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A G R E E M E N T

Between

NEWTON BOARD OF EDUCATION

-and-

NEWTON CUSTODIAL ASSOCIATION

X JULY 1, 1986 -to- JUNE 30, 1988

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THIS AGREEMENT, made this ^{30th} day of June, 1986 by and between THE BOARD OF EDUCATION OF THE TOWN OF NEWTON, in the County of Sussex, hereinafter referred to as "the Board of Education" or "the Board", party of the first part, and THE NEWTON CUSTODIAL ASSOCIATION, hereinafter referred to as "the NCA" or "the Association", party of the second part,

WITNESSETH, that in consideration of the mutual covenants and agreements herein contained, it is covenanted and agreed between the parties as follows:

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all personnel with the exception of the following:

Head Groundskeeper

Maintenance Workers

Thunder Mountain Employees

Bus Drivers

B. Unless otherwise indicated, the term "custodians" when used hereinafter in this Agreement, shall refer to all custodians represented by the Association in the negotiations unit as defined above, and reference to male custodians shall include female custodians.

C. All other custodians employed by the Board not specifically enumerated above are included in the negotiations.

ARTICLE II

NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws of 1974. The parties further agree to make every reasonable effort to begin preliminary discussions concerning negotiations procedures sometime during the month of October of the calendar year preceding the calendar year in which this

Agreement expires. On or about November 15, the Board will receive the proposals of the Association and substantive negotiations will begin at a mutually agreeable date but no later than January 15.

B. Any agreements so negotiated shall apply to all custodians, be reduced to writing, be adopted and signed by the Board and the Association.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions of Grievance

A "grievance" is a written claim based upon an event or condition which deleteriously affects the welfare and/or terms and conditions of employment of a custodian or a group of custodians and/or the interpretation, meaning, or application of any of the provisions of this Agreement. Such a written claim may be filed by a custodian, group of custodians, or the Association on behalf of and at the request of a custodian or group of custodians. A "grievance" is also a written claim by the Board based upon any dispute with the Association, including a dispute with respect to the interpretation, meaning or application of any of the provisions of this Agreement.

B. Purpose

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

C. Procedures - Employee Grievance

1. Within twenty (20) work days after the occurrence of an event from which a grievance arises, the grievance shall be submitted in writing to the immediate superior of the affected custodian(s).

2. If the matter is not satisfactorily resolved at level one within five (5) work days, the grievance shall be submitted in writing to the Vice Principal or Principal as appropriate, who shall respond in writing within five (5) work days.

3. If the matter is not satisfactorily resolved at level two, the decision of the Vice Principal or Principal may be appealed to the Superintendent of Schools. Such appeal shall be in writing, and shall be submitted within five (5) work days after receipt of the decision of the Vice Principal or Principal. The Superintendent shall respond in writing within five (5) work days after receipt of the appeal, and shall submit a copy of such response to the Association.

4. If the matter is not satisfactorily resolved at level three, and if the Association determines that further proceedings are necessary and advisable, the decision of the Superintendent may be appealed by the Association to the Board. The Association shall submit such appeal in writing to the Board within five (5) days after receipt of the Superintendent's decision. The Board shall render a written decision on any such appeal within fifteen (15) work days after receipt of the appeal.

5. If the matter is not satisfactorily resolved at level four, the Board's decision may be submitted to advisory arbitration. The Association shall notify the Board, in writing, of the submission to arbitration within five (5) work days after receipt of the Board's decision.

6. Within ten (10) work days after written notice of submission to arbitration, the Board and the representative of the Association 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 or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

7. The arbitrator so selected shall confer with the representatives of the Board and the representatives of the Association and hold hearings promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which is violative of the terms of the

Agreement. The decision of the arbitrator shall be submitted to the Board and the Association.

8. The costs for the services of the arbitrator, including per diem expenses, if any, and 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.

D. Procedures - Board Grievances

Grievances initiated by the Board shall be submitted directly to the Association, in writing, within twenty (20) work days after their occurrence. The Association shall respond in writing within fifteen (15) days after receipt of the grievance. If the matter is not thereby satisfactorily resolved, the Board may submit the matter to advisory arbitration. The Board shall notify the Association, in writing, of the submission to arbitration within five (5) work days after receipt of the Association's response. Thereafter the matter shall proceed to arbitration as provided for in paragraphs C(6), C(7), C(8) above.

E. Miscellaneous

1. In presenting his/her grievance, the custodian shall be assured freedom from prejudicial action.

2. Prior to each appeal, the custodian shall inform in writing the authority who last rendered a decision that he/she intends to appeal to the next higher authority.

3. Any aggrieved person may be present at all stages of the grievance procedure or be represented by representatives selected or approved by the Association. When a custodian on the membership list of the NCA is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

4. If, in the judgment of the representatives of the Association, a grievance affects a group or class of custodians, the representatives of the Association may submit such grievance in writing to the Superintendent of Schools directly.

5. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

6. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent of Schools and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

ARTICLE IV

ASSOCIATION RIGHTS AND PRIVILEGES

A. The Board agrees to furnish to the Association in response to reasonable requests from time to time, all information prepared for and/or available to the public, and such other public information that shall assist the Association in developing programs on behalf of the custodians.

B. Representatives of the Association, shall be permitted to transact official Association business on school property at all reasonable times, in accordance with existing Board policies, provided that this shall not interfere with or interrupt normal school operations.

ARTICLE V

SALARIES

A. The salaries of all full-time custodians covered by this Agreement are set forth in the guide (Schedule A) which is attached hereto and made a part hereof.

B. Exclusions - The provisions of this guide shall not apply to persons employed as substitutes for custodians nor persons employed on a temporary or annual basis to fill vacant positions, or on a part-time basis. Such temporary non-contract custodians shall be paid such salary as the Board shall determine.

C. Salary Guide Credit

1. Personnel claiming credit for experience in other related situations, or military service will be required to

produce proof of the validity of such claims, and no salary credit is to be given in the absence of such validity. Credit for military service shall be equal to the time served, but not for more than four (4) years. Credit for related experience shall be equal to the time served, or less, as the Board of Education shall determine upon the recommendation of the Superintendent of Schools.

2. After ten (10) years of employment in the Newton School District as an employee, a custodian will be eligible for an increment of \$300 in addition to his or her basic salary, after fifteen (15) years another \$300, after twenty (20) years another \$300, after twenty-five (25) another \$300.

D. Salary Checks

Custodians of the Newton Public Schools will be paid on the fifteenth and thirtieth day of each month, July through June, except for those custodians designated as 10-month custodians, who will be paid from September through June. In certain special cases other arrangements may be approved by the Superintendent of Schools.

E. Overtime

Overtime, that is anything over forty (40) hours per week for custodial, maintenance or grounds personnel, shall be paid in accordance with prevailing law, or at the custodian's contracted rate times one and one-half ($1\frac{1}{2}$), whichever is higher. Such forty (40) hours of employment shall weekly commence at 12:01 A.M. Monday morning and terminate at 11:59 P.M. on the immediately following Friday. Calculation of the custodial forty (40) hour work week shall include legal holidays, personal illness days, family illness days, court ordered absences, but shall not include days absent because of marriage, quarantine, personal business or vacation. Saturday employment will be paid for at one and one-half ($1\frac{1}{2}$) times the custodian's contracted rate of pay. Sunday and employment on a national holiday will be paid for at two times the custodian's contracted rate, and will be calculated as exclusive from the aforementioned forty (40) hour work week. When custodians are required to return to work to respond to emergencies as a result of burglar and fire alarms occurring when no custodian is on duty, overtime wages shall be paid at the custodian's hourly rate doubled.

Each head custodian will establish a schedule for any overtime required in the building for which he has responsibility. Custodians will be assigned to such overtime as will be required,

on a rotating basis, within the building to which they are assigned. Any custodian may exchange or trade such assignment with any other custodian employed by the Newton Board of Education. Notice of any such change, trade or substitution will be made known to the head custodian.

F. Probation

All full-time custodians shall be employed on a fiscal year basis, July 1 to June 30th, with a three (3) month probationary period. The Board of Education shall be notified as to the results of the probationary period.

G. Separation

All custodians who are to be separated from their positions shall be given a thirty (30) day advance notice in writing. All custodians who contemplate leaving the school system shall give thirty (30) days advance notice in writing. Notices from custodians shall be addressed to the principal, with a copy to the Superintendent of Schools. Notices to custodians shall be from the Superintendent of Schools. All notices shall be given by certified mail.

H. Licensing

Custodians shall be licensed as low pressure boiler operators. New custodial employees shall obtain licenses no later than during the second year of employment. Custodians who do not hold licenses will not be rehired after the second year. Custodians who have yet to obtain their boiler license will not be held responsible for problems with the heating system.

I. Travel

Such travel as may be required by custodians in the normal pursuit and discharge of their employment responsibility shall be reimbursed at the prevailing rate paid other employees of the district.

ARTICLE VI

TEMPORARY LEAVES OF ABSENCE

A. Personal Illness

1. Absences for this cause shall be allowed and shall include pay not exceeding twelve (12) working days for 12-month custodians and ten (10) days for 10-month custodians.

2. If less than twelve (12) days for 12-month custodians and ten (10) days for 10-month custodians are taken in any school year, then the number of days not utilized shall be cumulative, beginning from the date of the custodian's current continuous employment by the Board, to be available for additional sick leave in subsequent fiscal years, indefinitely.

3. Absences on sick leave always shall be charged first to the twelve (12) or ten (10) day allowance for the current fiscal year (paragraph 1) until it is fully utilized and thereafter, to the cumulative credit, to the extent that such credit is available.

4. In all absences under this section of five (5) consecutive school days or more, the Superintendent may require that the custodian submit a physician's certificate.

B. Illness In the Family

Where personal presence is advisable because of the critical illness of a) parent, brother, sister, husband, wife, child, or b) any other relative living in the custodian's immediate family household, absence will be allowed:

1. for a period of five (5) days per year, non-cumulative, and
2. thereafter without pay.

Section B is introduced primarily to provide for personal presence in an emergency, but not for extended personal care.

C. Death

1. Absences due to a death in the custodian's immediate family or household, including father-in-law and mother-in-law, shall be allowed with pay, for the required period not exceeding four (4) school days in each such case.

2. Absences due to the death of a grandparent, grandchild, nephew, niece, aunt, uncle, cousin, brother-in-law, sister-in-law, daughter-in-law, or son-in-law, or other relative not living with the immediate family of a custodian will be allowed, with pay, for the day of the funeral.

3. The name and address of the deceased and the relationship of the deceased to the custodian must be made known upon request.

D. Marriage

Absences on account of marriage or to attend weddings of relatives or friends may be allowed upon request, but shall be without pay.

E. Quarantine

Absences due to quarantine on account of a contagious disease, when such quarantine is not due to personal illness, shall be allowed, with pay, provided that a certificate from the health officer of the community or a school physician is presented and filed with the Superintendent of Schools.

F. Personal Business

Absences not exceeding three (3) days per fiscal year, with pay, but not accumulative, shall be allowed but only by permission of the Superintendent of Schools, after written request. All absences approved by the Superintendent of Schools in excess of three (3) days per fiscal year shall be without pay. Such days may not be taken the day immediately prior to or following a day or days of vacation for the singular purpose of extending a vacation period. One (1) personal illness day shall be added to any accumulated at the end of the school year (June 30) if two (2) personal business days remain unused at the end of the same year (June 30).

G. Court Order

Absences from school by reason of subpoena by any court shall be allowed, with pay, provided that the subpoena is filed with the Superintendent of Schools, and provided that the staff member is not a party in the action.

H. Fireman, Service as a Volunteer

1. When a custodian of this school district is engaged in fighting an active fire as part of a responsibility as a duly enlisted fireman at that time when that custodian would normally be expected to appear for work in this school district, the custodian or a designee shall call or otherwise notify the school system that such fire service will cause delay or deny the opportunity to attend to school duties of a part or all of said day.

2. If, when requested, the volunteer fireman shall detail the circumstances for this absence and process same through the appropriate administrative office, such leave shall be with pay.

I. Vacations

1. Vacation periods, which shall be approved by the Superintendent of Schools prior to being taken, shall be with pay, but otherwise without pay. All twelve (12) month custodians, after completing one full year of employment, will be entitled to ten (10) days of paid vacation each year, and will earn one (1) additional day of paid vacation for each additional year of full-time employment up to a maximum of twenty (20) days per year. Such vacation period will be exclusive of national holidays granted as paid vacation by the Board of Education. Vacation periods shall be established only with the prior approval of the immediate supervisor and the consent of the Superintendent. The maximum number of vacation days that may be accumulated by any custodian is fifty (50) days. Any vacation days accumulated beyond fifty (50) shall not be available for use by the custodian. In no event shall a custodian utilize accumulated vacation days in excess of thirty (30) consecutive working days or exceed thirty (30) days in one fiscal year.

2. For custodial personnel employed on any date other than July 1 of any given year, vacation credit beyond the basic ten (10) days will be earned at the rate of .0834 days per month employed. No part of the basic ten (10) days vacation period is earned prior to the completion of the first year of employment.

ARTICLE VII

EXTENDED LEAVES OF ABSENCE

A. Child Care Leave

1. Maternity/Child Care Leave

A female custodian who becomes pregnant may remain in her job so long as her condition does not prevent efficient and thorough performance of her duties. When she becomes disabled, she may receive sick leave to the extent that such leave has been earned, credited and is unused. In the event of a difference of opinion between a

pregnant custodian and the Board of Education, regarding her ability to offer an efficient and thorough performance level, a written positive certification from her physician re/such question will be binding on both parties. Maternity/Child Care Leave for custodians will be granted from the date on which it commences to the opening of any fall term but in no case for more than a three (3) year period. A custodian on Maternity/Child Care Leave who wishes to return to full-time service after full term, but prior to the expiration of the Board approved leave may return upon the opening of a position, and upon the presentation of a positive written certification from her physician that she is able to offer an efficient and thorough job performance. No custodian on Maternity/Child Care Leave shall, on the basis of said leave, after full term, be denied the opportunity to substitute in the Newton School District.

2. Adoption/Child Care Leave

Any custodian adopting an infant child may receive a leave of absence which leave shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption, but in no case with less than thirty (30) days written notice to the Superintendent of Schools. Such leave shall be of the same duration as Maternity/Child Care Leave as defined in paragraph 1 above. Adoption/Child Care Leave will be granted for custodians, but in no case for more than a three (3) year period. No custodian on such leave shall, on the basis of said leave, be denied the opportunity to substitute in the Newton School District.

3. Child Care Leave

A custodian whose presence is required to care for a dependent child may be granted a leave of absence without pay upon approval of the Superintendent from the date on which it commences to the opening of any fall term but in no case for more than three (3) years. No custodian on such leave shall be denied the opportunity to substitute in the Newton School District.

4. A custodian on Child Care Leave [paragraphs A(1), A(2), A(3)] shall not receive increment or seniority credit for the time spent on leave. All benefits to which a custodian was entitled at the time the leave commenced and not utilized during the leave shall be restored upon return.

B. Leave for Personal Health and Family Hardship

1. Upon the recommendation of the Superintendent, the Board of Education may permit members of the custodial staff to take leaves not in excess of one (1) year in length for rest, restoration of health, or the alleviation of hardship involving themselves or their immediate families.

2. A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of a custodian's immediate family. Additional leave may be granted at the discretion of the Board. Request for leave shall be in writing and will set forth the specifics of why leave has been requested, including name of persons to be cared for under this section and the relationship of such person to the custodian.

3. The contract for the year in which the custodian is scheduled to return to full-time service must be returned signed or unsigned no later than one (1) month after date of issuance.

C. Other Leaves

Any custodian requesting permission for a leave of absence for any purpose shall submit a letter to the Superintendent of Schools stating the reason or reasons for the request. Other leaves of absence without pay may be granted by the Board for good reason.

D. Return from Leave

1. Upon return from leave, a custodian shall be considered as if actively employed by the Board during the leave and shall be placed on the salary schedule at the level which would have been achieved if the custodian had not been absent. A custodian may not receive increment credit for time spent on leave.

2. All benefits to which a custodian was entitled at the time the leave of absence commenced, including unused accumulated sick leave shall be restored upon return, and the custodian shall be assigned to the same position held at the time said leave commenced, if available or, if not, to a substantially equivalent position.

E. Extension or Renewals of Leave

All extensions or renewals of leave shall be applied for by April 15 of the year in which leave is requested in writing and may be granted at the Board's discretion.

ARTICLE VIII

INSURANCE PROTECTION AND LIMITATION

A. All custodians and their dependents shall be covered by Blue Cross, Blue Shield and Rider J benefits (14/20 plan) Major Medical and a family dental plan at Board expense, upon written application to the Board Secretary for such coverage. The first day of such coverage will yearly commence on the custodian's first day of contractual obligation to the district.

B. Other group insurance plans can be made available to the custodians at their expense.

C. The Superintendent of Schools is directed to investigate from time to time the protection offered by any of the various plans available and the service offered by the currently contracted carrier, and to recommend a change in carrier, if appropriate. The Board may change insurance carriers provided advance notice of at least thirty (30) days is given to the Association and substantially similar coverage is provided. If the Association contends that the proposed coverage is not substantially similar, the dispute shall be resolved by the use of expedited binding arbitration conducted under the rules and procedures of the American Arbitration Association, provided, however, that the arbitrator shall issue a decision and award no later than August 1 preceding the commencement of the school year during which the proposed coverage is to take effect. It is understood and agreed that the use of binding arbitration shall not be applicable to any other dispute or grievance arising out of this Agreement.

D. Transitional Coverage -- The Board shall provide at custodian's expense transitional health care insurance after retirement on the terms detailed in the master policies and contracts agreed upon by the Board and the Association.

E. The Board may provide to any custodian on an approved unpaid leave of absence, at custodian's expense, subject to availability, all insurance that he/she is legally entitled to under the terms of this contract, if so requested by the custodian in writing at the time of the requested leave of absence.

ARTICLE IX

VOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Notification of Vacancies

As vacancies arise, the Superintendent shall deliver to the Association and post in all school buildings a list of the known vacancies in positions covered by this Agreement which shall occur during the present or following school year.

B. Filing Requests

Custodians who desire a change in assignment or who desire to transfer to another building shall file a written statement of such desire with the building principal and the Superintendent.

C. The Board and/or the Administration reserves the sole right and decision to make transfers and reassignments under this Article.

ARTICLE X

INVOLUNTARY TRANSFERS AND REASSIGNMENTS

A. Use of Voluntary Requests

Vacancies in positions covered by this Agreement shall, wherever possible, be filled by a qualified available volunteer, provided such volunteer is acceptable to the administration, and the transfer would be in the best interest of the school district.

B. Criteria

When an involuntary transfer or reassignment is necessary, a custodian's area of competence, length of service in the Newton School District, length of service in the particular school building, and other relevant factors may be considered.

C. Reassignment

A list of open positions in the school district shall be made available to all custodians being involuntarily transferred or reassigned. Such custodians may request consideration for appointment to a position or positions in order of preference.

ARTICLE XI

EVALUATIONS

A. General Criteria

1. Open Evaluation

All monitoring or observation of the work performances of a custodian shall be conducted openly and with full knowledge of the custodian.

2. Evaluation by Supervisors

Custodians shall be evaluated only by persons serving in the capacity of immediate supervisors or appropriate administrator.

3. Copies of Evaluation

A custodian shall be given a copy of any evaluation report prepared by the evaluator at least one day before any conference to discuss it. No such report shall be submitted to any central office, placed in the custodian's file, or otherwise be acted upon without prior conference with the custodian.

B. Procedure

1. Custodians shall be evaluated at least once each year.

2. Each evaluation shall be based on one period of observation and shall include:

- a. strengths
- b. weaknesses
- c. specific suggestions for improvement in areas wherein weaknesses have been noted.

3. It is required that the written evaluation with results be discussed with the custodian in depth, within one (1) week of the observation.

4. The custodian evaluated will be given an opportunity to write on the evaluation form any objections to or disagreements with the evaluator's written report.

5. The custodian evaluated will sign the evaluation form, and date same to indicate that it has been seen and reviewed. A statement may be added by the custodian which indicates that the evaluation is not agreed to, in part or in whole.

6. Copies of each form will be given to the custodian evaluated, and sent or given to the Superintendent of Schools on or before the due date.

7. Utilization of other administrators, supervisors and/or other custodians, to help improve those who wish to be helped will be an integral part of the evaluation process. A record of such support and assistance will be kept, and affixed to the evaluation report.

ARTICLE XII

UNIFORMS

A. Each custodial employee shall be entitled, at the expense of the district, to the following uniform purchases to be issued at the end of the probationary period:

1. Four (4) uniforms per year to be issued by October 1, two (2) uniforms if probationary period ends after February 1 of any year.

2. One (1) pair of work shoes per year to be issued by October 1, cost of same not to exceed sixty dollars (\$60). Work shoes shall be worn whenever the custodian is performing job related duties.

3. One (1) work jacket every three (3) years.

B. One (1) medium size and one (1) large size coveralls will be purchased for each school and be replaced every three (3) years.

C. All uniform purchases will be in compliance with accepted dress procedures for custodial personnel as established by the Assistant to the Superintendent.

ARTICLE XIII

SEPARATION BENEFIT

A. A custodian with fifteen (15) years of service in the district shall, upon leaving, be reimbursed for unused accumulated sick days at one-half of the substitute custodian's rate of per diem pay to a maximum of 180 days.

ARTICLE XIV

FULLY BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE XV

MISCELLANEOUS PROVISIONS

A. Copies of this Agreement shall be printed at the expense of the Board and Association. Such cost shall be proportionate according to the number of copies requested by each party. All custodians employed, hereafter employed, or considered for employment by the Board shall be given a copy of said Agreement.

B. This Agreement shall remain in effect from July 1, 1986 to June 30, 1988.

IN WITNESS WHEREOF, the said parties have hereunto set their hands and seals this 30th day of June, 1986.

Attest:

The Board of Education of the
Town of Newton

Irma Stenvig-Becker
Irma Stenvig-Becker, Secretary

By: Edward Corbett
Edward Corbett, President

Attest:

The Newton Custodial Association

Lois Goble
Lois Goble, Secretary

By: Jerry Matullo
Jerry Matullo, President

NEWTON BOARD OF EDUCATION
Newton, New Jersey

NEWTON CUSTODIAL ASSOCIATION

SCHEDULE A

SALARY AND HIRING GUIDE FOR 1986-1987

Effective July 1, 1986

<u>CATEGORY I</u>	<u>CATEGORY II</u>	<u>CATEGORY III</u>
<u>Assistant Custodians</u>	<u>Custodians/Firemen & Groundskeepers</u>	<u>Head Custodians</u>
<u>1986-1987</u>	<u>1986-1987</u>	<u>1986-1987</u>
0 - 6,960.	0 - 11,300.	0 - 15,000.
1 - 7,060.	1 - 11,900.	1 - 16,000.
2 - 7,160.	2 - 12,500.	2 - 17,000.
3 - 7,260.	3 - 13,000.	
4 - 7,360.	4 - 13,500.	
5 - 7,460.	5 - 14,100.	
6 - 7,560.	6 - 14,700.	

Custodian, Newton High School - The head custodian at the High School will receive \$800. in addition to the schedule fixed salary.

Night Foreman, Newton High School - The night foreman at the High School will receive \$500. In addition to the schedule fixed salary.

Custodians or Assistant Custodians employed on a full time basis who are appointed head custodian will be placed on the first step of the Head Custodians guide or receive an additional \$900, whichever amount is greater.

NEWTON BOARD OF EDUCATION
Newton, New Jersey

NEWTON CUSTODIAL ASSOCIATION

SCHEDULE A

SALARY AND HIRING GUIDE FOR 1987-1988

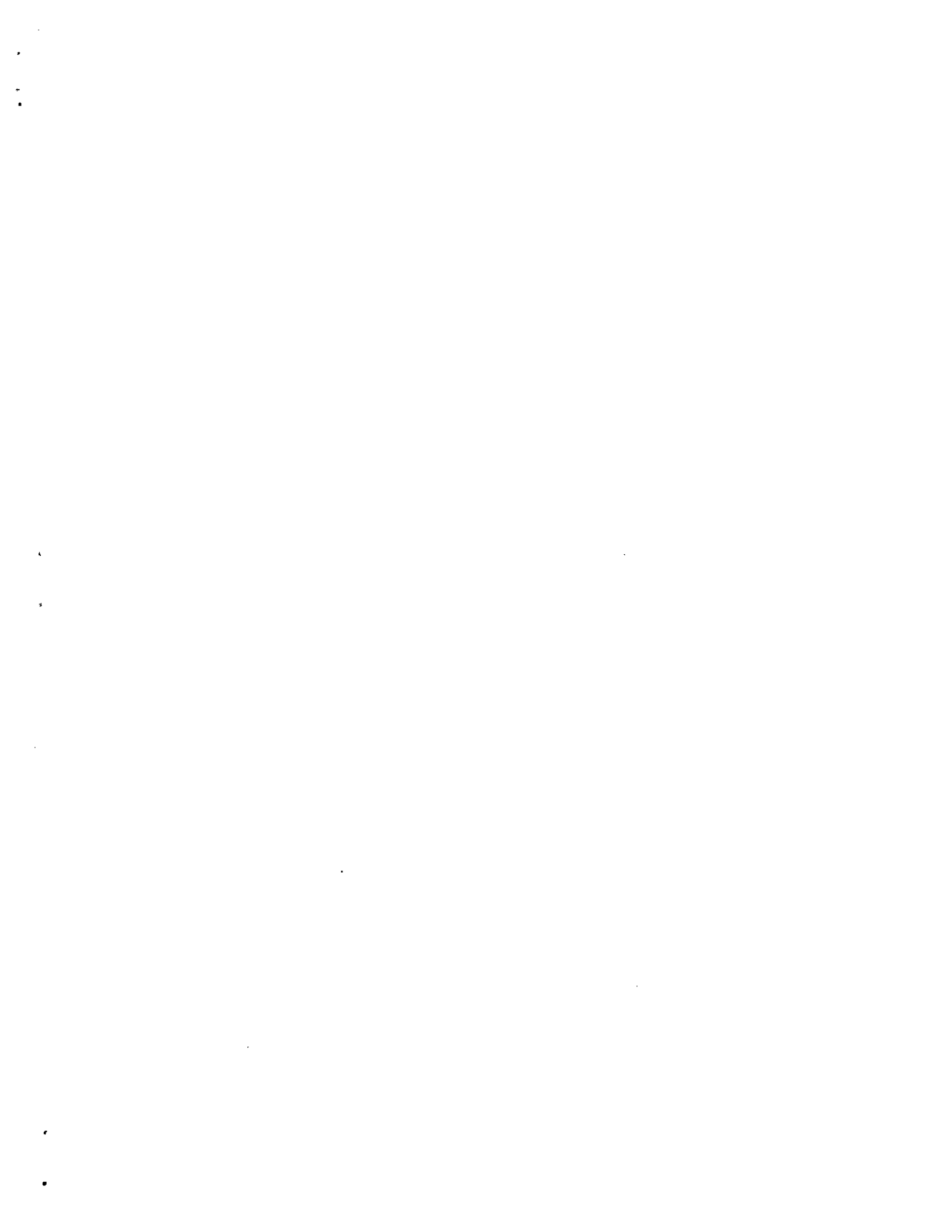
Effective July 1, 1987

<u>CATEGORY I</u>	<u>CATEGORY II</u>	<u>CATEGORY III</u>
<u>Assistant Custodians</u>	<u>Custodians/Firemen & Groundskeepers</u>	<u>Head Custodians</u>
<u>1987-1988</u>	<u>1987-1988</u>	<u>1987-1988</u>
0 - 7,160.	0 - 12,000.	0 - 15,300.
1 - 7,260.	1 - 12,500.	1 - 16,300.
2 - 7,360.	2 - 13,100.	2 - 17,300.
3 - 7,460.	3 - 13,700.	
4 - 7,560.	4 - 14,100.	
5 - 7,660.	5 - 14,500.	
6 - 7,760.	6 - 15,100.	

Custodian, Newton High School - The head custodian at the High School will receive \$800. In addition to the schedule fixed salary.

Night Foreman, Newton High School - The night foreman at the High School will receive \$500. In addition to the schedule fixed salary.

Custodians or Assistant Custodians employed on a full time basis who are appointed head custodian will be placed on the first step of the Head Custodians guide or receive an additional \$900, whichever amount is greater.



Oct 2 2 40 PM '95

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