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Tenafly Education Association
1989
RUTGERS UNIVERSITY

AGREEMENT BETWEEN
THE BOARD OF EDUCATION
and
~~THE TENAFLY CUSTODIAL AND MAINTENANCE ASSOCIATION~~
for the period
X July 1, 1985 to June 30, 1987

AGREEMENT BETWEEN
THE BOARD OF EDUCATION
and
THE TENAFLY CUSTODIAL AND MAINTENANCE ASSOCIATION
BERGEN COUNTY, NEW JERSEY

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AGREEMENT

This Agreement entered into this 16th day of December, 1985, by and between the Board of Education of Tenafly, Bergen County, New Jersey (hereinafter called the "Board") and the Tenafly Custodial and Maintenance Association (hereinafter called the "Association").

ARTICLE I RECOGNITION

A. Recognition of the Association

1. The Board hereby recognizes the Association as the exclusive representative of all full-time custodian and maintenance employees, whether currently under contract or on specified and approved leave, for the purpose of collective negotiations concerning the terms and conditions of employment of such custodian and maintenance employees, as provided for and pursuant to the provisions of the N.J. Employer-Employee Relations Act.

2. The term "Employee(s)" as used in this Agreement refers to all custodian and maintenance employees of the Board represented hereunder by the Association.

3. The following employee is not included within the terms of this Agreement: Supervisor of Buildings and Grounds.

4. The Association agrees to furnish the Board with a list of officers and appropriate signed authorizations for the Association to represent said members.

B. The Board's Status

1. 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 Tenafly of a thorough and efficient system of free public schools.

2. 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 powers, 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.

3. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board and its administrative staff, the adoption of policies, directives, rules, and regulations and practices in furtherance thereof, and the use of judgement and discretion in connection therewith, shall be limited only by the terms and provisions of this Agreement and the Constitution and laws of the State of New Jersey and the Constitution and laws of the United States.

**ARTICLE II
NEGOTIATION PROCEDURE**

The Board and the Association agree to meet at reasonable times and negotiate in good faith with respect to terms and conditions of employment, in accordance with the provisions of the N.J. Employer-Employee Relations Act. This Agreement shall not be amended or modified in any way, whatsoever, except by written agreement. This Agreement represents and incorporates for the duration of the Agreement the complete and final understanding and settlement between parties on all issues which were subject to negotiations.

**ARTICLE III
EMPLOYEE RIGHTS**

The Board and the Association agree that every Employee shall have the right to freely form, join and assist in any employee organization or to refrain from any such activity.

**ARTICLE IV
ASSOCIATION RIGHTS**

A. Association Rights and Privileges

1. The Board agrees that the Association shall have the right to use school buildings at reasonable hours for meetings, provided the Principal of the building involved be given reasonable advance notice and approves the request on the Use of Building form using the general guidelines and that there is no conflict with school operations.

2. Officers of the Association shall have the right to transact official business on school property at reasonable times provided this does not interfere with school operations and the performance of their own duties.

3. The Association shall have the right to make reasonable use of the inter-school mail system for distribution of Association materials provided this does not interfere with school operations and the building Principal has been given a copy of the materials at the time of distribution.

4. The Association shall have the right to use the bulletin board in the custodial area. The location and size of such bulletin board shall be agreed upon with the respective building Principal. Copies of all materials to be posted on such bulletin board shall be given to the building Principal and the Supervisor of Buildings and Grounds at the time of distribution and posting.

B. Association Studies

The Association shall furnish to the Board copies of all pertinent studies, surveys and lists which would assist the Board in making decisions.

**ARTICLE V
SICK LEAVE**

A. Cumulative Sick Leave

1. All Employees who are employed on a twelve (12) month basis shall be awarded each school year fifteen (15) days as sick leave credit. Such sick leave credit shall be accumulated with no maximum limit. Sick leave is hereby defined in accordance with applicable provisions of N.J.S.A. 18A:30-1 et seq.

2. All Employees who are absent due to personal disability as a result of illness or injury shall be entitled to full pay for each day of such absence up to the number of days accumulated. When such absence exceeds five (5) consecutive work days, the Employee shall file with the Superintendent's designee, the Supervisor of Buildings and Grounds, through the Principal's office, not later than five (5) days after returning to work, a doctor's certificate which attests to the Employee's personal illness or injury during the period of absence and the doctor's opinion that the Employee is capable of resuming his/her duties and responsibilities.

3. An Employee starting employment after the beginning of the school year shall receive a pro rata amount of sick leave credit based upon the length of the employment contract.

4. No Employee shall lose or add to his or her previously accumulated days of sick leave by reason of having been granted leave of absence by the Board of Education. Accumulated sick leave credit is automatically dropped when an employee fails to return from such leave of absence, and also when the employee's services are terminated for any reason.

5. If an Employee uses sick leave benefits for reasons other than those for which sick leave is intended, such Employee shall be subject to dismissal.

6. Employees shall be given a written accounting of accumulated sick leave days as soon as practical after June 30 of each school year, but no later than September 30. Such accounting shall be deemed to be accurate unless the Employee challenges its accuracy in writing within ten (10) days after the date of its issuance.

B. Required Medical Examinations

1. The Board agrees to provide any and all physical or health examinations the Board may require free of expense to all Employees except for X-rays. If, in the course of the premium year, the Rider J benefits for an Employee and the Employee's family have been exhausted, the charge for any additionally required X-ray of the Employee will be reimbursed by the Board. In the event that an Employee's Rider J benefits are exhausted in the course of the premium year, and the Board has required X-ray paid for by Rider J, the Board shall reimburse the Employee for the cost of the X-rays which were required by the Board.

2. If the Employee chooses to decline the services of any licensed practitioner designated by the Board, he/she may select any licensed practitioner, approved by the Board, in which case the cost of such physical or health examination shall be borne by the Employee.

ARTICLE VI
TEMPORARY AND EXTENDED LEAVES OF ABSENCE

A. Anticipated Disability Leave (Including Maternity Leave)

1. Any Employee who anticipates undergoing a state of disability such as, but not limited to, surgery, hospital confinement, medical treatment, pregnancy, etc., may apply for a leave of absence based upon such anticipated disability in accordance with provisions hereinafter set forth, in which instance such leave of absence shall be chargeable to the sick leave, if any, of said Employee. If the accumulated sick leave is or has been exhausted, the leave of absence shall be without pay. All Employees covered by this Agreement anticipating such a state of disability shall notify the Superintendent's designee, the Supervisor of Buildings and Grounds, through the Principal's office, of the condition expected to result in disability as soon as the condition which may result in disability is known, and shall submit to the Superintendent a certificate from his/her physician verifying the condition expected to result in a disability and the physician's prognosis as to the anticipated duration of such disability. If requesting a leave of absence under this Article, the Employee shall submit a written request specifying the date on which he/she wishes to commence said leave and the date on which he/she wishes to return to employment following recovery from said disability.

2. An Employee who desires to continue in the performance of his/her duties during a period expected to lead to a state of disability shall be permitted to do so provided said Employee produces a statement from his/her physician stating that said Employee is physically capable of continuing to perform his/her duties and further stating up to what date, in the opinion of said physician, the Employee is capable of performing said duties.

3. In no event shall the Board be obligated to permit an Employee anticipating a state of disability to continue in the performance of his/her duties where the performance of said Employee had substantially declined from that performance demonstrated by said Employee at the time immediately prior to the time when notification was given or should have been given of the state of anticipated disability. The Board may require any Employee desiring to continue in the performance of his/her duties during the period preceding an anticipated disability to submit to the Board, upon the request of the Board made not more than once per month, a certificate from his/her physician certifying that said Employee is able satisfactorily to continue to perform his/her duties.

4. The Employee requesting a leave under the provision of this Section shall specify in writing the date on which he/she wishes to commence said leave and the date on which he/she wishes to return to employment following recovery from said disability. Such requests shall be consistent with the foregoing provisions.

5. The Board shall have the right to require any Employee who has been on disability leave and who desires to return to his or her duties by a fixed date following recovery from disability to produce a certificate from his/her physician stating that he/she is capable of resuming his/her duties, which shall be confirmed by the school medical inspector.

6. Whenever, in the opinion of the Board, the dates of the commencement of an anticipated disability leave and/or the dates for the resumption of duties would substantially interfere with the administration of the school, the requested dates may be changed by the Board if, in the opinion of the school medical inspector, such change is not medically contra-indicated.

7. An Employee who has undergone hospital confinement shall be expected to resume his/her duties within fifteen (15) days of the date of discharge from the hospital; provided, however, that such resumption of duties is not medically contra-indicated; and provided, further, that said Employee submit a certificate from his/her physician certifying that said Employee is able satisfactorily to resume the performance of his/her duties.

8. Where a disability leave has been approved, the commencement or termination dates thereof may be further extended or reduced for medical reasons under application by the Employee to the Board accompanied by a certificate from the Employee's physician as to the advisability of such extension or reduction. Such extensions or reductions shall be granted by the Board for additional reasonable periods of time provided, however, that the Board may alter the requested dates upon a finding that such extension or reduction substantially interferes with the administration of the school and provided that such change by the Board is not medically contra-indicated. All extensions of such leaves shall in any event be subject to the provisions of N.J.S.A. 18A:30-1 et seq. and specifically N.J.S.A. 18A:30-7.

B. Military Leave

1. Employees serving in any branch of the armed forces of the United States or full-time service of the American Red Cross, in time of war or an emergency during their employment in Tenafly, shall continue to enjoy the same benefits as other Employees and shall not lose seniority or pension status.

2. The time spent in said military service shall be counted for salary purposes as if it were time spent in the active employ of the Board. However, no salary shall be paid nor shall other benefits not specified in the Article accrue or be granted.

3. Employees with active reserve status in the Federal Reserve or National Guard shall be permitted to serve required reserve training duty without loss of salary for a period not to exceed ninety (90) days. Said reserve duty time shall not be charged as vacation or personal leave.

C. Other Leave

1. Absences during any one school year for the following reasons, which are not chargeable against an Employee's accumulated sick leave, shall be allowed with full pay, except as otherwise provided, and subject to the limitations set forth in this Article:

a. Quarantine. Absence of an Employee from school on account of being quarantined by a Board of Health because of the contagious illness of a third party.

b. Jury Duty. Required absence of an Employee by reason of required jury duty, except than an Employee serving on required jury duty shall receive the regular per diem contracted salary less any monies received for service for jury duty.

c. Legal Proceedings. Required absence of an Employee by reason of any legal process for which the Employee's attendance is required as a result of the Employee's status as an employee of the Board provided, however, that no salary shall be paid to an Employee for time spent in Court, or before an administrative agency, or in connection with any legal proceeding in any case involving an action instituted by an Employee against the Board; and further provided that time spent in Court, or before an administrative agency, or in connection with any legal proceeding, in any case instituted by an Employee against the Board, shall be without pay.

An Employee shall file with the Superintendent's designee, the Supervisor of Buildings and Grounds, through the Principal's office, a copy of the subpoena or other appropriate evidence of any legal process or proceeding for which the Employee's attendance is required as a result of the Employee status as an employee of the Board.

d. Serious Illness or Injury in Immediate Family. For no more than a total of five (5) school days for year, serious illness or injury to a member of the Employee's immediate family, i.e., husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, daughter-in-law, son-in-law, or any other relative, provided such other relative lives with the Employee's immediate household. Within five (5) school days after returning to work, the Employee shall file with the Superintendent a physician's certificate or sufficient explanation showing that the absence was for said reason. Unsubstantiated absences shall result in full deduction of pay.

e. Death in Immediate Family. For no more than a total of five (5) school days per school year for death in the Employee's immediate family, as defined previously in this Article.

f. Death of Friend or Relative. For no more than one (1) school day per school year for death of a friend or of a relative outside of the Employee's immediate family.

D. Personal Leave

1. An Employee's absence from work for personal or business reasons when not in excess of a total of three (3) work days during the work year for those with less than twenty (20) years of service in Tenafly, or a total of four (4) work days during the work year for those with twenty (20) or more years of service in Tenafly shall be granted without loss of pay.

2. An Employee's reason for such leave shall be stated in writing in advance to the Supervisor of Buildings and Grounds through the building Principal except when extenuating circumstances do not permit advance notification.

3. The exact reason shall be stated unless the reason is considered very personal by the Employee, in which case the word "Personal" may be used.

4. Additional days, beyond those days allowed, may be granted at the discretion of the Superintendent. Any such additional personal leave granted at the discretion of the Superintendent shall be full pay.

5. The provisions of subsections 2 and 3 above to the contrary notwithstanding, personal leave with pay shall not be allowed for any work day immediately preceding or immediately following a vacation or school holiday except under emergency conditions with the approval of the Supervisor of Buildings and Grounds through the building Principal at the discretion of the Superintendent.

E. Leave Without Pay

1. The Board, may, in its discretion, upon recommendation of the Superintendent, grant a leave of absence without pay to any Employee for a period of up to one (1) year for good and sufficient reason. Application for such leave shall be made to the Superintendent on or before November 15 of the school year preceding the year for which the leave is being sought. Exceptions, in the case of applications made after November 15 of said school year, may be made at the discretion of the Superintendent in cases of emergency.

2. An Employee on leave without pay shall report to the Superintendent on or before April 1 of the year of leave his or her intention to return to duty at the start of the following year. The Board shall have the right to transfer or reassign any Employee, upon reinstatement, within such Employee's job classification as though such Employee had remained at all times in active service.

3. During such leave, an Employee shall not be eligible for credit on the salary guide or any other benefits provided by this Agreement.

ARTICLE VII INSURANCE

A. Health Insurance

The Board shall, pursuant to appropriate rules and regulations relating to the State Health Benefits Plan, pay one hundred (100%) percent of the cost of the State Health Benefits Plan (which shall include Blue Cross, Blue Shield, Rider J and Major Medical) for those Employees herein covered who receive a salary or wages for a minimum of twenty (20) hours per week, and for the spouses and dependent children of such staff members, in accordance with the State Health Benefits Plan regulations.

B. Contributions Towards Cost of Dental Plan

The Board shall, for the benefit of those Association members herein covered who receive a salary or wages for a minimum of twenty (20) hours per week, and for the benefit of the spouses and dependent children of such staff members, contribute (1) during the 1985-86 school year (July 1, 1985 - June 30, 1986) a sum equal to the number of custodial and maintenance persons on staff as of July 1, 1985 times 12 times \$31.43, and (2) during the 1986-87 school year (July 1, 1986 - June 30, 1987) a sum equal to the number of custodial and maintenance persons on staff as of July 1, 1986, times 12, times \$32.68 toward the purchase of a dental plan.

In either 1985-86 or 1986-87, any increased or lessened costs resulting from staff fluctuations shall be borne by, or shall inure to the benefit of, the Board.

ARTICLE VIII CREDIT UNION AND TAX SHELTERED ANNUITY

The Board agrees to make payroll deductions for the East Bergen Teachers Federal Credit Union deposits, and Prudential Insurance Company of America Group Tax Deferred Annuity Plan deposits, as may be requested by Employees and deposit these funds in such manner as may be prescribed by law.

ARTICLE IX STRIKES - LOCKOUTS

No lockout of Employees shall be instituted by the Board during the term of this Agreement. The Association agrees that during the term of this Agreement, neither it nor its officers or members will engage in, encourage, sanction, support, or suggest any form of strike. In the event that Association members participate in such activities in violation of this provision, the Association shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties. In the event that legislation is enacted legalizing public employee strikes, the provisions of this Article shall be null and void, and of no further force and effect.

ARTICLE X NON-WAIVER CLAUSE

The failure of either party to insist upon strict performance of any provision of this Agreement shall not be deemed a waiver of the right thereafter to insist upon performance of that or any other provisions of this Agreement.

ARTICLE XI EVALUATION PROCEDURE

1. Each Employee shall receive a written evaluation at least once a year.
2. If, at an evaluation conference, the Employee and such person as shall be designated by the Superintendent agree that there has been an oversight or a mistake of fact in connection with any evaluation, such evaluation shall be rewritten, at said conference, to correct the agreed upon oversight or mistake of fact.

3. The Employee shall have ten (10) days after the conference to prepare a written response to the evaluation if he/she so desires. Such written responses shall be attached to, and noted upon, the evaluation.

4. The evaluation process for all Employees shall be completed by May 15.

ARTICLE XII VACATIONS

All Employees are entitled to vacations on the following basis:

A. Vacations

1. Less than one full year -- One work day per month, not to exceed ten (10) days.

2. One through five years -- Ten (10) work days.

3. Six through ten years -- Fifteen (15) work days.

4. Eleven years or more -- Twenty (20) work days.

5. Such allowable vacation absence shall be taken after consultation with the Employee and approval by the appropriate supervisor. It is desirable that an Employee take vacation at one time unless extenuating circumstances exist. All vacation dates shall be so arranged as not to interfere with the operation of the schools, and all must be approved in advance by the Assistant Superintendent for Administrative Services.

6. Years of employment, for the purpose of calculating and ascertaining entitlement to vacation benefits, shall be determined and computed from the initial date of hire to the anniversary date thereof.

B. Application

1. Vacation preference sheets shall be distributed by April first and returned by April fifteenth, and Employees notified by May fifteenth of the assigned vacation periods.

2. If a legal holiday occurs during an Employee's vacation period, a day will be added to the vacation period. This day should be taken at the beginning or end of the authorized vacation period and not at an isolated time.

3. A regular full-time Employee whose employment is terminated before the end of the school year shall be entitled to receive pay for vacation days for which the Employee is eligible. However, if with special permission, the Employee has taken vacation in advance of the regular vacation period, a salary adjustment will be made at the time of final payment for vacation not earned.

4. If a regular pay day falls during an Employee's vacation, the Employee will receive a salary check before going on vacation, except at the end of the school year.

ARTICLE XIII
DESIGNATED DAYS OFF

Every custodial/maintenance employee will be given 13 days off with pay each year. The Superintendent or his designee will post a list of (a) assigned days off and (b) a list of optional days off from which the 13 designated days will be taken when appropriate. The choice of the optional days off when appropriate will be with the concurrence of Supervisor of Buildings and Grounds and the Principal of the Building.

The list will be posted and the association will be advised in writing not later than 30 days after the formal adoption of the school calendar by the Board of Education.

1985-86
ASSIGNED DAYS

- | | |
|-----------------------|----------------------|
| 1. July 4, 1985 | Independence Day |
| 2. September 2, 1985 | Labor Day |
| 3. September 16, 1985 | Rosh Hashanah |
| 4. September 25, 1985 | Yom Kippur |
| 5. November 7, 1985 | NJEA Convention |
| 6. November 8, 1985 | NJEA Convention |
| 7. November 28, 1985 | Thanksgiving |
| 8. November 29, 1985 | Thanksgiving |
| 9. December 25, 1985 | Christmas |
| 10. January 1, 1986 | New Year's |
| 11. February 17, 1986 | Presidents' Birthday |
| 12. March 28, 1986 | Good Friday |
| 13. May 26, 1986 | Memorial Day |

ARTICLE XIV
JUST CAUSE

No Employee shall be disciplined, reprimanded, reduced in rank or compensation or terminated without just cause.

ARTICLE XV
GRIEVANCE PROCEDURE

1. A grievance is a claim by an Employee or the Association (the "Aggrieved Person") based upon the interpretation, application or violation of this Agreement, Policies or administrative decisions affecting the terms and conditions of employment of an Employee or a group of Employees.

2. Aggrieved Person and Party in Interest

"Aggrieved Person" is the Employee or the Association claiming a Grievance.

"Party in Interest" is an Aggrieved Person and any other person who might be required to take action or against whom action might be taken in order to resolve a Grievance.

3. Time Limits

The number of days indicated on each level shall be considered as a maximum. The time limits specified may, by mutual agreement, be enlarged or reduced.

The failure of an Aggrieved Person to proceed to the next level within the specified time limits shall be deemed to be an acceptance of the decision rendered at the level last resorted to and shall constitute a waiver of any further proceedings on the basis of the Grievance in question.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, resolution of Grievance which may from time to time arise affecting Employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

Time Within Which to File Grievance

An Aggrieved Employee shall institute action under the provisions hereof within thirty (30) calendar days of the occurrence complained of or within thirty (30) calendar days after the Employee would reasonably be expected to know of its occurrence. Failure to act within said thirty (30) day period shall be deemed to constitute an abandonment of the Grievance.

D. Levels of Procedure

1. Level I - Supervisor of Buildings and Grounds

An Employee with a grievance shall first discuss it with the Supervisor of Buildings and Grounds with the objective of resolving the matter informally. An Employee shall have the right to have an Association representative present at any stage of the Grievance procedure. The Supervisor of Buildings and Grounds shall communicate his decision to the Aggrieved Person within five (5) work days next following said oral discussion. The Aggrieved Person and the Supervisor of Buildings and Grounds shall, at the conclusion of such oral discussion, execute a form acknowledging such discussion. If the Supervisor of Buildings and Grounds fails to communicate his decision within said five (5) work day period, the relief sought shall be deemed denied and the Aggrieved Person may proceed to Level II of the Grievance Procedure. In the case of any Grievance filed by a Maintenance Employee, such Grievance shall then proceed to Level III of the Grievance Procedure.

2. Level II - Building Principal

If the relief sought in Level I is denied, the Aggrieved Person may, within five (5) work days following the denial, file his/her Grievance in writing with the Principal of the building involved setting forth the specific allegations of fact which gave rise to the Grievance, the specific provision of the Agreement alleged to have been violated, the date as of which the event or

acts which gave rise to the Grievance first occurred and the relief sought. If the appeal is not timely filed in writing with the Principal, the decision at Level I shall be final and the matter closed. If the appeal is timely filed with the Principal, then the Principal, in consultation with the School Business Administrator, shall communicate his decision in writing to the Aggrieved Person within five (5) work days next following the filing of the written Grievance. If the Principal fails to communicate a decision in writing within the time prescribed, the relief sought shall be deemed denied and the Aggrieved Person may proceed to the next Level of the Grievance Procedure.

3. Level III - Superintendent of Schools

If the Aggrieved Person is not satisfied with the disposition of his/her Grievance at Level II, the Aggrieved Person may, within five (5) work days after the decision at Level II, appeal the decision at Level II in writing to the Superintendent setting forth the specific allegations of fact which gave rise to the Grievance, the specific provision of the Agreement alleged to have been violated, the date as of which the event or acts which gave rise to the Grievance first occurred and the relief sought and respects in which the Aggrieved Person disagrees with the decision at Level II. If the appeal is not timely filed in writing with the Superintendent, the decision at Level II shall be final and the matter closed. If the appeal is timely filed with the Superintendent, then within five (5) work days after the appeal has been filed with the Superintendent, the matter shall be orally discussed between the Superintendent or designee and the Aggrieved Person. The Aggrieved Person and the Superintendent or designee shall, at the conclusion of such oral discussion, execute a form acknowledging such discussion. The Superintendent or designee shall communicate a decision in writing to the Aggrieved Person within ten (10) work days after the conclusion of said oral discussion. If the Superintendent or designee fails to communicate a decision in writing within the time prescribed, the appeal shall be deemed denied and the Aggrieved Person may proceed to the next Level of the Grievance Procedure.

4. Level IV - Board of Education

If the Aggrieved Person is not satisfied with the disposition of the Grievance at Level III, the Aggrieved Person may, within five (5) work days after the decision at Level III, file an appeal in writing with the Board setting forth the respects in which the Aggrieved Person disagrees with the decision of the Superintendent and the action requested to be taken by the Board. If the Aggrieved Person fails to timely file the written appeal with the Board, the decision at Level III shall be final and the matter closed. If the Aggrieved Person files the written appeal with the Board within the time limit provided, the matter shall be orally discussed by and between the Board, or its designee, the Association and the affected Employee within twenty (20) work days after the appeal has been filed with the Board; and the Board, or its designee, shall communicate its decision in writing to the Association within ten (10) work days after the conclusion of said oral discussion. If the Board or its designee fails to communicate its decision in writing within the time prescribed, the appeal shall be deemed denied and the Association may proceed to the next level of the Grievance Procedure.

5. Level V - (Arbitration Level)

If any Grievance is not resolved at Level IV, the Association may, within ten (10) work days after the decision of the Board at Level IV, serve written notice on the Board of its desire to submit the Grievance to arbitration as hereinafter provided. If timely notice is not served upon the Board, the decision at Level IV shall be final and the matter closed.

6. Arbitration Procedures

a. In the event that the Grievance is to be submitted to arbitration before an arbitrator, the Association and the Board shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator, the Association or the Board shall, within ten (10) school days after the request to submit the Grievance to arbitration, request a list of arbitrators to be submitted by the Public Employment Relations Commission. The Board and the Association shall then be bound by the rules and procedures of the Public Employment Relations Commission in the selection of an arbitrator.

b. The arbitrator selected shall confer with the representative of the Board and the Association and hold a hearing promptly and shall issue his decision not later than twenty (20) calendar days from the date of the close of the hearing, or from the date final statements and proofs, including briefs and legal memoranda, are submitted to the arbitrator. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning, and conclusions on the issues submitted. The authority of the arbitrator is limited to the interpretation of, the application of, or the compliance with, the provisions of this Agreement, and the arbitrator shall have no authority to in any way alter, modify, substitute, change, add to or delete from any of the terms of this Agreement, and the arbitrator shall, in interpreting, applying, or making a determination as to compliance with the provisions of this Agreement, be bound by, and decide in accordance with, all applicable New Jersey and Federal Statutes, the Constitutions of the State of New Jersey and of the United States, and all applicable decisions of the Commissioner of Education, the State Board of Education, the Public Employment Relations Commission, the Courts of the State of New Jersey and the Federal Courts having jurisdiction over matters arising within the State of New Jersey. The decision of the arbitrator shall be submitted to the Board and the Association and, with regard to the express terms of this written Agreement, shall be final and binding on the parties, and with regard to all other issues shall be advisory only.

c. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring the same.

E. Rights of Employees to Representation

An Aggrieved Person may at Levels I, II, III, IV, or V of the Grievance Procedure, be accompanied or represented by one (1) person of his/her own choosing. This person may be a designated representative of the Association. When an Aggrieved Person is not represented by the Association, a representative of the Association shall have the right to be present and to state its view on all Levels of the Grievance Procedure.

F. Miscellaneous

1. If a Grievance affects a group or class of Employees, the Association may, within thirty (30) calendar days of the occurrence complained of or within thirty (30) days after the Employees would reasonably be expected to know of its occurrence, first orally discuss it at Level III with the Superintendent. Failure to act within said thirty (30) calendar day period shall be deemed to constitute an abandonment of the Grievance. The Superintendent shall communicate his decision to the Association within ten (10) work days next following said oral discussion. If the Superintendent fails to communicate his decision within said ten (10) work days, the relief sought shall be deemed denied and the Association may proceed to Level IV and then, if necessary, to Level V of the Grievance Procedure. The Association may process such a Grievance through such Levels of the Grievance Procedure even though one or more members of a group or class of affected Employees does not wish to do so.

2. Written decisions rendered at Levels I, II, III, IV and V of the Grievance Procedure shall be transmitted promptly to all Parties in Interest and to the Association and shall, where any of the relief sought has been denied, set forth the reasons therefor.

3. If a Party in Interest other than the Aggrieved Person is an Employee who may be affected by the disposition of the Grievance, he/she shall be deemed an Aggrieved Person and shall be bound by the decision.

4. Forms for filing Grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be in the forms annexed hereto as Exhibits and shall be given appropriate distribution so as to facilitate operation of the Grievance Procedure.

5. The meetings under all Levels of the Grievance Procedure shall not be conducted in public and shall include only the Parties in Interest and their representative.

ARTICLE XVI SALARIES

A. Progression Along the Pattern of Increase

1. The Board expressly reserves the right to withhold, for inefficiency or other just cause, all or part of a Salary Increase.

2. In the event that the Board exercises its right to withhold for inefficiency or other good cause any Salary Increase or portion thereof, the Board does hereby agree to employ the following procedures:

a. The Principal, in consultation with the Supervisor of Buildings and Grounds and Assistant Superintendent/Board Secretary, shall forward any recommendation to withhold an Employee's Salary Increase or any portion thereof to the Superintendent no later than April 15 of the school year preceding that in which such action would take effect. The Principal, in consultation with the Supervisor of Buildings and Grounds and the Assistant Superintendent/Board Secretary shall give to the Employee against whom the recommendation shall be made written notice of the alleged cause or causes for the recommendation.

b. Once a recommendation is forwarded to an Employee and the Superintendent, the Employee may within ten (10) work days request in writing an opportunity to meet with the Superintendent or designee. In the event such a meeting is requested, the Superintendent shall take no action on the recommendation until said meeting occurs.

c. Whenever the Superintendent recommends that the Board withhold a Salary Increase or portion thereof, the Employee to be so deprived shall be given written notice of such recommendation.

d. If, following such recommendation by the Superintendent, such Employee desires to pursue the matter further, arrangements shall be made to afford said Employee reasonable opportunity to appear before the Board and to be accompanied by a representative of his/her own choosing. In order to have such an opportunity, such Employee must, within ten (10) work days after receipt of written notice of the Superintendent's recommendation, request in writing such a meeting with the Board. The meeting between such Employee and the Board shall not constitute a plenary hearing.

e. The Board shall be given a reasonable opportunity, following said meeting, to deliberate. If the resultant action of the Board is to withhold a Salary Increase, the Board shall, within ten (10) work days after said meeting, give such written notice of such action, together with the reasons therefore to the Employee concerned.

B. The salaries of Employees for 1985-86 shall be set forth in Schedule "A", and for 1986-87 in Schedule "B" attached hereto.

ARTICLE XVII
WORK HOURS - FOR FULL-TIME EMPLOYEES

For the period from July 1 to June 30, except in emergency situations, work hours shall be as follows:

1. The work day shall consist of eight (8) hours exclusive of a designated lunch/supper break, which shall be of a duration of not less than a total of thirty (30) minutes.

2. The work week shall consist of forty (40) work hours.

3. There shall be two (2) uninterrupted relief periods within the building of fifteen (15) minutes each, one in the first four (4) hours and one in the remaining four (4) hours, scheduled so as not to interfere with school operations.

4. Work schedules for all Employees shall be posted in each building and a master copy on file with the Supervisor of Buildings and Grounds. Such schedules shall indicate starting and ending times.

5. Overtime is to be paid at time and one-half or double time, as provided below, only for actual work time in excess of forty (40) hours in any one work week.

6. Overtime shall be assigned by the Supervisor of Buildings and Grounds and/or designee in an equitable manner and as determined necessary for the efficient operation of the school system.

When feasible, such assignments of overtime for regularly scheduled events shall be made two (2) weeks in advance..

Assignments shall be determined without reference to the number of hours of straight time worked during the week in question.

7. An overtime rate of time and one-half shall apply to all overtime except for snow removal on designated holidays or Sundays, which shall be at a double time rate.

8. Employees called back and required to work in addition to their regularly schedule shift for any purpose (call back time) shall be guaranteed a minimum of two (2) hours' work at the appropriate overtime pay rate, except for snow removal, which shall be at three (3) hours.

9. For the purpose of determining overtime, holidays shall count as actual work time of eight (8) hours.

10. Overtime shall be paid monthly in a separate check.

ARTICLE XVIII FILLING OF VACANCIES

All notices of vacancies within the unit shall be posted on all departmental bulletin boards at least ten (10) working days before the closing date for applications. A copy of such notice shall also be sent to the Association Secretary.

ARTICLE XIX UNIFORMS AND EQUIPMENT

The Board shall provide three (3) sets of uniforms each year consisting of three (3) shirts and three (3) pants, which uniforms shall be worn by Employees at all times when on duty. These uniforms shall be distributed on or before September 1st of each year, and, in the case of probationary Employees, shall be ordered within thirty (30) days of the conclusion of the probationary period.

The Board shall also make available for use by Employees when necessary appropriate raingear, safety glasses, ear protectors and dust masks.

ARTICLE XX REPRESENTATION FEE

A. Purpose of Fee

If a custodial or maintenance employee (hereinafter "employee") does not become a member of the Association during any membership year (i.e., from July 1 to the following June 30) 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 aggregate 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 85% of said aggregate amount.

C. Deduction and Transmission of Fee

The Board agrees to deduct from the salary of any Employee 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 Employee during the remainder of the membership year in question. The deductions will begin sixty (60) days after the Employee begins his or her employment in a bargaining unit position.

D. Termination of Employment

If any Employee 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 Employee 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.

ARTICLE XXI
MILEAGE ALLOWANCE

Maintenance Employees required to regularly use their vehicles in the performance of their job duties (which shall not include painters and roofers) shall be given a stipend in the amount of \$500 per year, which stipend shall be paid in two (2) equal installments. All other Employees, including custodians and those maintenance Employees who are not required to regularly use their vehicles, shall be paid at the rate of twenty (\$.20) cents per mile when required by a supervisor to use their vehicle.

A study shall be made of use of auto for work purposes by painters and roofers.

ARTICLE XXII
PROBATIONARY PERIOD

New employees shall serve a probationary period of sixty (60) days duration. A contract shall be in effect from the first day of employment including all benefits available to non-probationary employees, except those for which the Board must make application. Said application shall be made immediately.

During the probationary period, a probationary employee may be discharged by the Board without notice or cause, which discharge shall not be subject to arbitration.

ARTICLE XXIII
RIGHT TO REPRESENTATION

Whenever any Employee shall be required to appear before any supervisor or administrator, or before the Board or any committee or member thereof, in connection with an investigatory interview which may result in the imposition of discipline or which may otherwise adversely affect the employment status of the Employee, including the continuation of employment, or the salary of the Employee, said Employee shall be notified in writing in advance of the investigatory interview, given the reason or reasons for such investigatory interview and has the right to request that a representative of the Association be present to advise him during such investigatory interview. This paragraph shall not be deemed to apply to evaluation conferences conducted pursuant to paragraph XI of this Agreement.

ARTICLE XXIV
FAIR DISMISSAL PROCEDURE

A. Date

On or before April 30 of each year, the Board shall give to each Employee continuously employed since the preceding September 30 either:

1. A written offer of a contract for the next succeeding year providing for at least the same terms and conditions of employment but with such increases in salary and benefits as may be required by law or agreement between the Board and the Association; or

2. A written notice that such employment shall not be offered.

B. Reasons

Any Employee who receives a notice of non-employment may with five (5) days thereafter, in writing, request a statement of reasons for such non-employment from the Superintendent, which statement shall be given to the Employee in writing within five (5) days after receipt of such request.

C. Hearing

Any Employee who has received such notice of non-employment and statement or reasons shall be entitled to a hearing before the Board, pursuant to the procedures set forth in Article XVI, A, 2, d and e.

D. The provisions of this Article shall not apply to the dismissal of Probationary Employees.

**ARTICLE XXV
PRINTING OF THE AGREEMENT**

The cost of printing the duly executed written Agreement by and between the parties shall be borne equally by the parties except that in no event shall the cost exceed \$200.00 for each party.

**ARTICLE XXVI
DURATION OF THE AGREEMENT**

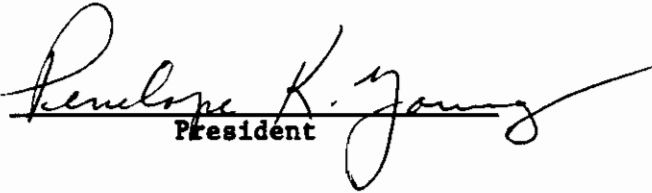
The effective term of this Agreement shall be from July 1, 1985, to June 30, 1987, and all provisions of said Agreement shall be retroactive to July 1, 1985.

**ARTICLE XXVII
SEPARABILITY**

If any provision of this Agreement, or any interpretation, application or administration thereof, shall be determined by any court or administrative agency having jurisdiction thereof to be contrary to law, such provision, interpretation or administration shall be deemed invalid and inoperative to the extent required by such determination. All other provisions hereof shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective President, attested by their respective Secretaries, and their respective corporate seals affixed hereto, at Tenafly, New Jersey, on this 6th day of December, 1985.

BOARD OF EDUCATION OF TENAFLY



President

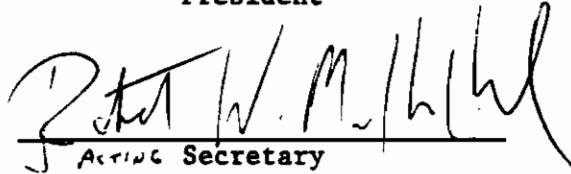


Secretary

TENAFLY CUSTODIAL AND MAINTENANCE ASSOCIATION



President



ACTING Secretary

TENAFLY PUBLIC SCHOOLS
TENAFLY, NEW JERSEY

CUSTODIAL AND MAINTENANCE SALARY GUIDE

SCHEDULE "A"
1985-86

STEP	A	B	C	D
1	\$14,145	\$14,665	\$16,975	\$21,855
2	15,205	15,720	17,950	23,135
3	16,550	17,065	18,870	24,850
4	18,015	18,880	19,975	26,430
5	19,530	20,195	20,995	27,780

GENERAL PROVISIONS

1. Column A includes Employees designated as regular Custodian or Groundsperson.
2. Column B includes Employees designated as Elementary Head, Middle School Head, and High School Head.
3. Column C includes Employees designated as General Maintenance and Painter.
4. Column D includes Employees designated as Maintenance Mechanic.
5. The Elementary Head Custodian receives \$300 above the appropriate step on Column B.
6. The Middle School Head Custodian receives \$3395 above the appropriate step on Column B.
7. The High School Head Custodian receives \$4565 above the appropriate step on Column B.
8. Regular Custodians assigned to the 3rd shift receive \$120 above the appropriate step on Column A.
9. Any Employee possessing a current "Black Seal" low pressure license receives \$360 above his/her appropriate step on the salary column.
10. Any new Employee shall not be placed above Step 2 of the appropriate column.
11. All Employees as of June 30, 1985 shall remain on the 1984-85 guide step for the duration of the Agreement. Anyone hired after June 30, 1985 shall remain on that hiring step for the duration of the Agreement.

TENAFLY PUBLIC SCHOOLS
TENAFLY, NEW JERSEY

CUSTODIAL AND MAINTENANCE SALARY GUIDE

SCHEDULE "B"
1986-87

STEP	A	B	C	D
1	\$15,475	\$16,045	\$18,570	\$23,910
2	16,635	17,200	19,640	25,310
3	18,105	18,670	20,645	27,185
4	19,710	20,655	21,855	28,915
5	21,365	22,095	22,970	30,390

GENERAL PROVISIONS

1. Column A includes Employees designated as regular Custodian or Groundsperson.
2. Column B includes Employees designated as Elementary Head, Middle School Head, and High School Head.
3. Column C includes Employees designated as General Maintenance and Painter.
4. Column D includes Employees designated as Maintenance Mechanic.
5. The Elementary Head Custodian receives \$330 above the appropriate step on Column B.
6. The Middle School Head Custodian receives \$3720 above the appropriate step on Column B.
7. The High School Head Custodian receives \$5000 above the appropriate step on Column B.
8. Regular Custodians assigned to the 3rd shift receive \$130 above the appropriate step on Column A.
9. Any Employee possessing a current "Black Seal" low pressure license receives \$395 above his/her appropriate step on the salary column.
10. Any new Employee shall not be placed above Step 2 of the appropriate column.
11. All Employees as of June 30, 1985 shall remain on the 1984-85 guide step for the duration of the Agreement. Anyone hired after June 30, 1985 shall remain on that hiring step for the duration of the Agreement.

T E N A F L Y P U B L I C S C H O O L S

ACKNOWLEDGEMENT FORM

LEVEL I - (Informal Level)

DATE _____

TIME _____

The undersigned do hereby acknowledge that they orally discussed this date, at Level I - of the Grievance Procedure set forth in the Agreement between the Tenafly Custodial and Maintenance Association and the Tenafly Board of Education, the grievance of the Aggrieved Person identified below concerning the following:

Signature of Aggrieved Person

Signature of Supervisor of
Buildings and Grounds

Original -- to be retained by Supervisor of Buildings and Grounds
One Copy -- to the Building Principal (when applicable)
One Copy -- to the Superintendent
One Copy -- to the Aggrieved Person
One Copy -- to the TCMA PR&R Committee Chairperson

EXHIBIT "A"

T E N A F L Y P U B L I C S C H O O L S

ACKNOWLEDGEMENT FORM

LEVEL III (Superintendent's Level)

DATE _____

TIME _____

The undersigned do hereby acknowledge that they orally discussed this date, at Level III of the Grievance Procedure set forth in the Agreement between the Tenafly Custodial and Maintenance Association and the Tenafly Board of Education, the grievance of the Aggrieved Person identified below concerning the following:

Signature of Aggrieved Person

Signature of Superintendent or
his Designee

- Original -- to be retained by the Superintendent
- One Copy -- to the Supervisor of Buildings and Grounds
- One Copy -- to the Principal (when applicable)
- One Copy -- to the Aggrieved Person
- One Copy -- to the TCMA PR&R Committee Chairperson

EXHIBIT "B"

T E N A F L Y P U B L I C S C H O O L S

GRIEVANCE FORM

LEVEL II - (Building Principal's Level)

This form is to be used for grievance processing in accordance with the Agreement between the Tenafly Custodial and Maintenance Association and the Tenafly Board of Education. When additional space is needed, addenda are to be used, attached hereto, signed and dated.

AGGRIEVED PERSON _____ DATE SUBMITTED _____

POSITION _____ SUBMITTED TO _____

SCHOOL _____ LEVEL I - DISCUSSION DATE _____
LEVEL I - DISPOSITION DATE _____

DESCRIPTION OF GRIEVANCE: (Explain in narrative form all of the allegations of fact which gave rise to the grievance)

DATE OF THE OCCURRENCE OF THE EVENT OR ACTS WHICH GAVE RISE TO THE GRIEVANCE OR THE DATE ON WHICH THE AGGRIEVED PERSON KNEW OR WOULD BE REASONABLY EXPECTED TO KNOW OF SUCH:

CITATION OF CONTRACT PROVISION, BOARD POLICY OR ADMINISTRATIVE DECISION ALLEGED TO HAVE BEEN VIOLATED AFFECTING THE TERMS AND CONDITIONS OF EMPLOYMENT:

RELIEF SOUGHT:

Signed _____ Date _____

DETERMINATION:

Signed _____ Date _____

All copies of this form are to remain intact until a determination has been made. Distribution of copies shall be made as follows:

- Original -- to be retained by Principal
- One Copy -- to the Supervisor of Buildings and Grounds
- One Copy -- to the Superintendent
- One Copy -- to the Aggrieved Person
- One Copy -- to the TCMA PR&R Committee Chairperson

EXHIBIT "C"

T E N A F L Y P U B L I C S C H O O L S

GRIEVANCE FORM

LEVEL III (Superintendent's Level)

This form is to be used for grievance processing in accordance with the Agreement between the Tenafly Custodial and Maintenance Association and the Tenafly Board of Education. Where additional space is needed, addenda are to be used, attached hereto, signed and dated.

AGGRIEVED PERSON _____ DATE SUBMITTED _____
POSITION _____ SUBMITTED TO _____
SCHOOL _____ LEVEL III - TWO DISPOSITION DATE _____

ATTACH COPY OF COMPLETED LEVEL II FORM

REASON FOR APPEAL: (Explain in narrative form the reason(s) the grievant disagrees with the decision at Level II)

RELIEF SOUGHT:

Signed _____ Date _____

DETERMINATION:

Signed _____ Date _____

All copies of this form are to remain intact until a determination has been made. Distribution of copies shall then be made as follows:

- Original -- to be retained by the Superintendent
- One Copy -- to the Supervisor of Buildings and Grounds
- One Copy -- to the Principal (when applicable)
- One Copy -- to the Aggrieved Person
- One Copy -- to the TCMA PR&R Committee Chairperson

EXHIBIT "D"

TENAFLY PUBLIC SCHOOLS

GRIEVANCE FORM

LEVEL IV (Board Level)

This form is to be used for grievance processing in accordance with the Agreement between the Tenafly Custodial and Maintenance Association and the Tenfly Board of Education. Where additional space is needed, addenda are to be used, attached hereto, signed and dated.

AGGRIEVED PERSON _____ DATE SUBMITTED _____
POSITION _____ SUBMITTED TO _____
SCHOOL _____ LEVEL III DISPOSITION DATE _____

ATTACH COPY OF COMPLETED LEVEL II AND LEVEL III FORMS

REASON FOR APPEAL: (Explain in narrative form the reason(s) the grievant disagrees with the decision at Level III)

RELEIF SOUGHT:

Signed _____ Date _____

DETERMINATION:

Signed _____ Date _____

All copies of this form are to remain intact until a determination has been made. Distribution of copies shall then be made as follows:

- Original -- to be retained by Business Admin. - Board Secretary
- One Copy -- to the Supervisor of Buildings and Grounds
- One Copy -- to the Principal
- One Copy -- to the Superintendent
- One Copy -- to the Aggrieved Person
- One Copy -- to the TCMA PR&R Committee Chairperson

EXHIBIT "E"