitrator shall render

ARTICLE 12, Section 1, Third Step (continued)

a decision within 24 days. After the closing of the hearing the fee of the Arbitrator shall be borne equally by the Union and Employer.

Section 2

Filing of Written Grievance

All employees covered under this Agreement shall have seven (7) working days to file a written grievance after grievance has become known; and ten (10) working days for any employee that may be absent because of illness and/or injury. Failure to file within the time limit will dissolve the grievance.

Section 3

Inspection Privileges - Access to Premises

Authorized agents, with proof of identity, of the UNION shall have access to the EMPLOYER'S premises at any time during working hours for the purpose of adjusting disputes, investigating working conditions, and ascertaining that the AGREEMENT is being adhered to.

NOTE: All visitors coming into a school building must first be cleared through the Principal's Office.

ARTICLE 13

DISCHARGE OR SUSPENSION

Section 1

Cause for Dismissal or Suspension

No employee with seniority may be dismissed or suspended without just cause. Until the case has been discussed with the Business Agent, no employee may be dismissed or suspended, except:

- (a) where the provisions of this Section provide for immediate dismissal or suspension.

In the event that it is decided, as provided in the Grievance Procedure set forth in this Agreement, that the suspension or discharge was without just cause, the decision shall provide for reinstatement with or without back pay. If the decision directs reinstatement with pay, the EMPLOYER shall not receive any credits for wages or compensation earned by the employee while he was out of the EMPLOYER'S employ.

Except when an emergency prevents it, grievances concerning dismissal or suspension shall be advanced over all other matters pending for grievance hearings, and shall be promptly heard.

Except in the case of immediate dismissal for the causes set forth below, no employee may be dismissed or suspended for his first offense, except drinking, use of dope, or homosexual activities, but shall receive at least one written warning for each different offense.



ARTICLE 13, Section 1 (continued)

The parties agree that causes for dismissal without first discussing the matter with the Business Agent shall be the following:

- (1) Calling or participating in any unauthorized strike, work stoppage, or walk-out.
- (2) Drunkenness, proven during working hours, or being under the influence of alcohol during working hours.
- (3) Proven theft or dishonesty.
- (4) Unprovoked assault on his EMPLOYER or his EMPLOYER'S representative during working hours.
- (5) Use of dope, in or out of school buildings.
- (6) Homosexual activities in or out of school buildings.

In each instance, the EMPLOYER shall promptly notify the UNION of the action taken, in writing. The parties agree that a dismissal or suspension shall not be subject to the Grievance Procedure or arbitration as provided in this AGREEMENT unless the UNION shall have notified the EMPLOYER, in writing, of the intention to do so within two (2) weeks of the dismissal or suspension. The parties recognize that in interpreting previous

ARTICLE 13, Section 1 (continued)

AGREEMENTS there have been difficulties over whether or not the EMPLOYER may dismiss employees for slow-downs. The parties agree that this matter is cause for suspension pending the Grievance Procedure, but not for immediate dismissal.

Section 2

Warning Notices

The warning notice shall not remain in effect for a period of more than six (6) months from the date of such warning notice. If no additional warning notice during the six (6) months period then the employee's record shall be wiped.

ARTICLE 14

DEATH IN FAMILY

Section 1

In case of death in the employee's family which shall consist of

- A. Spouse
- B. Mother
- C. Father
- D. Sisters
- E. Brothers
- F. Children
- G. Grandparents
- H. Mother-in-Law
- I. Father-in-Law

ARTICLE 14, Section 1 (continued)

The EMPLOYER shall grant such employee effected a maximum of three (3) days off with pay for the purpose of attending services for the deceased. The three (3) days pay is to compensate the employee for any time loss Monday through Friday because of such death.

ARTICLE 15

(a) CHECK-OFF OF DUES

Upon receipt of proper written authorization of any employee, the EMPLOYER will deduct from the wages due such employee, on the first pay week of each month, his UNION initiation fees and monthly dues, as are from time to time fixed by the Local Union, in accordance with the Constitution and By-Laws of the Local Union, and certified to the Employer by the Secretary-Treasurer of the UNION as being so fixed, and will forward the aggregate amount of such deductions promptly each month to the Secretary-Treasurer of the UNION or other duly authorized representative designated by the UNION.

Where an employee who is on check-off is not on the payroll during the week which the deduction is to be made or who has no earnings or insufficient earnings during that week or is on leave of absence, the employee must make arrangements with the UNION to pay such dues in advance.

ARTICLE 15, (a) (continued)

The EMPLOYER will recognize authorization for deductions from wages, if in compliance with State Law, to be transmitted to the Union or to such other organizations as the Union may request if mutually agreed to. No such authorization shall be recognized if in violation of State or Federal Law. No deduction shall be made which is prohibited by applicable law.

(b) CHECK-OFF OF DRIVE

With the consent of any employee, the EMPLOYER will deduct from the employee's pay the sum of Five Dollars (\$5.00) per year, effective at such time the employee signs an authorization card. Such Five Dollars (\$5.00) shall be remitted to D.R.I.V.E. c/o Teamsters Local Union No. 676 with a report covering all names of deductions.

ARTICLE 16

GENERAL

Section 1

Posting of Notices

The EMPLOYER agrees to the posting, within his business premises, of notices of UNION meetings, etc. The Company shall install a Bulletin Board for UNION notices. Bulletin Board to be in the Custodian's Office.

ARTICLE 16 (continued)

Section 2

Mutual Guarantees

When EMPLOYER and UNION shall have agreed in writing upon interpretations of this AGREEMENT or uniform rules and regulations for the conduct of employees, such interpretations or rules and regulations shall be regarded as part of this AGREEMENT.

ARTICLE 17

NO STRIKE CLAUSE

All grievances shall be processed in orderly fashion through the steps provided in this AGREEMENT. There shall be no strikes, work stoppages, slow-downs, lockouts, or threats thereof, for any reason whatsoever, during the term of this AGREEMENT.

ARTICLE 18

RATES OF PAY ON LATE SHIFT

Section 1

Any employee required to work a second shift starting at 4 P.M. shall receive a night shift differential of ten cents (10¢) an hour.

Any employee required to work a third shift starting at 12 o'clock midnight shall receive a night shift differential of ten cents (10¢) per hour.

## ARTICLE 19

### WORK ASSIGNMENTS

1. Custodians will be expected to dry mop an area equivalent to fourteen (14) classrooms, with those classrooms containing wet sections (sinks and individual lavatories) to be included. It is, also, part of the procedure for waxing to take place, depending upon the severity of the conditions in the room, with a maximum of two (2) classrooms included in the eight hour shift. The Head Custodian or Supervisor in Charge of Custodians would work out an equitable workload so that the custodians not involved with classrooms with wet sections would be assigned a larger portion of the rooms in order to balance out the load. The Shop Steward and Board Representative will jointly, in a cooperative fashion, schedule workloads among the custodians in the various district buildings. Because of the nature of a growing district, it is imperative that cooperation, similar to that described above, exists for all concerned.
2. Rubber gloves shall be supplied and paid for by the Board of Education for Custodians and Matrons.
3. The Board of Education shall provide New Jersey Blue Cross, Blue Shield, and Rider J.
4. Each and every employee shall receive ten (10) paid sick days per year, accumulative.

ARTICLE 19 (continued)

5. Vacations:

One week vacation after 6 months prior to July 1.

Two weeks vacation after one complete year of employment prior to July 1.

Three weeks vacation after 10 years of continued employment prior to July 1.

6. Holidays:

Thanksgiving Day                      Day After Thanksgiving

Christmas Eve (12/24)                  Christmas Day

December 26

New Year's Eve (12/31)                New Year's Day

Presidents' Birthday                  Good Friday

Easter Monday                          Memorial Day

Independence Day                      Labor Day

7. Any and all overtime worked in any particular month shall be paid the first pay day following the particular month in which overtime was worked.

8. Any employees required to work on Saturday shall receive time and one-half for all hours worked, and all hours worked over 40.

9. Any employees required to work on Sunday shall receive double time for all hours worked.

ARTICLE 19 (continued)

10. Any employees required to work on any of the stipulated holidays set forth in this AGREEMENT shall receive double time for all hours worked in addition to the holiday pay.

11. Wages

CUSTODIANS

Years of Employment	Hourly Rate	Hourly Increase	Yearly Increase
1st Year	\$2.45		
2nd Year	2.58	+ .13	\$270.40
3rd Year	2.71	+ .13	280.40
4th Year	2.85	+ .14	281.20
5th Year	2.99	+ .14	291.20

MATRONS

Years of Employment	Hourly Rate
1st Year	\$1.87
2nd Year	1.98
3rd Year	2.10
4th Year	2.21
5th Year	2.33



ARTICLE 20

INJURY ON THE JOB

Section 1

Any employee sustaining injuries which are compensable under the Workmen's Compensation Act, but which do not prevent him from performing his usual duties, but require that he visit the offices of Employer-designated physicians for the purpose of obtaining further treatment during working hours, shall suffer no loss of wages because of such visits.

Section 2

Any employee sustaining injuries which are compensable under the Workmen's Compensation Act which prevent him from performing all work available to him, at Employer's place, shall sustain no loss of pay for the balance of the day on which he was injured.

Ability to perform work shall be determined by doctor and/or hospital report and employee must have a signed note or letter on doctor's or hospital stationery depicting extent of injury and approximate length of recovery period.

ARTICLE 21

MAINTENANCE OF STANDARDS

Section 1

Protection of Conditions

The EMPLOYER agrees that all conditions of the employment relating to wages, hours of work, overtime differentials, and general working conditions shall be

ARTICLE 21, Section 1 (continued)

maintained at no less than the highest standards in effect at the time of the signing of this AGREEMENT; and the conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this AGREEMENT. It is agreed that the provisions of this section shall not apply to inadvertent or bona fide errors made by the Employer or the Union in applying the terms and conditions of this AGREEMENT if such error is corrected within ninety (90) days from the date of error.

This provision does not give the Employer the right to impose or continue wages, hours, and working conditions less than those contained in this contract.

ARTICLE 22

LIE DETECTOR TEST

The Board of Education shall not require, request, or suggest that an Employee take a polygraph or any other form of lie detector test, unless by voluntary consent, and notification to the Business Agent.

ARTICLE 23

TERM OF AGREEMENT

Section 1

This AGREEMENT shall be in full force and effect from the 1st day of January 1970 and shall remain in effect until and including December 31, 1970. Salary conditions to run from the 1st day of July 1970 and shall remain in effect until and including June 30, 1971, and shall continue in force for one year, unless and until either of the parties hereto shall give to the other party sixty (60) days written notice prior to the end of the original term or sixty (60) days written notice prior to the end of any subsequent year, of an intention to terminate at the end of the original term or of the then current year. In the event of an inadvertent failure by either party to give the notice set forth in Section 1 of this Article, such party may give such notice at any time prior to the termination or automatic renewal date of this AGREEMENT. If a notice is given in accordance with the provisions of this Section, the expiration date of this AGREEMENT shall be the sixty-first (61st) day following such notice.

ARTICLE 23, Section 1 (continued)

IN WITNESS WHEREOF the parties hereto have set their hands and seals this

\_\_\_\_\_ 11th \_\_\_\_\_ day of May, 1970 \_\_\_\_\_.

FOR THE BOARD OF EDUCATION

FOR THE UNION

L. Robert Quillen  
L. ROBERT QUILLEN, PRESIDENT

John P. Greeley  
JOHN P. GREELEY, PRESIDENT  
5-11-70

Joan A. Neill  
JOAN A. NEILL, SECRETARY

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4-3035

COLLECTIVE NEGOTIATIONS AGREEMENT

DUMONT PUBLIC SCHOOLS, 1970-1971.

DUMONT CUSTODIAL ASSOCIATION

This contract, entered into this 1st day of July, 1970, by and between the School District of Dumont Public Schools, hereinafter called the Board, and the Dumont Custodial Association, herein after called the D. C. A.

The need for such an agreement is based on:

1. The Board's requirement by P. L. 303 to negotiate with the D. C. A. on the subject of salaries and fringe benefits.

2. The desire to reduce to writing, the agreeable items negotiated in good faith.

ARTICLE I

RECOGNITION

The Board hereby recognizes the Dumont Custodial Association as the exclusive bargaining representative for all custodial personnel. The term custodial personnel shall refer to only those employees, be they male or female with the titles:

- (a) Maintenance Man
- (b) Mechanic
- (c) Matron
- (d) Head Custodian

Personnel may move from one position title to another higher paying title with a ninety (90) day probationary period attached. During this probationary period no salary increase is forthcoming until the ninety-first (91) day in the new position at which time, the increase in salary shall be retroactive to the first day in the new position.

The Board agrees not to negotiate with any organization other than that designated as the representative for the duration of this agreement.

The Board shall be notified by the D. C. A. of a change in its officers and the date of such change.

The Board will recognize as the negotiating unit only that organization which represents more than fifty (50%) per cent of the custodial staff.

The contract shall commence July 1, and terminate on the succeeding June 30. The contract shall be signed by the President and the witness of each party.

The D. C. A. shall annually certify to the Board the names of members in good standing.

This recognition shall not impair the rights of any employee or group of employees under Section 19 of Article I of the New Jersey Constitution.

## ARTICLE II

### BOARD AND CUSTODIAL RIGHTS

The Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the constitution of the State of New Jersey.

The Board is specifically charged with:

(1) The executive management and administrative control of the school system, its properties, facilities, and the activities of its employees.

(2) The hiring of all employees and to determine their qualifications, the conditions for continued employment or their dismissal or demotion, and to promote or transfer all such employees.

(3) The means and methods of accomplishing the desired goals.

(4) The determination of schedules, the hours of employment, the duties, responsibilities, the assignments of all employees with respect thereto, and the terms and conditions of employment.

The D. C. A. shall utilize the grievance machinery, attached hereto, (Appendix A) whereby questions or issues arise concerning policy and/or its implementation.

## ARTICLE III

### COMPENSATION

The salaries of custodians covered by this agreement for the 1970/1971 school year are set forth in appendix B which is attached and incorporated into this agreement.

Overtime shall be paid when more than eight hours are worked in a single twenty-four hour period. The hourly rate times one and one half (1½) shall be paid for any hour more than eight worked in one day.

Holders of the Black Seal boiler license shall be reimbursed for the annual renewal license fee upon presentation of the invoice for such renewal.

The Board shall reimburse at the current mileage rate those employees attending class leading to the Black Seal boiler license.

ARTICLE IV

FRINGE BENEFITS

A. Sick Leave. Each custodian is entitled to ten cumulative sick days per year. A custodian is further entitled to two non-cumulative sick days each year after the first ten have been consumed.

B. Vacation Allotment. Vacation is an earned benefit based on years of service as follows:

Less than one complete year - one day per month worked (maximum of ten) with employment commencing prior to January 1.

After one complete year.....two weeks  
 After seven complete years.....three weeks  
 After fifteen complete years.....four weeks

Custodians eligible for three or four weeks of vacation shall take this earned vacation during July and August. Head custodians eligible for four weeks vacation may take their fourth week during the school year with the consent of the Supervisor of Buildings and Grounds. This change in vacation policy is a pilot project and shall be evaluated in September, 1970, to determine its permanent inclusion in this contract.

C. Holidays. The list of paid holidays to which each custodian is entitled is as follows:

1. Independence Day.....Full
2. Labor Day.....Full
3. Election Day (Presidential)....Full
4. Armistice Day.....Full
5. Thanksgiving Day.....Full
6. Christmas Eve.....1/2 Day
7. Christmas Day.....Full
8. New Years Eve.....1/2 Day
9. New Years Day.....Full
10. Lincoln's Birthday.....Full
11. Washington's Birthday.....Full
12. Good Friday.....Full
13. Memorial Day.....Full
14. Friday after Thanksgiving....Full Only  
when Thanksgiving Day football game is played away from home. The Custodial Staff will work until job completion of the field, the lockers and any other area related to the preceding day's game.

Any of the above dates may not be treated as a paid holiday if the students are in session. Should this situation occur, the custodian shall be entitled to the same day that the student receives as compensating for that particular holiday.

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President-Board of Education	President-Dumont Custodial Association
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WITNESS

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WITNESS



PROPOSED  
DUMONT PUBLIC SCHOOLS  
MAINTENANCE GUIDE  
1970-1971

APPENDIX B

<u>STEPS</u>	<u>MATRON</u>	<u>MAINT. MAN</u>	<u>MECHANIC</u>	<u>LINCOLN/ GRANT EL. CUST.</u>	<u>HONISS/ SELZER EL. CUST.</u>	<u>HIGH SCHOOL CUSTODIAN</u>
1	3400	5800	6000	6400	6500	6700
2	3525	6000	6200	6625	6725	6925
3	3650	6200	6400	6850	6950	7150
4	3775	6400	6600	7075	7175	7375
5	3900	6600	6800	7300	7400	7600
6	4025	6825	7025	7525	7625	7850
7	4150	7050	7250	7750	7850	8100
8	4275	7275	7475	7875	8075	8350
9	4400	7500	7700	8200	8300	8600

1. 1% added to base maximum salary at the 10th, 14th, 18th, 22nd, and 26th year of service. Percentage figured on actual salary guide contract.
2. Step increments to be based on half or full year of service.
3. A ninety day probationary period is established when an employee moves from one level to another level on the salary guide. Beyond the ninety days when remaining on the new level, the employee's salary will be made retroactive to the first day in the new level.