

MEMORANDUM OF AGREEMENT BETWEEN  
THE TOWNSHIP OF UNION BOARD OF EDUCATION  
AND THE ASSOCIATION OF CUSTODIAL, MAINTENANCE  
AND TRANSPORTATION EMPLOYEES

WHEREAS, the Association of Custodial, Maintenance and Transportation Employees (hereinafter "ACMTE") and representatives of the Township of Union Board of Education (hereinafter "BOE") (collectively the "Parties") have met on numerous occasions over the past eighteen (12) months; and

WHEREAS, the Parties have tentatively agreed upon the following changes of the terms and conditions of employment to be contained in the Collective Bargaining Agreement; and

WHEREAS, the Collective Bargaining Agreement (hereinafter "CBA") shall be amended and modified as follows:

In all Articles change Superintendent of Schools or Assistant Superintendent of Schools to Chief School Administrator (CSA) or his/her designee.

TABLE OF CONTENTS: Will change in needed.

<u>Article I</u>	Purpose No Change
<u>Article II</u>	Recognition
2.01	Add: <i>Facilities coordinator to article to be excluded from unit.</i>
2.02	Add: <i>Superintendent removed from ACMTE contract replaced with chief school administrator or designee.</i>
<u>Article III</u>	Rights and Responsibilities
3.05	Remove employer and Add: <i>Board Secretary of or his/her designee will notify in writing the president of the ACMTE.</i>
3.07	Add: <i>The president of the ACMTE shall be advised in writing by the Board Secretary or designee. Ex: Policies, updates.</i>
3.07	Add: <i>A to CMTE</i>
<u>Article IV</u>	Grievance Procedure No Change
<u>Article V</u>	Seniority
5.06.1	Add: <i>Non-Unit employees are not eligible for ACMTE overtime assignments.</i>
<u>Article VI</u>	Hours of Work
6.02.4	Remove Article
6.06.1	Remove Article

Article VII

Wages/Evaluation

7.01 Shall be amended to read as follows:

Effective 7/1/15 – 2.5%  
Effective 7/1/16 – 2.5%  
Effective 7/1/17 – 2.5%  
Effective 7/1/18 – 2.5%

7.04 Add: *Journeyman electricians licensed & HVAC NJ State License*

7.09 Article 7.09 add */Lead Man* after Head Custodian.

Article VIII

Vacations and Holidays

8.07.1 Change to: The Board shall compensate employees for accumulated and unused vacation days at the rate of pay earned *for the purpose of retirement*. In case of death of the employee, the lump sum payment shall be made to the employee's estate.

Article IX

Absence from Duty

9.01.1 Add: *If an employee is hired after 7/1 in any year there issued sick days will be prorated. (1) sick day for (1) month of work until 6/30 if that year.*

9.07 Add: *nieces, nephews*

9.08.11 Add: *If an employee is hired after 7/1 in any year their issued personal days will be prorated. (1) Personal day for (2) months of work until 6/30 of that year.*

Article X

Fringe Benefits

10.02 Remove Article on *(1) Carhart jacket or hoodie. Change yearly shoe allowance of \$100.00 to a (4) year term/Bank with an allowance of \$400.00 per person. No substitution of work clothes.*

*Prorated based on the number of years approved in the new agreement.*

10.03 Add: *All sick days accumulated when an employee retires must be deposited into a 403(B). (Tax Sheltered Annuity plan for public school employees.)*

10.05.1 *Upon ratification, all new hires eligible for health benefits shall only be eligible for the Board' E.P.O. health benefits program, unless the new hire opts to pay the difference between the E.P.O. plan and the Board's existing plan.*

10.05.2 *Upon ratification, or as soon thereafter as is reasonably possible, the Doctor office co-pay shall be increased to \$20.00.*

Article XI Job Descriptions and Duties  
11.05.11 Messenger/Driver Add: *Salary shall be as per General Maintenance Guide.*

Article XII Management Rights  
Side Bar Agreements: Remove #1 and #2 from the July 1, 2012 to June 30, 2016 Agreement.

*New Side Bar Agreements:*

1. State of Emergency declared by Governor vacation day granted to compensate the district being closed.
2. Supervisor of Buildings and Grounds or their designee will provide each ACMTE employee with a Systems 3000 employee profile sheet & a new contract
3. Management has the right to implement an electronic timesheet system.

Exhibit A Insert Salary Ranges (Existing Employees)

Exhibit A1 Salary Ranges (New Employees)

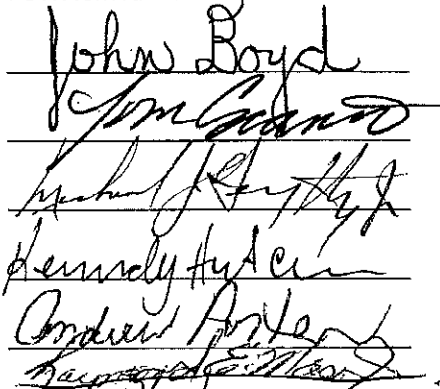
Exhibit B

1. Remove: *Hannah Caldwell Head Custodian stipend*
2. Skilled Maintenance stipends  
Add: *Confined Space License \$563.00*  
Add: *HVAC EPA License \$563.00*
3. *Asbestos O+M 4 members by year*  
*Rotated yearly by (1)/per job description (Carpenter, Electrician, Plumber, and Mechanic) and then seniority.*

WE, THE UNDERSIGNED, HAVING NEGOTIATED THE FOREGOING AGREEMENT, HEREBY RECOMMEND RATIFICATION OF SAME TO OUR RESPECTIVE CONSTITUENTS.

FOR ACMTE

FOR BOARD OF EDUCATION

  
DATED: 7/17

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
DATED: \_\_\_\_\_

EXHIBIT A

# INSERT EXHIBIT A & A1

Custodian base salary shall be increased by \$936 upon proof of obtaining Black Seal boiler operator's license.

\*When an employee moves to a higher job classification (i.e. Head Custodian) said employee shall be increased in compensation to the maximum starting salary (as set forth in Article 7.13 above) or if the present base salary is greater than the maximum starting salary of the new title, a salary increase of up to ten percent (10%) shall be added to the present base salary.

Exhibit A

**Buildings and Grounds  
Negotiations  
07/01/15-06/30/19**

"OLD" Employees  
Effective 07-01-17

JT	Cat	Job Title	Base Salary Max
501	Maintenance	General Maintenance	\$60,000
502	Maintenance	Skilled Maintenance	\$84,500
503	Maintenance	Elec/Plum St License	\$82,000
511	Maintenance	Custodian	\$72,000
513	Maintenance	Head Custodian	\$84,500
522	Maintenance	Bus Driver 12-month	\$60,000
Notes	Change in Job Title:		
	Salary increase is negotiable up to a 10% increase		
	not to exceed base salary maximum.		

Exhibit A-1

Buldings and Grounds  
 Negotiations  
 07/01/15-06/30/19

"New" Hires  
 Effective 07-01-17

JT	Cat	Job Title	Base Salary Min	Base Salary Max
501	Maintenance	General Maintenance	\$40,000	\$50,000
502	Maintenance	Skilled Maintenance	\$52,000	\$65,000
503	Maintenance	Etec/Plum St License	\$60,000	\$75,000
511	Maintenance	Custodian	\$37,000	\$50,000
513	Maintenance	Head Custodian	\$42,000	\$65,000
522	Maintenance	Bus Driver 12-month	\$50,000	\$55,000
Notes	Change in Job Title:			
	Salary increase is negotiable up to a 10% increase			
	not to exceed base salary maximum.			

EXHIBIT B

STIPENDS

**HEAD CUSTODIAN**

Hannah Caldwell **	\$ 563.00 REMOVE
Kawameeh Middle School	\$ 563.00
Burnet Middle School	\$ 731.00
Union High School – 1 <sup>st</sup> shift	\$1,485.00
Asbestos O+M	\$ 563.00 REMOVE

**ASSISTANT CUSTODIAN**

Night differential – 2 <sup>nd</sup> shift	\$1,446.00
Night differential – 3 <sup>rd</sup> shift	\$1,891.00
Asbestos O+M	\$ 563.00 REMOVE

**CUSTODIAN/FIREMAN**

Night differential – 2 <sup>nd</sup> shift	\$1,446.00
Night differential – 3 <sup>rd</sup> shift	\$1,891.00
Asbestos O+M	\$ 563.00 REMOVE

**LEAD MAN**

Hannah Caldwell – 2 <sup>nd</sup> shift	\$ 416.00
Kawameeh Middle School – 2 <sup>nd</sup> shift	\$ 416.00
Union High School – 2 <sup>nd</sup> shift	\$1,125.00
Union High School – 3 <sup>rd</sup> shift	\$ 759.00
Burnet Middle School – 2 <sup>nd</sup> shift	\$ 675.00
Asbestos O+M	\$ 563.00 REMOVE

**SKILLED MAINTENANCE/GENERAL MAINTENANCE**

Head Groundsman	\$ 675.00
Freon Purchaser License*	\$ 338.00
Pesticide Applicator License*	\$1,000.00
NJDMV Inspector License*	\$ 337.00
Asbestos O+M***	\$ 563.00
Confined Space License*	\$ 563.00 ADDED
HVAC EPA License*	\$ 563.00 ADDED
CDL License	\$ 563.00
Electrician/HVAC/Plumbers with Black Seal License	\$ 936.00

\*Must be directly related to assigned duties in particular trade

\*\*This stipend shall be removed from the Collective Bargaining Agreement when the employee presently holding the position resigns, retires or the position otherwise becomes vacant.

\*\*\*Asbestos O+M 4 member/year Rotated yearly: (1)/ job description (Carpenter, Electrician, Plumber, and Mechanic) and then Seniority.

Stipends are as assigned by the CSA and approved by the Board of Education in its sole discretion.