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A G R E E M E N T

between the

RIDGEFIELD BOARD OF EDUCATION

and the

RIDGEFIELD CUSTODIAL AND MAINTENANCE
ASSOCIATION

for the period from

X July 1, 1981 to June 30, 1984

PREAMBLE

This agreement entered into by and between the Board of Education of the Borough of Ridgefield, New Jersey, hereinafter called the Board, and the Ridgefield Custodial and Maintenance Association, hereinafter called the Association, encompasses the agreement reached by the parties after negotiations in accordance with Chapter 123 of the laws of the State of New Jersey as amended.

NEGOTIATION - OF - SUCCESSOR - AGREEMENT

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Law 1974, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of employment. Such negotiations shall be conducted according to the time guidelines promulgated by PERC. Any agreement so negotiated shall apply to all employees, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board at a regular or special public meeting and ratified by the membership of the Association.

RECOGNITION

The Board hereby recognizes the Association as the exclusive representative for the purpose of collective bargaining with respect to the terms and conditions of employment for the following personnel under contract.

- A. Custodians
- B. Head Custodians
- C. Maintenance Workers
- D. All other positions, persons, and units not specifically defined above are excluded.
- E. Under this contract, the term custodian as used throughout shall refer to all personnel under "A", "B", and "C" of the "Recognition" article.

THE BOARD'S STATUS

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 Ridgefield of a thorough and efficient system of free public schools.

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 power, 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, including, but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities, and the employment activities therein and thereon of its employees.
2. To hire all employees and, subject only to the provisions of law and terms of this Agreement, to determine their qualifications and the conditions for their continued employment, or their discipline, dismissal or demotion, and to promote and transfer all such employees.
3. To determine the hours of employment, the duties, responsibilities and assignments of custodians, head custodians, and maintenance workers and the terms and conditions of employment subject only to the terms of this Agreement.
4. To hire, transfer, layoff, discharge, direct the work force and determine the work force.

The Board's Status - continued

5. To determine the work and service to be performed by covered employees and the manner and methods whereby such work is to be done.
6. To contract or subcontract for such work or services as the Board of Education determines.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board and its administrative staff, the adoption of policies, directives, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection therewith shall be limited only by the express terms of this Agreement and the extent to which such expressed terms are in conformance with the Constitution and the provisions of the laws of the State of New Jersey (specifically the provisions of R. S. 34:13A-1 et seq. as amended and supplemented by the provisions of Chapter 123, Public Law 1974) and the Constitution and laws of the United States.

GRIEVANCE PROCEDURES

I. DEFINITIONS

- A. A "grievance" is a claim based upon an event or condition which affects the terms and conditions of employment of a custodian or group of custodians and/or the interpretation, meaning, or application of any of the provisions of this Agreement.
- B. An "aggrieved person" is the person or persons making the claim.
- C. A "party in interest" is the person or persons making the claim, and any person who might be required to take action, or against whom action may be taken in order to resolve the claim.
- D. A dispute of any nature including a grievance shall not be covered by the provisions of this grievance procedure, if the same involves a matter as to which
 - (a) a prescribed method of review is required by law or rule or regulation of the State Commissioner of Education or the State Board of Education;
 - (b) the Board does not have the legal authority to act;
 - (c) the failure or refusal of the Board of Education to renew the employment contract of an employee.

Grievance Procedures - continued

II. PURPOSE

- A. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the welfare or terms and conditions of employment of custodians. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

- B. Nothing herein contained shall be construed as limiting the right of any custodian to discuss informally with any appropriate member of the administration situations which might lead to a grievance. The situation may be adjusted without intervention of the Association provided the adjustment is not inconsistent with terms of this Agreement.

III. PROCEDURE

- A. A grievance must be filed within fifteen (15) working days of its occurrence or it shall be deemed to be abandoned.

- B. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limit specified may, however, be extended or reduced by mutual consent.

- C. In general, three levels of discussion are provided in the communication channel. First, the grievant and his immediate superior, second, with the Superintendent of Schools and Business Administrator, and third, with the Board of Education.

Grievance Procedures - continued

- D. Grievance at all levels shall be submitted in writing and decisions shall be submitted in writing to the interested parties.
- E. Level 1 - Discussions at this level will be between the grievant and his immediate superior, or the Committee of the Ridgefield Custodial and Maintenance Association representing the grievant or group. Failure to resolve questions at this level within ten (10) school days would permit the aggrieved party to take the grievance to the second level.
- F. Level 2 - Discussions at this level will be between the Superintendent of Schools, Business Administrator and the grievant, or the Committee of the Ridgefield Custodial and Maintenance Association representing the individual or group. Failure to resolve questions at this level within ten (10) school days would permit the aggrieved party to take the grievance to the third level.
- G. Level 3 - Discussions at this level will be between the Board of Education, the Superintendent of Schools, the Business Administrator, and the grievant, or the Committee of the Ridgefield Custodial and Maintenance Association representing the individual or group.
- H. If an agreement is unattainable within fifteen (15) school days at the third level, all reasonable action, including the use of a consultant shall be employed in an effort to reach a mutual understanding. If agreement of a consultant cannot be reached, one from the State Board of Mediation shall be requested.

Grievance Procedures - continued

I. Any step may be bypassed by mutual consent of the parties involved.

J. If a decision has been rendered at any level, the grievance is deemed to be resolved.

K. Both parties shall share equally the cost of the consultation.

Any decision by the consultant shall be advisory only.

L. 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, heretofore referred to in this article.

M. A written grievance must be hand delivered to the Immediate Superior, Superintendent, and Business Administrator in the proper order. The recipient must give written acknowledgment of its delivery, with time and date duly noted.

N. Whenever a grievance is originally filed, the Business Administrator shall receive a copy of the grievance immediately so that he may be fully informed of its nature. The one filing the grievance shall be responsible for a copy being delivered to the Business Administrator.

SALARIES AND HOURS OF WORK

1. The salaries of employees covered by this Agreement are set forth in Appendix "A".
2. Employees who work night hours (after 3:30 p.m.) shall be paid 27 cents (27¢) per hour above scale. If a third shift (midnight) is added, the hourly differential will be 38 cents (38¢) per hour above scale.
3.
 - A. The normal workday shall consist of eight (8) working hours. The normal workweek shall consist of five (5) days or forty (40) hours.
 - B. Time and one-half (1-1/2) an employee's regular straight time calculated hourly rate of pay shall be paid for all hours worked over eight (8) hours in any workday and in excess of forty (40) hours worked in any workweek.
 - C. Double time (2) an employee's regular straight time calculated hourly rate of pay shall be paid for all hours worked on Sundays.
 - D. Overtime shall be on a building rotating basis. Upon non-acceptance of overtime, the employee will be placed on the bottom of the rotating list. Whenever the overtime duties require the presence of a duly licensed employee, only such employees will be considered for the overtime work.
 - E. The provisions of this Article and this Agreement shall not be construed as a guarantee of hours of work per day, per week, or of days of work per week. No provisions of this contract shall be deemed to be guarantee of employment.

Salaries and Hours of Work - continued

- F. An employee who has worked his normal eight (8) hour scheduled workday and has left and is required to return for an assignment, shall be guaranteed at least two (2) hours overtime work and shall be paid at time and one-half (1-1/2) his straight time rate of pay for all time worked.
- G. The Board shall have the right to establish, change, modify and discontinue such shifts as it determines necessary, and shall have the right to establish and change shift hours. The Board shall have the right to make assignments of employees to the shift where the Board determines the employee's services are necessary.
4. A custodian or maintenance man who substitutes for a head custodian or maintenance foreman for a period of one day or more shall receive a pay differential equal to that paid to the man for whom he is substituting provided that he fulfills the working hours and responsibilities of that position and he has been so authorized by the Business Administrator.
5. Custodians may elect to have a portion of their salaries deducted from their pay and deposited to their accounts in the East Bergen Teachers' Federal Credit Union.
6. When a pay day falls on or during a school holiday, vacation or weekend, custodians shall receive their pay checks on the last previous working day.
7. All custodians shall be paid semi-monthly for the term of their contracts.

Salaries and Hours of Work - continued

8. All work performed on Saturday shall be paid on a time and one-half (1-1/2) overtime and Sunday double time (2).
9. All full time employees shall be entitled to a full, uninterrupted lunch period during the working day.
10. An employee who reports for work on a regularly scheduled work day shall be guaranteed a full days pay in the event the work day is shortened by the employer.

MISCELLANEOUS

Any employees hired after September 24, 1981 shall be hired in one classification of combined Custodial/Maintenance duties. Said employees shall be paid on the Custodial/Maintenance salary schedule in the combined position. All employees employed prior to September 24, 1981 shall be paid in accordance with the salary guides on the class of either Custodial or Maintenance Mechanic.

INSURANCE PROTECTION

The Board of Education shall provide health-care insurance protection for school employees. The benefits shall be the combined Blue Cross and Blue Shield (including Rider "J") and Prudential Major Medical Insurance encompassing all provisions under the New Jersey State Health Benefit Plan, or any other Health Plan that provides like coverage.

It shall be the policy of the Ridgefield Board of Education to continue the payment of premiums on hospitalization and major medical insurance for a period of six months after a leave of absence for illness has been approved by the Board. A doctor's certificate must be submitted to the Superintendent of Schools by the employee at the time the request for a leave of absence is made.

The time period of payments may be extended at the discretion of the Board. All extensions of payments must be evaluated on an individual basis.

The Board shall consider continuation of hospitalization and major medical insurance payments for any other leave of absence on its individual merit and make its decisions accordingly.

The above policy shall not apply to requests for leave of absence for maternity purposes. Payments will not be continued in maternity cases after the employee ceases to work.

The Carrier shall provide to each employee a description of the health-care insurance coverage provided under this article no later than the beginning of the current school year, which shall include a clear description of conditions and limits of coverage as listed above.

The Board of Education shall be solely responsible for determining the carrier for health insurance providing the carrier shall have the health benefits as agreed to between the Board of Education and the Ridgefield Custodial and Maintenance Association.

VACATIONS

1. A. Vacations shall be provided 12-month employees qualified for the same in accordance with the following schedule

For less than 10 months continuous service -
One working day for each full month of
continuous service.

For 10 months to 24 months continuous service -
10 working days.

For 7 years of continuous employment -
15 working days.

After 10 years of continuous employment -
20 working days.

- B. The vacation year for the purpose of ascertaining the vacation benefit shall be determined and computed from June 1st and continued to May 31st of the next succeeding year.

2. Vacation pay shall be the employee's regular straight time rate of pay for one week (5 days) work.

3. A. The Board shall have the right to schedule the employee's vacation. The vacation schedule shall be discussed with the individual employee.

- B. Custodians and Maintenance men shall have that portion of their vacation which is less than two (2) weeks scheduled during the period from closing of school until September 1st; and any portion of their vacation in excess of two (2) weeks at another time in the vacation year which is mutually agreeable to the Board and the employee.

Vacations - continued

Item "3."

- C. The Board shall schedule such vacations so that the same will have the least affect on the efficient operation and needs of the Board as determined by the Board. By mutual agreement between the Board and an employee, the employee may have his vacation scheduled at any time in the school year.

4. In the event an employee has quit or is terminated for cause prior to June 1 of any year, the employee shall not be entitled to any accrued vacation benefit. In the event the employee quits or is terminated after June 1st of the vacation year, said employee shall be entitled to whatever vacation benefit he has earned.

HOLIDAYS

Employees covered by this Agreement shall be entitled to twelve (12) holidays and two (2) Jewish holidays. The specific days will be determined by the Board. No holiday will be allowed when schools are in session. The specific dates covered by this Agreement are set forth in Appendix "B".

- A. If any work is performed on the afore mentioned holidays, the employee performing said work shall receive double his regular straight time calculated rate of pay for all hours worked on the holidays in addition to his holiday pay.
- B. If a holiday should fall during an employee's vacation period, the employee shall receive an extra day off, which day shall be scheduled by the Board.
- C. An employee who is eligible to receive holiday pay shall not receive the same unless he works his full scheduled workdays both preceding and following the holiday. A sick day is considered a day of work.
- D. If for any reason schools should remain open on any holiday, the employee will be required to work at the regular rate but will be given an additional day by the Board after consultation.

TEMPORARY LEAVES OF ABSENCE

A. Death in the immediate Family

A period not to exceed 3 school days will be granted with full pay, upon the death of a member of the immediate family of an employee; such three days shall be taken consecutively. The term, "immediate family", shall be defined as including: mother, father, sister, brother, husband, wife, or children, or any other relative who is a member of the immediate household.

B. Death of Others

A period not to exceed one school day will be granted with full pay upon death of a relative not included in the definition of the "immediate family".

C. Absence because of Quarantine

Employee absence because of exclusion from work for reasons of contagious disease within the household shall be treated the same as that designated under the article entitled, "Sick Leave".

Absence because of exclusion from work for reasons of contagious disease within the school shall be paid in full with regular pay without deduction. Such absence shall not be deducted from the school days allowed for personal illness per year, or the accumulated sick leave.

D. Absence for Jury Duty

Absence for jury duty shall not count in calculating absence limitations under other sections. The salary paid by the Ridgefield Public Schools during absence for jury duty shall be at the regular rate less the fee paid by the government for such jury duty.

Temporary Leaves of Absence - continued

E. Other Personal Absence

Two(2) personal days per year shall be granted to any employee who requests same without loss of pay if such request is submitted in writing forty-eight (48) hours before, stating in general why, such as family, legal, etc.

An employee may request compensation for an additional personal absence if such absence is beyond the control of the employee. Compensation may be granted by the Board of Education if it concurs that the circumstances warranted the absence.

F. All Other Absence

For all other absences, an employee's regular salary be reduced by 1/240th of his annual contractual salary for each day of absence.

Note: Employees who are absent must complete the required form immediately upon return to school. If the absence was for personal reasons, and consideration for remuneration is requested, the employee must state the reason for absence. The Board of Education will consider such requests after evaluation and favorable recommendation by the Superintendent of Schools.

SICK LEAVE

A. As of July 1, 1981 all custodians and maintenance personnel shall be entitled to twelve (12) sick leave days for each contract year. The effective date for this sick leave provision shall be July 1st, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year, with no maximum limit for use in case of illness.

B. Non-accumulative additional sick leave benefits shall be allowed to custodial and maintenance personnel who have accumulated sick leave days under Section "A" of this article, according to the following schedule.

When an employee's sick leave has expired, after a continuous illness of one calendar month, one-half of the number of accumulated days at the beginning of the illness shall be added to the employee's sick leave credit.

If the illness continues beyond this period and all days are used, the employee shall receive two thirds (2/3) of his salary for a period of time according to his length of employment.

3 to 5 years of employment - 20 additional days
6 to 10 years of employment - 30 additional days
11 to 15 years of employment - 40 additional days
Over 15 years of employment - 50 additional days

C. Custodial and maintenance personnel shall be given a written accounting of accumulated sick leave days no later than September 30th of each school year.

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to make available to the Association data pertinent to the School District that is made available to any and all residents of the Borough of Ridgefield.
- B. Whenever the Board requests a representative of the Association or any custodian to participate during working hours in negotiations or grievance proceedings, he shall suffer no loss of pay.
- C. 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 custodians, and to no other organizations.
- D. Job Seniority
1. Definition of Seniority -
Seniority shall be defined as continuous length of service in the School District.
 2. Seniority Lists -
A separate seniority list shall be maintained for each job classification, namely; Head Custodians, Maintenance Foreman, Custodians, and Maintenance Employees.
- E. Vacancies
- All vacancies, including promotional opportunities, shall be publicized by the Board. All employees shall be given an opportunity to make application for posted vacancies or promotional opportunities in writing. The Board agrees to give due consideration to the seniority, skill and ability and such other factors as may be relevant of all applicants. It is understood that nothing herein shall bar the Board, if in its judgment no

Association Rights and Privileges

E. Vacancies - continued

qualified applicants are available, from hiring from the outside to fill such position. It is further understood that in making its determination, the Board shall not be discriminatory, arbitrary or capricious.

F. Reduction of Force

In the event the Board determines that a reduction in force is necessary in any classification hereunder, it shall reduce the force in inverse order of seniority of the employees within the affected job classification. A custodian reduced from his job classification in accordance herewith may exercise his seniority to displace an employee in the maintenance job classification (and vice-versa) provided he has greater seniority and has the necessary skill and ability to perform that job satisfactorily as determined by the Business Administrator.

G. N.J.E.A. Convention

All employees, under this Agreement, shall be allowed one (1) day to attend the N.J.E.A. State Convention. That day shall be the Friday of the scheduled convention. Two (2) officers of the organization can attend both days (Thursday and Friday) with pay if proof of attendance is submitted to the Business Administrator.

H. Whenever any employee is required to appear before the Superintendent and/or the Board concerning any matter which could adversely affect the continuation of that employee in his position thereto, then he shall be given prior written notice of the reasons for such meeting and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting.

Association Rights and Privileges - continued

- I. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

- J. If a written memorandum concerning a member of the Association is sent to an administrator, same will not be placed in the personnel file unless he or she has knowledge of same, can inspect same upon reasonable notice, and has the right to respond in writing, reply to also be included in the personnel file.

MISCELLANEOUS

The Board and the Association agree that there shall be no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this Agreement on the basis of sex, race, creed, color, religion, national origin, domicile, or marital status.

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Any individual contract between the Board and an individual employee heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

A copy of this Agreement shall be furnished by the Board of Education to each member represented by the Association within thirty (30) days after the Agreement has been signed.

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the position (s) of this Agreement, either party shall do so by telegram or registered letter at the following address.

1. If by Association, to Board at
555 Chestnut Street, Ridgefield, New Jersey,
07657
2. If by Board, to Association at
Maintenance Department
Walnut Street, Ridgefield, New Jersey,
07657

DURATION OF AGREEMENT

This Agreement shall be in effect for the 1981-82, 1982-83 and 1983-84 school years.

1. For the 1981-82 school year, pay schedules will be in full force and effective, retroactive to July 1st, 1981, as per Schedule "A-1".

2. For the 1982-83 school year Schedule "A-2".

3. For the 1983-84 school year, the salary guide shall be developed by computing the total salaries of full time staff members represented by this bargaining unit on the staff as of November 1, 1982. This total salary multiplied by the figure .125 shall be allocated to the 1983-84 guide with the adjustment being the difference between the total increment percentage (average for all full time staff members) and .125. This total shall be allocated.

Sick Leave, Holidays, Insurance, Vacations and Leaves of Absence provisions will remain the same as included in the first year of this Agreement for the balance of this three (3) year Agreement.

This Agreement shall be effective as of July 1, 1981 and shall continue in effect until June 30, 1984. This Agreement has been completely negotiated.

It is understood by all parties that under the rulings of the Courts of New Jersey and the State Commissioner of Education, the Board of Education is forbidden to waive any rights or powers granted it by law.

In witness whereof the parties hereto have caused this Agreement to be signed and their corporate seals to be placed hereon, all on the day and year first above written.

RIDGEFIELD CUSTODIAL AND
MAINTENANCE ASSOCIATION

RIDGEFIELD
BOARD OF EDUCATION

By _____
Victor D'Anchise, President

By _____
Thomas Fenelle, President

By _____
Patsy Raimondo, Secretary

By _____
Richard A. Sabella, Ph.D.
Business Administrator/
Board Secretary

Date: _____

RIDGEFIELD BOARD OF EDUCATION

Schedule "A-1"

Custodial/Maintenance Salary Schedules

1981-1982

Adopted - February, 1982

Position	Step	Step	Step	Step	Step	Step
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Custodial	\$11,769	\$12,273	\$12,777	\$13,283	\$13,811	\$14,459
Maintenance Mechanic	13,785	14,416	15,047	15,678	16,307	
Custodial/Maintenance	11,918					

) For employees
) the staff prior
) to 9/24/81

) For employees hired
after 9/24/81

New personnel will commence employment at Custodial/
Maintenance position effective for the 1981-1982 school year.

Head Custodian Differential

Shaler Elementary School	\$ 436
Bergen Boulevard School	654
Slocum/Middle School	1,090
High School	1,090
Maintenance Foreman	1,308

An evening shift differential of 27¢ per hour will be paid to all building service personnel for evening shift starting on or about 3:30 p.m. If a third shift is added (midnight shift), 38¢ per hour will be paid. (This will not be paid on overtime work.)

Part-time custodians will be paid at the rate of \$4.65 per hour.

Part-time matron will be paid at the rate of \$4.41 per hour.

A sum of \$218 per year will be paid to holders of Boiler Fireman's License.

The Board emphasizes that increments as outlined in the guide are not automatic. Advancement on the schedule will be subject to the Principal's and/or Business Administrator's recommendation and approval of the Superintendent and the Board of Education.

Schedule "A-2"

RIDGEFIELD BOARD OF EDUCATION

Custodial/Maintenance Salary Schedules

1982-1983

Adopted - February, 1982

<u>Position</u>	Step	Step	Step	Step	Step	Step
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Custodial	\$13,068	\$13,628	\$14,188	\$14,749	\$15,336	\$16,055
Maintenance Mechanic	15,307	16,008	16,708	17,409	18,107	
Custodial/Maintenance	13,408					

)For employees on
)the staff prior
)to 9/24/81

)For employees hired
after 9/24/81

New personnel will commence employment at the Custodial/
Maintenance position effective for the 1981-1982 school year.

Head Custodian Differential

Shaler Elementary School	\$ 491
Bergen Boulevard School	736
Slocum/Middle School	1,226
High School	1,226
Maintenance Foreman	1,472

An evening shift differential of 30¢ per hour will be paid to all building service personnel for evening shift starting on or about 3:30 p.m. If a third shift is added (midnight shift), 43¢ per hour will be paid. (This will not be paid on overtime work.)

Part-time custodians will be paid at the rate of \$5.23 per hour.

Part-time matron will be paid at the rate of \$4.96 per hour.

A sum of \$245 per year will be paid to holders of Boiler Fireman's License.

The Board emphasizes that increments as outlined in the guide are not automatic. Advancement on the schedule will be subject to the Principal's and/or Business Administrator's recommendation and approval of the Superintendent and the Board of Education.

RIDGEFIELD BOARD OF EDUCATION

HOLIDAY SCHEDULE

12 MONTH CUSTODIAL AND MAINTENANCE PERSONNEL

JULY 1, 1981 to JUNE 30, 1982

Friday, July 3, 1981	Independence Day
Monday, September 7, 1981	Labor Day
Tuesday, September 29, 1981	Rosh Hashanah
Wednesday, September 30, 1981	
Friday, November 13, 1981	N.J.E.A. Convention
Thursday, November 26, 1981	Thanksgiving Recess
Friday, November 27, 1981	
Thursday, December 24, 1981	Christmas Recess
Friday, December 25, 1981	
Thursday, December 31, 1981	New Year
Friday, January 1, 1982	
Thursday, February 18, 1982	Winter Recess
Friday, February 19, 1982	
Friday, April 9, 1982	Good Friday
Monday, May 31, 1982	Memorial Day

THE HOLIDAY VACATION SCHEDULE MUST BE APPROVED BY THE BOARD
OF EDUCATION EACH YEAR.