

**CLIFFSIDE PARK BOARD OF EDUCATION
CLIFFSIDE PARK, NEW JERSEY**

EDUKAR
Institute of Management and
Labor Relations

**THIS DOES NOT
CIRCULATE**

**CUSTODIAL SALARY AGREEMENT
1980-1981 1981-1982**

RUTGERS UNIVERSITY

Pursuant to Chapter 123, Public Laws of New Jersey 1974, the Cliffside Park Board of Education hereby recognizes the Cliffside Park School Custodians' Association as the Exclusive and sole representative for Collective Negotiations concerning the terms and conditions of employment for all custodial personnel.

ARTICLE I - SALARIES

A. Salary Guide for Custodians for the fiscal years 1980-1981 and 1981-1982, effective July 1, 1980:

Minimum.....\$9,000 Maximum.....\$16,600

B. Chief Custodian:

1. The Chief Custodian shall receive additional compensation in the amount of \$2,000 for fiscal year 1980-1981.
2. The Chief Custodian shall receive additional compensation in the amount of \$3,000 for fiscal year 1981-1982.

C. Head Custodians:

1. The Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$1,000 for fiscal years 1980-1981 and 1981 and 1982.
2. The Assistant Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$500 for fiscal year 1980-1981.
3. The Assistant Head Custodian in Cliffside Park High School shall receive additional compensation in the amount of \$700 for fiscal year 1981-1982.
4. Head Custodians in Schools Nos. 3, 4, 5, and 6 shall receive additional compensation in the amount of \$300 for fiscal year 1980-1981.
5. Head Custodians in Schools Nos. 3, 4, 5, and 6 shall receive additional compensation in the amount of \$500 for fiscal year 1981-1982.

D. Maintenance Crew:

1. Custodians who work on the Maintenance Crew shall receive additional compensation in the amount of \$1,750 for fiscal year 1980-1981.
2. Custodians who work on the Maintenance Crew shall receive additional compensation in the amount of \$2,750 for fiscal year 1981-1982.

E. Night Shift Custodians:

Custodians who work on the night shift in each school shall receive additional compensation in the amount of \$200 for fiscal years 1980-1981 and 1981-1982.

F. Overtime Compensation:

The regular work week for all custodians shall be forty (40) hours.

All work over eight (8) hours in any one day shall be paid at the rate of one and one-half times the custodian's hourly wage. Work on Sundays, and holidays as stated in this Agreement, shall be paid at the rate of one and one-half times the custodian's hourly wage.

G. Salaries:

The salaries for the fiscal years 1980-1981 and 1981-1982 for all custodial personnel covered by this Agreement shall be as set forth in the Appendix which is attached hereto and is hereby made a part of this Agreement.

ARTICLE II -- HEALTH INSURANCE

As of the beginning of the 1980-1981 fiscal year, and during the term of this Agreement, the Cliffside Park Board of Education shall provide the health care insurance protection designated below:

1. For all employees covered by this Agreement who remain in the employ of the Board of Education for the applicable full fiscal year, the Board shall make payment of full individual or full family insurance premiums, as appropriate, in the State Health Benefits Plan, for the full applicable twenty-four (24) month period commencing July 1st and ending June 30th. Coverage provided by the State Health Benefit Plan includes hospitalization, surgical, Rider J, and Major Medical Coverage.
2. For all employees covered by this Agreement who remain in the employ of the Board of Education for the full applicable fiscal year, the Board shall make payment as follows in the New Jersey Dental Service Plan for the full applicable twenty-four (24) month period, commencing July 1st and ending June 30th:
 - (a) Full individual coverage
 - (b) 25% of dependant coverage

ARTICLE III -- HOLIDAYS

Custodians shall be entitled to fifteen (15) paid holidays during fiscal year 1980-1981 and 1981-1982, effective July 1, 1980. The specific dates for these holidays shall be as agreed upon by and between the Superintendent of Schools and the Custodians' Association, and shall coincide with the school calendar for the school years 1980-1981 and 1981-1982, as approved by the Board of Education.

ARTICLE IV -- DURATION OF AGREEMENT

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

In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives, all on the 9th of October, 1980.

CLIFFSIDE PARK BOARD OF EDUCATION

BY

John Alidoro
PRESIDENT

BY

Robert L. Lee
SECRETARY

CLIFFSIDE PARK SCHOOL CUSTODIANS' ASSOCIATION

BY

Harry Chmelka
PRESIDENT

BY

SECRETARY

APPENDIX
TO
AGREEMENT BETWEEN CLIFFSIDE PARK BOARD OF EDUCATION
AND
CLIFFSIDE PARK CUSTODIANS' ASSOCIATION

July 1, 1980 - June 30, 1982

1. For Fiscal Year 1980-1981 the following Custodians shall receive an increase of \$1,225.00 over the salaries received during fiscal year 1979-1980:

Harry Cheselka	Donald Cavanagh	Ambrosio Vicchio
James Curley	Edward Murphy	John Liptak
Frank Greces	Fred Zimmer	Joseph Burgio
Thomas Moan	Benjamin Grimaldi	Frank Nawrocki
Salvatore LaSpisa	Louis Mancini	Jonathan Maylath
John Carbone	Domenico Calderaro	Anthony LaSpisa
	Bruno Romeo	

2. For Fiscal Year 1980-1981 the following Custodians shall receive an increase over the salaries received during fiscal year 1979-1980 as stated below:

Patrick Moccia.....\$1,000.00 Giuseppe Palaia.....\$500.00

3. For Fiscal Year 1981-1982 the following Custodians shall receive an increase of \$1,350.00 over the salaries received during fiscal year 1980-1981:

Thomas Moan	Joseph Burgio
Salvatore LaSpisa	Frank Nawrocki
Benjamin Grimaldi	Carmelo Palaia
Louis Mancini	Anthony LaSpisa

4. For Fiscal Year 1981-1982 the following Custodians shall receive an increase of \$1,250.00 over the salaries received during fiscal year 1980-1981:

Donald Cavanagh

5. For Fiscal Year 1981-1982 the following Custodians shall receive an increase of \$1,150.00 over the salaries received during fiscal year 1980-1981:

Frank Greces	Fred Zimmer	Jonathan Maylath
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6. For Fiscal Year 1981-1982 the following Custodians shall receive an increase of \$975.00 over the salaries received during fiscal year 1980-1981:

James Curley	Domenico Calderaro
Harry Cheselka	Ambrosio Vicchio
John Carbone	John Liptak
Edward Murphy	Bruno Romeo

7. For Fiscal Year 1981-1982 the following Custodians shall receive an increase of \$925.00 over the salaries received during fiscal year 1980-1981:

Patrick Moccia	Giuseppe Palaia
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