

AGREEMENT BETWEEN
THE ATLANTIC CITY CUSTODIAN AND FIREMEN ASSOCIATION
AND
THE ATLANTIC CITY BOARD OF EDUCATION

FOR THE PERIOD
JULY 1, 1980 TO JUNE 30, 1982

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ARTICLE I

RECOGNITION

- 1.1 The Board recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for twelve-month custodians and twelve-month firemen, excluding all others.
- 1.2 Unless otherwise indicated, the term "employees" when used hereafter in this Agreement shall refer to only those employees represented by the Association in the negotiating unit as above defined, and reference to male employees shall include female employees.

ARTICLE II

NEGOTIATIONS PROCEDURE

- 2.1 The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123, Public Laws of 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment. The Association shall submit to the Board on or about October 15 their complete list of demands. On or about November 15 the Board and the Association officers shall be available to meet with the Board, the Business Manager, or as needed for the purpose of clarification of demands. Any Agreement so negotiated shall apply to all employees within the bargaining unit, be reduced to writing, be signed by the Board and the Association, and be submitted to the Board for adoption after ratification by the Association.
- 2.2 The Board agrees not to negotiate concerning said employees in the negotiating unit with any organization other than the Association for the duration of this Agreement. The Board and the Association also agree that all negotiations be conducted in private and that strict confidentiality be maintained by both parties.
- 2.3 This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- 2.4 Incident to negotiations, the Board will make available that information which is in the public domain and which is requested after reasonable notice by the Association.
- 2.5 Providing that no more than three (3) employees are involved and attendance does not interfere or create work problems, such members of the bargaining unit who are mutually scheduled by the parties hereto to participate during working hours in negotiation or grievance procedures respecting the collective bargaining Agreement will suffer no loss in pay.

ARTICLE III

GRIEVANCE PROCEDURE

3.1 Definition

- 3.1.1 A grievance is a claim by an employee that he has suffered harm by the interpretation, application, or violation of policies, agreements, or administrative decisions affecting him.
- 3.1.2 A grievance to be considered under this procedure must be initiated in writing thirty (30) calendar days from the time when the grievant knew or should have known of its occurrence.

3.2 Procedure

- 3.2.1 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be waiver of further appeal of the decision.
 - 3.2.2 Any employee grievant shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been duly determined.
 - 3.2.3 The Association may initiate a grievance on behalf of a group of employees. If the grievance concerns a matter over which the Head Custodian exercises control, the grievance shall be initiated on the Head Custodian's level, otherwise it may be initiated on the Business Manager's level.
 - 3.2.4 Any grievant may be represented at all stages of the grievance procedure by himself, or, at his option, by the Association or a representative selected or approved by the Association.
 - 3.2.5 When a grievant is not represented by the Association in the processing of a grievance, the Association shall be notified at the time of submission of the grievance to the Business Manager that the grievance is in existence. The Association may be present at the grievance hearing and any later hearings and may present their viewpoint in writing to be attached to the grievance papers.
- 3.3 An employee grievant who has an alleged grievance shall discuss it first with his Head Custodian in an attempt to resolve the matter informally at that level. The Head Custodian shall give his decision within seven (7) school days.
- 3.3.1 The employee grievant, no later than three (3) school days after receipt of the decision of his Head Custodian may appeal the decision to the Business Manager. The appeal to the Business Manager must be made in writing with a copy to the Head Custodian specifying:

(a) the nature of the grievance; (b) the nature and extent of the injury, loss, or inconvenience; (c) the results of the previous discussions; (d) his dissatisfaction with decisions previously rendered. The Business Manager shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) school days from the receipt of the appeal. The Business Manager shall communicate his decision in writing to the employee grievant and the Association.

- 3.4 If the grievance is not resolved to the grievant's satisfaction, he, no later than five (5) school days after receipt of the Business Manager's decision, may request a review by the Board. The request shall be submitted in writing through the Business Manager who shall attach all related papers and forward the request to the Board. The Board or a committee thereof shall review the grievance and shall, at the option of the Board, hold a hearing with the employee grievant and render a decision in writing and forward copies thereof to the grievant and the Association within thirty (30) calendar days of receipt of the appeal, or if a hearing is granted, within ten (10) calendar days of the date of the hearing. The referred-to hearing, if granted, shall be held within seven (7) calendar days after the meeting at which the decision is made by the Board to hold the hearing. The Business Manager shall notify the Association immediately if the Board decided not to hold a hearing.
- 3.5 If the decision of the Board does not resolve the grievance to the satisfaction of the employee grievant and he wishes to have a review by a third party, and if the Association determines that the matter should be reviewed further, it shall so advise the Board through the Business Manager within twenty (20) school days of the receipt of the Board's decision; however, the Board's decision shall be final and binding on the grievances concerning:
- 3.5.1 Any matter for which a specific method of review is prescribed by law or any rule or regulation of the State Commissioner of Education;
- 3.5.2 Any matter which according to law is either beyond the scope of Board authority or limited to unilateral action by the Board alone.
- 3.6 The following procedure shall be used to secure the services of an arbitrator:
- 3.6.1 If the grievance is not resolved by the decision of the Board, the Association shall have the right to seek arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association.

- 3.7 The Arbitrator shall limit himself to the issue(s) submitted to him and shall consider nothing else. He can add nothing to nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The Award of the Arbitrator shall be binding.
- 3.8 The costs for the services of the Arbitrator, including per diem expenses if any, actual and necessary travel, subsistence expenses, and the 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 same.
- 3.9 In the event a grievance is brought up for consideration at the end of a school year and if the Head Custodian is not available after the closing of school for procedures outlined in 3.3, the grievant may proceed directly to the procedure specified in Paragraph 3.3.1 and "school days" shall read "calendar days", in which event Saturdays, Sundays, and holidays shall not be counted in complete time.
- 3.10 All documents, communications, and records dealing with the processing of the grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
- 3.11 All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives.

ARTICLE IV

RIGHTS OF THE PARTIES

- 4.1 The Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including but without limiting the generality of the foregoing, the following rights:
 - 4.1.1 To the executive management and administrative control of the Atlantic City School District and its properties and facilities and the activities of its employees;
 - 4.1.2 To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees;
 - 4.1.3 To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.
- 4.2 The exercises of the foregoing powers, rights, authority, duties and responsibilities of the Board, adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey and of the United States.

- 4.3 Nothing contained herein shall be construed to deny or restrict the Board of the powers, rights, authority, duties, and responsibilities under R.S. 18A, R.S. 40 or 40A, or any other national, state, county or local laws or ordinances.
- 4.4 Nothing contained herein shall be construed to deny or restrict from any employee or the Board such rights as either may have under New Jersey School Laws or other applicable laws and regulations.
- 4.5 No employee under individual contract shall be disciplined or reprimanded without just cause. Any such action asserted by the Board or any agent or representative thereof shall be subject to the grievance procedure herein set forth.
- 4.6 No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.
- 4.7 Whenever any employee is required to appear before the Board or any committee thereof acting in official capacity concerning any matter which could adversely affect the continuation of that employee in his position, employment, or salary or any increments pertaining thereto, then he shall be given prior written notice of the reason(s) for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview.

ARTICLE V

ASSOCIATION RIGHTS

- 5.1 The Board agrees to furnish to the Association the names and addresses of all employees.
- 5.2 The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary and without the approval of building principals or other members of the administration.
- 5.3 Representatives of the ACCFA, of the NJEA, and of the NEA shall have the right to enter the schools to meet with employees during the lunch period or after school to carry out appropriate Association business. Such business shall not interfere with the scheduled assignments of any employees. Representatives who enter the schools shall notify the Principal or his designee and the Head Custodian of their presence prior to meeting with any employee or group of employees.
- 5.4 The Association and its representatives shall have the right to use school buildings at all reasonable hours of meetings. The Principal of the building in question shall be notified in advance of the time and place of all such meetings. No approval shall be required.

- 5.5 The Association may, with the permission of the Principal or the party in charge of the equipment, and such individual must be satisfied that the equipment can be properly used, use school facilities and equipment, including typewriters, mimeographing machines, other duplication equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to such use.
- 5.6 Subject to the following conditions, the Board shall grant to the President of the Association or his/her designee up to three (3) days leave of absence, with pay, for Association business.
- 5.6.1 Representatives must secure approval, which shall not be unreasonably withheld, from the Head Custodian and the Principal.
- 5.7 The Board shall grant up to two (2) days leave of absence to each of two (2) representatives of the Association to attend conferences, meetings and/or formal workshops relating to Association business.
- 5.8 To the extent legally possible the rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the employees, and to no other organization(s) representing any portion of the unit or potential member of the unit.

ARTICLE VI

WORK YEAR

- 6.1 The time worked between July 1st of the preceeding calendar year and June 30th of the current calendar year will be considered a work year and will be the base period for the calculation of the vacation pay for the current calendar year,
- 6.2 Vacations shall be granted to twelve-month employees only and shall be based upon the following:
- a. Upon the completion of one (1) year of continuous employment and up to and including the tenth (10th) year of employment, ten (10) working days.
 - b. Upon the completion of the tenth (10th) year of continuous employment and up to and including the twentieth (20th) year, fifteen (15) working days.
 - c. Upon the completion of the twentieth (20th) year of continuous employment, twenty (20) working days.

The scheduled time for vacations shall be mutually agreed upon among the employees, Head Custodians, and Business Manager.

6.3 Holidays

6.3.1 Holidays for which the employee shall receive his pay but for which he cannot be required to work except in the event of an emergency:

1. Independence Day
2. Labor Day
3. Veterans' Day
4. General Election Day
5. Thanksgiving Day
6. Day after Thanksgiving Day
7. December 24
8. Christmas Day
9. December 26
10. December 31
11. New Year's Day
12. Martin Luther King Day
13. Presidents' Day
14. Good Friday
15. Easter Monday
16. Memorial Day
17. Lincoln's Birthday
18. Columbus Day

ARTICLE VII

DAILY WORK HOURS AND SCHEDULE

- 7.1 The work week shall consist of forty (40) hours excluding lunch.
- 7.2 Overtime for all employees shall commence upon the completion of forty (40) hours.
- 7.3 All employees shall, on those Jewish holidays that children are not in school, work from 8:00 am to 12:00 noon and shall eat lunch thereafter.
- 7.4 Payment for any time worked on a designated holiday shall be computed at time and one half.

ARTICLE VIII

EMPLOYMENT PROCEDURES

- 8.1 All newly-hired employees may be required to serve a probationary period of ninety (90) days, such ninety (90) days falling while school is in session, during which they may be discharged at the sole discretion of the Board. During the probationary period employees shall receive no fringe benefits and shall be paid on a daily basis.
- 8.2 Any employee employed contractually prior to February 1 of any school year to the closing of that year shall be given full credit for one (1)

year of service toward the next increment step for the following year.

8.2.1 The Business Manager may, in his sole discretion, grant credit greater than that itemized in this paragraph if the circumstances make such excess necessary.

8.3 The work day for employees shall continue as is the present practice.

8.3.1 When schools are closed due to severe inclement weather, employees shall telephone their Head Custodian for instructions on reporting. If unable to reach the Head Custodian, they shall telephone the Chief of Custodians (345-6183).

8.4 The salaries of all employees covered by this Agreement are set forth in Appendix A, which is attached hereto and made a part hereof.

8.5 In the event that changes in assignment are made by the appropriate administrator, the employee affected shall be notified promptly.

8.6 Employees who may be required to use their own automobiles in the performance of their duties shall be reimbursed for all such travel after reporting to their assigned building at the rate paid by the State of New Jersey.

8.7 Employees who desire a change in assignment or who desire to transfer to another building may file a written statement of such desire with the Business Manager with a copy to the principals concerned not later than May 1.

8.8 As soon as is practicable, the Business Manager or his designee shall notify the Association regarding the names of all employees who have been reassigned or transferred.

8.9 In the determination of requests for voluntary reassignment and/or transfer, the wishes of the individual employee shall be considered. However, all such transfers or reassignments shall be made at the sole discretion of the Board.

8.10 Employees shall be notified of their contract and salary status for the ensuing year between April 1st and April 15th or upon completion of negotiations for a new or changed collective bargaining Agreement, whichever shall come later.

ARTICLE IX

REDUCTION IN RANK OR JOB CLASSIFICATION

9.1 Employees shall not be reduced in rank or job classification without just cause.

ARTICLE X

JOB SECURITY

- 10.1 After three (3) years of uninterrupted continuous service each employee shall be appointed for an unfixed term so as to provide the tenure protection available to such employees under the provisions of Chapter 137, Public Laws of 1960 (18A: 17-3 and 18A: 17-4).

ARTICLE XI

EMPLOYEE EVALUATION

- 11.1 Any written evaluation of an employee shall be shown to the employee and he shall sign it to indicate that he has so seen it. The employee shall be given a copy of his evaluation and he shall be permitted to respond to it. If the employee refuses to sign the evaluation, such failure will be noted on the evaluation being filed.

ARTICLE XII

COMPLAINT PROCEDURE

- 12.1 Any complaint considered serious by the administration or Business Manager will be brought to the attention of the employee. If such complaint is placed in the employee's file, the employee may append a response.

ARTICLE XIII

EMPLOYEE-ADMINISTRATION LIAISON

- 13.1 Three (3) times a year, upon request by the Association, a committee may meet with the Business Manager to discuss any problems other than those related to negotiations or grievances.

ARTICLE XIV

SICK LEAVE

- 14.1 Employees shall receive twelve (12) days sick leave per year which shall be credited on July 1 of each year. Such sick leave days shall be allowed to accumulate and be used as needed in subsequent years. Such accumulation prior to 1970 shall be subject to the rules and regulations of the Board of Education regarding the credit for such accumulation.

- 14.2 On a case-by-case basis, in the event of an extended verified illness which goes beyond the accumulated sick leave, an employee may be granted additional sick leave by the Superintendent and the Board less the cost of the substitute.
- 14.3 In computing salary deduction 1/240th of the contract salary shall be deducted for each days' absence.
- 14.4 Other provisions of the Rules and Regulations of the Board of Education, adopted 1938 and as amended, relating to absence of employees shall continue.

ARTICLE XV

TEMPORARY LEAVES OF ABSENCE

- 15.1 An employee may receive up to a maximum of three (3) days of personal leave with reason given and sufficient notice to the administration except in the event of an emergency. Such days of personal leave must be used to handle obligations which cannot be completed during school time and shall include religious holidays and may be used for illness in the immediate family. Personal leave days must be taken as a whole day of leave and shall not be used to extend a holiday or vacation period except for illness in the immediate family or attendance at the funeral of an immediate family member. Personal leave days which are not used in any one (1) school year shall accumulate to the credit of the employee in a special sick leave day bank.

Such days may be used by the employee as follows:

In the event of an extended illness involving five (5) consecutive work-days of illness, commencing with the sixth (6th) day of illness, the individual may utilize his special sick leave bank. When such special sick leave bank is exhausted, the individual shall revert to his regular accumulated sick leave.

The Board of Education shall supply to each employee on November 1 of each school year an accounting of accumulated sick leave days available beginning September 1, 1979 of that school year and as of each September 1, thereafter.

- 15.1.1 An employee shall be permitted to attend class reunions if such attendance necessitates absence during a school day. An employee shall be permitted to attend commencement exercises for their own graduation, for the graduation of their spouse, or children provided arrangements are made in writing with the Superintendent of Schools at least one (1) week in advance. If such absence is not taken under the provision of 15.1.1, such absence shall cause a deduction of the amount of a substitute's pay.

- 15.2 An employee shall be granted up to five (5) working days for death in the immediate family. "Immediate family" shall be defined as mother, father, brother, sister, husband, wife, child, mother-in-law, father-in-law, legal guardian, or any other person domiciled in the same household as the employee. If, in the judgment of the Superintendent, circumstances warrant, the Superintendent may grant additional leave.
- 15.3 All other temporary leaves of absence shall be as specified in Article XV title Absence of Employees in the Rules and Regulations of the Board of Education, adopted 1938, revised 1974, pages 13-15. In addition, convention leave shall be as specified in Paragraph 15 of Article XIX, titled General Rules in the same publication.
- 15.4 A committee of five (5) employees mutually selected by the Business Manager and the Association shall be permitted to attend the New Jersey Education Association convention held annually in Atlantic City.

ARTICLE XVI

EXTENDED LEAVES OF ABSENCE

- 16.1 A maternity leave of absence without pay will be granted under the following circumstances:
- 16.1.1 Any female employee upon becoming aware of a pregnancy shall promptly report same in writing to the Business Manager and also state the expected date of birth.
- 16.1.2 Said employee need not apply for a leave of absence but she may apply for a leave of absence at her own discretion which will not be denied by the Board upon proof of pregnancy. Said voluntary leave of absence shall not exceed a period of twenty-four (24) months.
- 16.1.3 (a) An employee not applying for a leave of absence and who continues her work shall upon beginning the seventh (7th) month of pregnancy present a certificate of physical fitness from her doctor. A new certificate shall be submitted every two (2) weeks thereafter until the ninth (9th) month, at which time a certificate shall be submitted weekly.
- (b) Employee agrees to submit to medical examination by a physician of the Board's choice whenever the Board requests same.
- 16.1.4 The Business Manager shall not remove any tenured or non-tenured employee from her duties during her pregnancy, except on one of the following bases:
- (a) The Business Manager has found that her work performance has noticeably declined by reason of the pregnancy; but before relieving her of her duties, the Business Manager shall give the said employee an opportunity to be heard on the matter. The Business Manager's decision may be appealed as provided for in the grievance procedure.

(b) The pregnant employee cannot produce a certificate from her physician that she is medically able to continue working.

(c) The Board of Education's physician and the employee's physician agree that she cannot continue working or that she is not yet ready to come back for work, provided, however, that if there is a difference of medical opinion between the two physicians, then they shall agree in good faith upon a third impartial physician who shall examine the employee and whose medical opinion shall be conclusive and binding on the issue of medical capacity to continue or resume working. The fee of the third impartial physician shall be borne equally by the Board and the employee.

16.1.5 Notice that the employee intends to return to active duty must be made at least four (4) months before the date of return.

16.1.6 All maternity leave, voluntary, or involuntary, shall be without pay.

16.1.7 A non-tenured female employee shall not be entitled to a leave of absence beyond the contract school year in which the leave was obtained.

16.1.8 Personnel returning from a maternity leave will be placed on the latest salary guide with employees of equal training and experience. No experience credit will be granted for period of leave.

16.2 Any female beyond the probationary period adopting an infant child shall receive similar leave which shall commence upon her receiving de facto custody of said infant or earlier if necessary to fulfill the requirements of the adoption. Prior to receiving such leave, the female employee shall meet and discuss her intent with the Business Manager substantially in advance of receiving de facto custody. The female employee and the Business Manager shall attempt to determine a mutually satisfactory date upon which her leave shall commence.

16.3 All application and response for leaves shall be presented in writing on forms provided.

16.4 Extensions shall be made at the sole discretion of the Board and if granted, shall be in writing.

16.5 All benefits to which an employee was entitled at the time his leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to him upon his return, and he shall be assigned to the same position which he held at the time said leave commenced, if available or, if not, to a substantially equivalent position.

ARTICLE XVII

INSURANCE COVERAGE

- 17.1 The Board of Education will assume the full cost of premium payments for employees and, where appropriate, their dependents for coverage under the New Jersey Public and School Employees Health Benefits Plan (Blue Cross-Blue Shield, Rider J and Major Medical), The New Jersey Dental Service Plan (Basic Plan, Rider 1, 2, 3, and 4; Option A), and the New Jersey Blue Cross Prescription Plan. (Seventy-five cents (\$.75) Co-Pay).

ARTICLE XVIII

DEDUCTIONS FROM SALARY

- 18.1 The Board agrees to deduct from the salaries of its employees dues for the Atlantic City Custodians' and Firemen's Association, the New Jersey Education Association, Atlantic Council of Education Associations, or the National Education Association, or any one or any combination of such Association as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 N.J. Public Laws of 1969 (NJSA 52: 14-15.9e) and under rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such person as may from time to time be designated by the same as above Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.
- 18.2 Each of the associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

ARTICLE XIX

STAFF VACANCIES

- 19.1 Whenever a vacancy occurs or when a new position is created, a notice shall be distributed to all employees a minimum of ten (10) calendar days prior to filling the vacancy. Employees interested in being considered for any posted staff vacancy shall file a written request with the Business Manager.
- 19.1.1 Other than the positions of Secretary to the Superintendent, Business Manager, or Assistant Superintendent, all vacancies shall be posted.
- 19.2 Vacation time allotted to a twelve-month position shall be a minimum of two (2) calendar weeks. In addition, for ten (10) years of service, a thirteen-month employee shall receive one (1) additional week of vacation then at the end of twenty (20) years of service a fourth (4th) week of vacation shall be added.

- 19.3 When a person presently employed in the system is promoted, he shall be placed immediately on scale.
- 19.4 Appointments to any vacancy on a temporary or permanent basis shall be made at the sole discretion of the Board.
- 19.4.1 When a person presently employed in the system is appointed on a temporary basis to fill a vacancy, he shall be paid the rate for the position retroactive to the first day he served in that position after he has completed thirty (30) continuous calendar days in that temporary appointment.
- 19.5 Nothing herein contained in this Article precludes the Board from filling any vacancy with persons not presently employed in the system.

ARTICLE XX

MISCELLANEOUS

- 20.1 This Agreement constitutes the entire Agreement between the parties and encompasses all matters which were the subject of negotiations or could have been the subject of negotiations. Neither party shall be required to negotiate on any matters except as provided for in negotiation of a successor Agreement.
- 20.2 Nothing in this Agreement shall apply retroactively unless specified.
- 20.3 No employee shall purchase any materials without first securing the proper purchase order.
- 20.4 The Board shall pay the cost of the final printing of this contract Agreement.
- 20.5 Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of the Agreement as applied to all employees covered by this Agreement as established by the rules, regulations, and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement.
- 20.6 Those employees who are requested by the Administration or Board to take a special course for a Black Seal certificate shall have the fee and reasonable expenses paid for by the Board. Successful completion of the course shall be a requisite for such payment and this completion shall be noted in the employee's personal file.
- 20.7 There will be no reduction in force during the first year of this Agreement.

ARTICLE XXI

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1980 and shall remain in effect until June 30, 1982.

For the Association:

For the Board:

ATLANTIC CITY PUBLIC SCHOOLS

Custodians' Salary Schedule

1980-81 to 1981-82

<u>Custodians</u>	<u>Salary Schedules</u>	
<u>Step</u>	<u>1980-81</u>	<u>1981-82</u>
1	\$7,000.00	\$7,750.00
2	7,250.00	8,500.00
3	7,315.00	8,750.00
4	7,350.00	8,815.00
5	7,485.00	8,850.00
6	7,725.00	8,985.00
7	8,190.00	9,225.00
8	8,460.00	9,690.00
9	8,735.00	9,960.00
10	9,005.00	10,235.00
11	9,280.00	10,505.00
12	9,550.00	10,780.00
13	9,820.00	11,050.00
14	10,095.00	11,320.00
15	10,365.00	11,595.00
16	10,635.00	11,865.00
17	-----	12,135.00

Longevity: Plus \$100.00 after fifteen (15) years.
 Firemen's License (Black Seal): Plus \$200.00