

4-3022

67-70

MEMORANDUM OF AGREEMENT
 BETWEEN
 THE BOARD OF EDUCATION, SOUTH RIVER, NEW JERSEY
 and
 CUSTODIAL, FIELD AND MAINTENANCE EMPLOYEES

I. Agreement

This Agreement is entered into by and between the South River Board of Education, hereinafter called the "Board" and the Custodial, Field, and Maintenance Employees of the South River Public Schools, hereinafter called the "Employees."

II. Recognition

The Board recognizes the Custodial, Field, and Maintenance Employees as exclusive representatives for the following unit of employees for the year 1969-1970:

Custodians, Fieldmen, and Maintenance men employed under annual contract on a full time basis.

IIa. Board of Education's Rights

Except as specifically modified by this Agreement, the Board retains, without limitations, all powers, rights, and authority vested in it by all laws, rules and regulations, including the management and direction of all the operation and activities of the school district.

III. Salary

A. The salary range for Custodians and Fieldmen for 1969-1970 will be \$4400 minimum to a maximum of \$6100. The salary range for 1969-1970 for Maintenance Men will be \$5500 minimum to a maximum of \$7600.

B. All Custodians and Fieldmen, except those who are currently at maximum, shall receive an increase in salary for 1969-1970 amounting to \$400. Those at maximum shall receive an increase of \$300.

C. All Maintenance Men shall receive an increase in salary for 1969-1970 amounting to \$400.

IV. Black Seal License

All custodians shall within 18 months of their initial employment obtain a Black Seal License to operate low pressure boilers as required by the State of New Jersey. Those now employed who do not hold a Black Seal License shall have 18 months from July 1, 1969 to obtain said license.

V. Special Equipment

A. The Board will consider the purchase of foul weather gear for certain employees with a definite decision to be reached within ninety days of this Agreement.

B. The Board will reimburse employees two dollars upon presentation of a receipted bill for the purchase of safety shoes.

VI. Overtime Pay

Employees shall be paid at the rate of time and one-half for all work authorized beyond 40 hours per week.

VII. Fringe Benefits

A. Group Health Insurance

1. All full-time regularly employed personnel shall be eligible for enrollment in the New Jersey Public and School Employees' Health Benefit Plan as administered by the Division of Pensions, and which includes Blue-Cross, Blue-Shield, Rider J, and Major Medical coverage.

2. The Board shall participate in the financing of the Program by contributing the following amounts:

Single Plan -- entire premium

Other than Single Plan -- the premium less four dollars per month

VIII. Vacations

Employees shall be eligible for vacations according to the following schedule:

One (1) to Nine (9) years service in South River -- Two (2) weeks
Ten (10) or more years service in South River - Three(3) weeks

IX. Holidays

Holidays shall include the following:

July 4	Independence Day
September	Labor Day
November	Thanksgiving weekend (Thursday & Friday)
December 24, 25, and 26	
January 1	New Year's Day
March-April	Good Friday and Easter Monday
May 30	Memorial Day

X. Uniforms - The Board will provide 3 sets per year with the understanding that the employee will maintain them during the year.

XI. Leaves of Absence

A. Sick Leave

1. All ten month employees shall be granted ten days sick leave yearly. All twelve month employees shall be granted twelve days sick leave yearly. All unused sick leave shall be cumulative for a possible emergency in later years. When absence because of sickness exceeds the total sick leave permitted under this provision, the employee will continue to receive his salary less the pay of his substitute for a period not to exceed twenty days.

XI. Leaves of Absence (Continued)

2. If a custodian because of illness is absent from school for more than three consecutive days, he must present a doctor's certificate to the Superintendent upon his return.

3. Custodians who have been on a leave of absence authorized by the Board shall have previous accumulated sick leave restored to them upon return to active service.

B. Funeral Leave

1. An allowance of five days will be granted without deduction in case of death of father, mother, sister, brother, husband, wife, son, or daughter. This time is not deducted from the regular sick leave.

2. An allowance of three days will be granted without deduction in case of death of the father, mother, sister, or brother of the husband or wife of an employee.

3. An allowance of one day will be granted without deduction in salary to attend the funeral of a grandparent, grandchild, brother-in-law, or sister-in-law of a custodian (but not of the custodian's spouse) or an uncle or aunt provided that said uncle or aunt resides in the same household as the custodian.

C. Personal Leave

1. Five days per year shall be allowed each custodian for personal reasons. The custodian will lose from his pay only the wage of his substitute while the employee is absent. The Superintendent will determine what leaves shall be considered personal.

D. Military Leaves

1. Military leave shall be granted without pay to any custodian who is inducted in any branch of the Armed Forces for the period of induction.

E. Miscellaneous

1. An allowance of not more than two days per year may be approved by the Superintendent for the observance of a religious holiday by an employee.

XII. Rules and Regulations

Maintenance Men, Custodian, and Field Men will be governed by the Rules and Regulations for Custodial and Maintenance Employees as adopted by the Board of Education.

XIII. Duration

The provisions of this Agreement shall become effective July 1, 1969 and shall continue and remain in full force and effect until June 30, 1970.

In WITNESS WHEREOF, the parties hereinto set their hands and seals this _____ day of _____, 1969.

South River Custodial, Field and Maintenance Employees

South River Board of Education

EDGAR KLEBANOVICH

PRESIDENT

JOHN AMARESCU

CHAIRMAN, BOARD-STAFF RELATIONS COMMITTEE

THOMAS TOHT

