

ARTICLE XXXIII

DURATION

This Agreement shall be binding upon the parties as of July 1, 2015 and shall continue to remain in full force and effect until June 30, 2019.

**FOR LOCAL 68 I.U.O.E
INTERNATIONAL UNION
OF OPERATING ENGINEERS**

Salvatore Costanza
Salvatore Costanza
Local 68 Business Agent

Thomas P. Giblin
Thomas P. Giblin
Business Manager

Edward P. Boylan
Edward P. Boylan
President

Raymond Simione
Raymond Simione
Recording Secretary

Wayne Clark
Wayne Clark
Shop Steward

Sherry McGee
Sherry McGee
Shop Steward

Fletcher Stokley
Fletcher Stokley
Shop Steward

Chawn Hinton
Chawn Hinton
Shop Steward

Hakimah Tarver
Hahimak Tarver
Shop Steward

Date: December 5, 2016

**FOR THE STATE-OPERATED
SCHOOL DISTRICT
CITY OF NEWARK**

Christopher D. Cerf
Christopher D. Cerf
State District Superintendent

Laurette K. Asante, Esq.
Laurette K. Asante, Esq.
Exec. Dir. of Labor /
Employee Relations

Raymond Cassetta
Raymond Cassetta
Labor Consultant

Janelle Francois
Janelle Francois
Senior Manager, Labor Relations

Keith Barton
Keith Barton
Exec. Director of Operations

Date: December 9, 2016

OFFICERS

PRESIDENT
Edward P. Boylan

BUSINESS MANAGER
Thomas P. Giblin

**RECORDING – CORRESPONDING
SECRETARY**
Kevin P. Frey

BUSINESS REPRESENTATIVE
Salvatore Costanza

DISTRICT NEGOTIATING TEAM
Raymond A. Cassetta
Janelle Francios
Laurette K. Asante, Esq.
Keith Barton

LOCAL 68 NEGOTIATING TEAM
Salvatore Costanza
Sherry McGee
Hakimah Tarver
Chawn Hinton
Fletcher Stokley
Wayne Clark

ARTICLE XXXII

REOPENING PROVISION

The Newark Public Schools agree that this agreement may be reopened by the I.U.O.E. on or after December 1, 2018, for the purpose of negotiating over all matters concerning the employee salaries, fringe benefits, working conditions, and related matters which may affect the school budget for the successor agreement. Any agreement reached relative to the employee salaries, fringe benefits, working conditions, and related matters shall be reduced to writing and shall be signed by the Newark Public Schools and the I.U.O.E.

* The Parties acknowledge that during the period of July 1, 2013 through June 30, 2015 all wages and longevity amounts were frozen and no retro longevity was paid. Eligible employees received a one-time non-pensionable stipend in lieu of a wage, step, and/or longevity increase during this time period. See 2013-2015 MOA.

ARTICLE XXIX

SUPERVISION

The Newark Public Schools will make every effort to provide Senior Custodians and Custodians with the opportunity to exercise their supervisory function.

Bargaining unit members shall be held responsible for the shift to which they are assigned, and for all assignments/directives issued during said shift.

It shall be understood that the employees are expected to work cooperatively to ensure that all necessary duties and responsibilities are completed in that location satisfactorily.

Bargaining unit members shall be accountable to and given assignments by the Executive Director of Facilities or his/her designee from the Office of Facilities, the principal or vice principal, Executive Director of Facilities and Service Operations, and the State District Superintendent or his/her designee.

ARTICLE XXX

HARASSMENT

The Newark Public Schools agrees that there shall be no undue harassment of bargaining unit members in the assignment or direction to perform the duties and responsibilities of the position(s) covered by this agreement.

If the Newark Public Schools or any authorized agent of the Newark Public Schools has just cause or reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public.

ARTICLE XXXI

OUTSIDE CONTRACTOR

The Newark Public Schools and the union agree that if and when any outside contractor is utilized, and such services will have an impact on the duties, responsibilities and/or staffing of this bargaining unit, then the Newark Public Schools and union will meet to discuss the impact and make recommendations to the State District Superintendent prior to any action being taken.

The Newark Public Schools will conform to the rules and regulations of the Office of Boiler Pressure vessels in compliance with the State of New Jersey and the Department of Labor, regardless of the current outside monitoring service on the boilers, or any other future monitoring service which the Newark Public Schools may employ.

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Section 2 - Travel Allowances

Any member of the bargaining unit who is required to travel from his assigned station to another installation for carrying out his/her duties shall be compensated by the Newark Public Schools at the Office of Management and Budget (OMB) rate for his/her cost of travel unless he/she is transported by the Newark Public Schools.

Section 3 - Handbook

The Newark Public Schools and the union agree that within sixty (60) days of the signing of a successor agreement a committee will be formed to review and update as needed, the district Handbook for Custodians.

Upon completion of the review and revision a copy of the handbook will be distributed to each Custodian and Senior Custodian employed by the Newark Public Schools.

Section 4 - Availability of Contract

Within ninety (90) days after the signing of this Agreement by the parties, the Newark Public Schools shall post a fully executed copy of the Contract on its website. The Union shall download and print the Contract posted on the NPS website and supply every member, covered under this agreement with a copy of said Contract.

ARTICLE XXVIII

MATTERS NOT COVERED

Negotiations respecting changes in or addition to this contract involving matters related to employee wages, hours and conditions of employment considered, but not incorporated in this agreement in the negotiations preceding the adoption of agreement may be initiated at the written request of either party. The negotiating committee shall meet, unless otherwise mutually agreed upon, within seven (7) calendar days of the receipt of such request. The negotiations shall continue until all reasonable methods to reach agreement on the matter being negotiated have been exhausted.

2. Employees who receive an ineffective rating will not move a step or receive a salary adjustment. The employee will remain at their current salary/step.

3. Employees who receive two (2) consecutive partially effective ratings shall remain on their salary step and may not be moved a step or receive a salary adjustment.

4. This section shall not be grievable but is subject to the appeal process set forth in Article A. 4 and 5 above.

C. NPS agrees to continue its policy of treating personnel files confidential.

ARTICLE XXVI

SENIORITY

Section 1 – Seniority Defined

Seniority is defined as employment based on the length of continuous service with the district, within the unit, from the date of hire.

If a new employee is retained by the Newark Public Schools beyond the probationary period, his/her seniority shall be retroactive to his/her date of hire. Seniority shall prevail in all matters where a preference may be established as provided by the New Jersey Department of Personnel, rules and regulations.

Section 2 - Seniority List

In the event of any dispute involving seniority, a seniority list shall be made available to the union showing the date of hire or last date of rehire of employees in the bargaining unit.

ARTICLE XXVII

MISCELLANEOUS

Section 1

A Labor Management Committee consisting of representatives of the Newark Public Schools and the I.U.O.E. shall be set up for the purpose of reviewing issues of common interest. Such committee shall meet not less than two (2) times a year. The Labor Management meetings will be held on the first Monday of October and March, unless mutually agreed otherwise.

PREAMBLE

WHEREAS, The State-Operated School District of the City of Newark, in the County of Essex, New Jersey seeks to promote and maintain mutually harmonious relations between the State Operated School District and those of its employees who are represented by the International Union of Operating Engineers and who may be affected by the terms of this agreement; and

WHEREAS, the Legislature of the State of New Jersey has enacted into law the “New Jersey Employer-Employee Relations Act” (N.J.S.A. 34:13A-1 et. seq.); and

WHEREAS, the State-Operated School District is subject to the rule and regulations of the New Jersey Department of Personnel as set forth in Title 11A, N.J.S.A. 34:13A-1 et. seq.; and

WHEREAS, the parties hereto agreed to enter into an agreement which shall not be inconsistent with the aforesaid or the rules and regulations of the New Jersey Department of Personnel, or Title 18A, and the rules and regulations of the New Jersey State Board of Education and;

WHEREAS, the International Union of Operating Engineers, Local 68, 68A, 68B, represents a majority of the employees herein certified as an appropriate unit for the purpose of collective negotiations.

NOW, THEREFORE, THIS AGREEMENT is made and entered into effect as of the last day of July, Nineteen Hundred and Ninety-Five, by and between:

**THE STATE-OPERATED SCHOOL DISTRICT
OF IN THE COUNTY OF ESSEX
(Hereinafter referred to as the “Newark Public Schools”)**

and

**INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL 68, 68A, 68B
(Hereafter referred to as the “I.U.O.E.”)**

ARTICLE I

RECOGNITION

Section 1

The Newark Public Schools hereby recognizes the I.U.O.E. as the exclusive and sole representative for collective negotiations concerning salaries, hours, and other terms and conditions of employment for all employees of the Newark Public Schools employed under the classifications of Senior Custodian and Custodian.

Section 2

Unless otherwise indicated, the term “employee” when used in this agreement refers to all persons represented by the I.U.O.E. in the defined negotiating unit.

ARTICLE II

I.U.O.E. MEMBERSHIP

Section 1 – Continuance of Membership

- A. All present employees who are members of the I.U.O.E. on the date of execution of this agreement may remain members of the I.U.O.E.. All new permanent employees who are hired during the term of this agreement may become and remain members of the I.U.O.E. The Newark Public Schools or any of its staff shall in no way or form interfere with or discourages either the solicitation of membership by the I.U.O.E., or the maintenance of membership in the I.U.O.E. by any of its employees in this unit.
- B. Non-bargaining Unit Personnel: Only employees in this bargaining unit shall perform the work as described in the New Jersey Department of Personnel job specifications applicable to the members of this unit.

Section 2 – Dues Deductions

- A. The Newark Public Schools shall deduct and transmit monthly membership dues and other proper assessments from the earned wages or salaries of each employee. The total monthly amount so deducted shall be forwarded regularly to the officer of the I.U.O.E. duly authorized to receive such payment.
- B. In the event the dues and/or agency fees that have been deducted from the employees’ paychecks have not been received by the Union in full within forty-five (45) days from the end of the month during which the dues and/or fees were deducted the Union may by-pass the intermediate steps of the grievance procedure and file directly for arbitration.

ARTICLE XXV

EMPLOYEE PERFORMANCE EVALUATIONS

NPS and Local 68 are committed to an evaluation system that coaches, supports and holds employees accountable for progress.

- A. New Evaluation System
 - 1. Newark Public Schools will develop and implement a new evaluation system for members of this unit. The district will seek input from the union in the development of a new evaluation tool (framework). The district shall retain management prerogative over the development and establishment of the evaluation tool (framework) and system.
 - 2. Employees will receive an annual summative evaluation rating that designates them as (i) highly effective, (ii) effective, (iii) partially effective, or (iv) ineffective.
 - 3. Employees shall receive a mid-year evaluation and an annual evaluation. Employees who receive a partially effective or ineffective rating will be placed on a corrective action plan (CAP). The CAP will be developed in consultation with the employee and the building principal or his/her designee, and the Director of Facilities Operations or his/her designee. The employee and his or her supervisor shall meet to discuss the corrective action plan within 15 work days following receipt of the evaluation.
 - 4. Employees will have the opportunity to appeal his/her evaluation. The appeal must be submitted by the employee to the Talent Office within 20 calendar days of receiving the annual evaluation. The employee must submit a written rebuttal together with evidence supporting his/her appeal.
 - 5. Appeals shall be reviewed and considered by a panel which shall be comprised of members from the district’s Talent Office including Labor/Employee Relations Office, Employee Services, Facilities Office and/or Security Operations Office. The panel will convene as necessary to review appeals and will provide decisions on appeals by December 30th. Decisions on ratings or appeals shall not be grievable.
- B. Performance Pay: There shall be movement on steps and increase in salary only by effective performance (unless the district has not evaluated the employee during the year immediately preceding the step or pay increase):
 - 1. Only employees who receive a highly effective, effective or partially effective rating will be entitled to move up one step on the salary guide and receive an adjustment on the salary guide (unless as described in number three below).

other administrative officer on a matter involving discipline, may be accompanied by a representative of the I.U.O.E. at the employee's request. An employee has no right to a Union representative at a meeting if the meeting is merely for the purpose of conveying work instructions, training, communicating needed corrections in the employee's work techniques, or if the employee is assured by the employer prior to the meeting that no discipline can result from the meeting.

If, during the course of a discussion between an employee and a representative of the employer, a matter should arise which would lead to a question of discipline, suspension, or discharge, the employee may, at that time, request a representative.

Any employee in the unit who has been called in for purposes of any disciplinary action shall be notified reasonably in advance as to the reason for his being so summoned and shall be afforded a hearing regarding said disciplinary action. At any hearing which may ensue with regard to this matter, he/she may be accompanied by a representative of the I.U.O.E. who shall be permitted to represent him/her at any such hearing.

ARTICLE XXIV

TRANSFERS

Section 1 - Transfers or Assignments

- A. Employees of this Unit who wish to make application for transfer or assignment to any existing vacancies, shall submit such application in writing between May 1 and June 30 each year to the appropriate Newark Public Schools office, and such application shall include in the order of preference; the school or location wherein the employee wishes to be transferred.
- B. Any selection to fill an existing vacancy by those employees requesting transfer shall be based on permanency, consideration of seniority, qualification, personal preference, and shall not be incompatible with the welfare of the children and the community.
- C. Except in emergencies or when special circumstances prevail employees shall be given ten (10) working days' notice of involuntary transfers.

Section 2 - Transfers - Involuntary

No involuntary transfer shall be made for reasons of personal bias, vindictiveness in I.U.O.E. activities. When requested, the Division of Human Resource Services shall furnish to the employee who has been transferred an explanation in writing for the transfer. All cumulative benefits will be transferred with the employee.

Section 3 – Agency Shop

- A. The Newark Public Schools and the Union agree that effective July 1, 1980 the Newark Public Schools shall deduct the sum of eighty-five percent (85%) of the rate of the Local 68 union dues from each and every non-union member of the bargaining unit represented by Local 68 and shall remit this agency shop fee to Local 68 on a monthly basis.
- B. The Newark Public Schools agrees to deduct and transmit the agency shop fee of 85% from those employees in the title of Per Diem Custodian.
- C. If an employee outside of this bargaining unit works in a title covered by this agreement, that employee shall be required to pay a representation fee to I.U.O.E., Local 68.

The employee shall be deducted the amount of \$20.00 per month for a minimum of one (1) actual days' work in the higher title during that month.

This representation fee deducted for any one (1) month therein shall not exceed the current agency shop fee paid by bargaining unit members.

Employees paying representation fees shall be entitled to proportionate representation by Local 68 as necessary.

It shall be understood and agreed by the Union that the present system of monthly dues/agency shop deduction shall not be changed in any way as a result of this agreement.

- D. The district shall deduct Agency Shop fees thirty days after the Employees' hire date.

Section 4 – Non-Discrimination

The parties shall not discriminate against any employee or applicant for employment, or membership in the I.U.O.E., or representation by the I.U.O.E., because of race, color, creed, religion, national origin, ancestry, sex, marital status, social or economic status, physical handicap or sexual orientation. No employee shall be discriminated against or interfered with because of proper I.U.O.E. activities or non-membership in the I.U.O.E.

Whenever the term "her" or "his" is used in this agreement, it is intended to apply to either gender, and is used for convenience.

Section 5 – Initiation Fees

The Newark Public Schools agrees to deduct initiation fees from new employees covered by this agreement.

The Union shall provide written notice to the Newark Public Schools, along with signed authorization from the employee no later than thirty (30) days after the employee is hired.

Deduction of initiation fee shall begin with the second pay period of the month after the notice described above is received.

The initiation fee shall be deducted in four (4) equal installments, one installment each in four (4) pay periods, and shall be remitted to the union by established dues deduction procedures.

The Union agrees that it shall be the employees' responsibility to complete payment of initiation fees, or any part thereof directly to the union, if he/she does not receive a pay check due to circumstances beyond the Newark Public Schools control.

ARTICLE III

BULLETIN BOARDS

Subject to prior approval of the State District Superintendent or designee, which approval shall not be unreasonably withheld, the Newark Public Schools shall permit the I.U.O.E. appropriate use of bulletin boards customarily used to post notices to members of the unit, for the purpose of posting notices dealing with proper and legitimate I.U.O.E. business and activities and other appropriate notices with respect to the welfare of employees in this unit. The I.U.O.E. agrees that at no time will such space be used for posting any materials which are unethical, unprofessional, or violation of law.

ARTICLE IV

GRIEVANCE PROCEDURES

Section 1 – General Procedures

Definition:

A grievance is defined as a complaint or dispute by an employee in the unit with the Newark Public Schools or any agent of the Newark Public School with administrative or supervisory authority over members of the unit, which dispute or complaint is to the effect that the employee has been treated unfairly, inequitably, or improperly in terms of the application and interpretation of this agreement.

Step 1

In the event that any grievance should arise between an employee and his immediate supervisor or supervisors, the individual involved shall present the grievance informally to the supervisor most immediately involved and every effort shall be made to resolve the grievance informally.

This provision shall not apply if:

1. The injury has been declared non-compensable by the Newark Public Schools Workers Compensation Administrator.
 2. An employee has been released to return to work and does not return to work.
- B. Any amount of salary or wages paid or payable to the employee as a result of this provision shall be reduced by the amount of any workers compensation award made for temporary disability.
- C. Alternate Duty
- Employees will abide by the alternate duty rules and regulations established by the Newark Public Schools.

Section 2 - Civil and Criminal Action

The Newark Public Schools recognizes that the employees in this unit are covered by the indemnity provisions of Title 18A:16-6 and 18A:16-6-1 or as such provisions are amended by the Legislature in terms or indemnity against civil action and certain criminal action.

ARTICLE XXIII

SUSPENSIONS AND DISCIPLINARY ACTION

All disciplinary action shall be progressive and based on the principles of just cause. The steps in the disciplinary process shall be:

1. Verbal Warning
2. Written reprimand is given, and a copy of such reprimand must be given simultaneously to the Union office.
3. Suspension without pay or fine.
4. Discharge.

The above may be bypassed depending on the nature of the act, including but not limited to, arrest, indictment of a criminal offense, conviction of any criminal act or offense, conduct unbecoming a public employee, AWOL (as defined per N.J.A.C. 4A:3-6.2(b), disorderly or conduct; disqualification from employment per the NJDOE Criminal History Review Unit.

If the Newark Public Schools or an authorized agent of the Newark Public Schools has just cause or reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees, or the public. A member of the unit who receives a verbal or written administrative order to report to the Division of Human Resource Services, a supervisor or

Section 6

Individual employees may request course reimbursement for courses offered by Local 68. The employee's enrollment in the course must be approved in advance by both the Building Manager and the Executive Director or his/her designee. The NPS may also designate employees to attend courses during their work day. Reimbursement will be made after the presentation of evidence of successful completion of the course. Total available funds shall be \$17,000 per year.

ARTICLE XXI

SCHOOL BUILDING ASSIGNMENTS

1. In instances where the Newark Public Schools deems it necessary that an employee in a particular school building or location where activities are conducted after school hours, in making such assignments preference shall be given to employees who are assigned full-time in the said school building or location. In the event that employees in the building or location do not wish to avail themselves of the opportunity for the additional work after school hours, then and in that event selection shall be made by the Executive Director in charge of Facilities and Services Operation or his/her designee based on consideration of qualifications, seniority, personal preference of the applicant, integration of staff and the welfare of the children and the community.
2. In schools where there are athletic activities taking place, a member of Local 68, will be required to be on duty on said day, for the full time required, and will perform necessary work required.
3. The Newark Public Schools and the Union agree that when outside organizations request use of Newark Public Schools facilities by permit, Newark Public Schools administrative staff shall consult with the designated building custodian and the principal to determine how many additional custodial workers will be needed to maintain the building in proper condition.

ARTICLE XXII

WORKER'S COMPENSATION AND INDEMNITY

Section 1 - Job Injury Compensation

Whenever any employee in this unit entitled to sick leave is absent as a result of personal injury caused by an accident arising out of and in the course of his/her employment the Newark Public Schools shall:

- A. Pay such employee the full salary or wages for the period of absence for up to one (1) calendar year without having such absence charged to annual sick leave, accumulated sick leave or vacation time.

Step 2

If no satisfactory resolution of the informal presentation of the grievance is reached within five (5) working days, the employee may reduce the grievance to writing and shall submit the grievance in formal written form to the aforementioned supervisor who shall respond in writing to the written grievance and who shall forward copies of his response to the I.U.O.E. and the State District Superintendent or designee.

Step 3

If no satisfactory resolution of a Step 2 grievance is reached within ten (10) working days the grievant or the I.U.O.E. may appeal the decision to the State District Superintendent. The State District Superintendent will designate a Hearing Officer within ten (10) working days. A conference will be conducted within ten (10) days with the grievant to review the grievance.

The designated Hearing Officer shall make a written report and recommendations to the State District Superintendent, within ten (10) working days of the conference.

The State District Superintendent shall review the report and recommendation and make a determination on the grievance and a copy of this determination shall be forwarded to the union. If the answer is not satisfactory to the grievant, the union may ask for an informal meeting with the State District Superintendent to try to arrive at a solution between the parties.

Step 4

A. In the event a grievance shall not have been settled as a result of the above procedures, the grievant may have the grievance submitted to binding arbitration by giving notice within ten (10) working days after the Step 3 decision has been given to the grievant. A written request for arbitration shall be sent to the Newark Public Schools, Labor and Employee Relations Unit requesting such arbitration to be conducted as described below.

- B.
 1. The arbitration award shall be final and all parties shall abide by the same, and it shall be enforceable under the laws of the State of New Jersey.
 2. The arbitration shall be conducted by a single arbitrator, who shall be chosen by mutual agreement of the parties except that any individual so chosen shall be a bona fide resident of New Jersey.

The arbitrator shall sit for the duration for of the agreement, and he/she shall arrange for dates, meeting places, and the agenda for all arbitration proceedings.

The costs and expenses of the arbitrator shall be shared equally by the Newark Public Schools and the I.U.O.E.

The services of the arbitrator may be discontinued by either the Newark Public Schools or the I.U.O.E., except that such termination shall not affect any grievance upon which a hearing has commenced.

- C. The arbitrator shall be empowered to hear and determine only grievances within the scope of the definition of grievance contained in this Article. In the performance of his/her duties he/she shall be bound by and comply with the provisions of this agreement. He/she shall have no power to add to, delete from, or modify in anyway the provisions of this agreement. The award shall be in writing and shall set forth his/her opinions and conclusions on the issues submitted.
- D. The arbitrator shall be without power or authority to make any decision contrary to or inconsistent with or modifying or varying in any way the terms of this agreement, or applicable law, or rules and regulations having the force or effect of law. His/her decisions shall not usurp the functions or powers of the Newark Public Schools as provided by law.

Section 2 – General Provisions

- A. Nothing contained herein shall prevent any member in this unit from presenting his/her own grievance and representing himself/herself, providing notification of all meetings, steps and written responses are given to the I.U.O.E. and the union is given the opportunity to be present at any or all steps of the grievance procedure.
- B. The steps provided for may be waived by mutual agreement of the parties and the time limits changed by similar mutual agreement.
- C. If the Newark Public Schools fails to meet and/or answer any grievance within the time limits as provided in this article, such grievance may be processed to the next step. If the I.U.O.E. or the aggrieved fails to initiate or advance any grievant within the time limits set forth in this article, the grievance shall be considered resolved.
- D. Any and all provisions of the agreement pertaining to grievances and arbitration shall be subject to New Jersey Department of Personnel rules and regulations, and the grievance procedures established herein shall not apply to any matter which is cognizable under New Jersey Department of Personnel statutes, or New Jersey Department of Personnel Rules and Regulations.
- E. Since it is possible, by virtue of the categories of employees represented by the I.U.O.E., that one member of the unit might present a grievance, in complaint against or dispute with another member of the unit, the I.U.O.E. shall in such case, represent only the grievant.

Section 4

When an employee is promoted from another union into Local 68, said employee shall be placed on the nearest step on the new salary guide with an increase of no less than one thousand dollars (\$1,000).

ARTICLE XX

TRAINING

Section 1

Upon the request of ten (10) or more members of the bargaining unit, the Newark Public Schools will establish in-service training opportunities for competing for any positions without cost to any employee. However, the conducting of such in-service training shall not be deemed a basis for the delaying of the carrying out of any steps required by the New Jersey Department of Personnel in filling any vacancy or for giving any examinations that may be required. Simultaneous with the request of the New Jersey Department of Personnel to arrange for an examination for a vacancy, a copy of such request shall be forwarded to the I.U.O.E. The training may be provided by Local 68 at a mutually agreeable cost.

Section 2

The Newark Public Schools agrees to set aside \$8,000 per fiscal year.

Such training programs shall be implemented in accordance with the Newark Public Schools - Union Memorandum of Understanding.

Section 3

Any evidence to the effect that the qualifications have been so prepared as to seek to deliberately eliminate from competition presently employed members of the unit shall be the basis of a grievance by the I.U.O.E.

Section 4

A committee of shop stewards shall meet at least once per year with representatives of the Staff Development Department to review applications and select candidates for training.

Section 5

The NPS may request a course(s) for training employees. The NPS will select the employees who will attend. The courses will be taught at the NPS' facilities whenever possible. The courses must be requested in sufficient time for Local 68 to prepare for the course. The NPS and Local 68 will determine the cost of each course prior to the commencement of the course.

All Senior Custodians and Custodians permanent positions that be come open shall be posted online and a copy sent to the union.

The opening shall remain posted for ten (10) working days. All permanent Senior Custodians and Custodians shall be eligible to bid for the open position. If no bargaining unit employees bid on the open position, then the Senior Custodian and Custodian transfer lists shall have first priority when filling all open positions. After offering the open positions to employees on the transfer list the Newark Public Schools will then fill remaining open positions from the New Jersey Department of Personnel list.

3. In posting such notices, complete and full information with respect to qualifications, job performance, job specifications, and salary shall be included.
4. All employees in the unit shall have full and equal opportunity to compete for any such position based on their being able to meet the required qualifications and eligibility.
5. Bargaining unit members shall be allowed to make application for any position which may become available provided the application requirements can be met by the employee.

The post and bid procedure including the interview process, shall take no longer than four (4) months from the time the job is posted to the time of notification to the selected employee.

Section 2

All vacancies shall be filled on the basis of New Jersey Department of Personnel rules and regulations and consideration of qualifications, job performance, permanency, seniority, personal preference of applicant, integration of staff, the welfare of the children and the community and the needs of the Office of Facilities.

Section 3

Any custodian temporarily assigned to work in a classification, which is higher than the job classification in which they are presently employed, shall be paid on the appropriate salary scale. (e.g. If you are an employee with your regular base salary on Tier I and are asked to work in a higher title, you will be paid the salary differential at the Tier I salary. If your regular base salary is on Tier II, you will be paid the salary differential on Tier II.)

Effective July 1, 2008, qualification for this pay shall be based on filling the absence for five (5) consecutive work days. The higher rate of pay shall be retroactive to the first work day.

- F. A grievance must be filed at Step 1 within sixty (60) calendar days from the date on which the act which is the subject of the grievance occurred, or sixty (60) calendar days from the date the employee should reasonably have known of its occurrence.

ARTICLE V

MANAGEMENT RIGHTS

Section 1

The Newark Public Schools retains the exclusive right to direct the work of the members of this unit, except as such right is affected or modified by the terms of this Agreement. This right shall include, but not be limited to the right to direct, hire, promote, assign, inspect, suspend, demote and discharge or take other disciplinary action with reference to its employees as provided by law and the rules and regulations of the Newark Public Schools and the New Jersey Department of Personnel.

Section 2

The Newark Public School's right to make reasonable rules and regulations governing the work of the employees of the unit shall not be limited, except that any such rules and regulations shall be deemed to be modified to the extent necessary to be consistent with any applicable provision of this agreement.

Section 3

Prior to the implementation of any rules and regulations affecting any changes in hours, wages, or working conditions of employees in this unit by the Newark Public Schools or any of its authorized administrators, the I.U.O.E. shall be so notified by certified mail, no less than 48 hours prior to such implementation.

ARTICLE VI

I.U.O.E. BUSINESS LEAVE

Section 1

Senior Custodians and Custodians who are members of the I.U.O.E. negotiating committee, not to exceed two (2) in number per category shall be granted time off from duty at full pay for all meetings between the Newark Public Schools and the I.U.O.E., for purposes of negotiating the terms of an agreement, when such meetings take place during the regular working hours of said employees.

Section 2

If the I.U.O.E. duly authorizes a member from the appropriate category to represent it during a formal hearing of grievances, and if such hearings of grievances should take place during the regular working hours of said representative, that representative shall be excused from duty, without loss of pay, for such time as may be necessary to hear the grievance.

Section 3

The Newark Public Schools agrees to provide leave of absence with pay for delegates of the union to attend I.U.O.E. activities. A total of five (5) such days of leave shall be made available each year to the unit. The provisions in this section shall in no way restrict the I.U.O.E. from requesting additional such days or the Newark Public Schools from so granting them.

Such leave is to be used exclusively for participation in any I.U.O.E. conventions, conferences, regularly scheduled meetings, conventions of labor organizations with which the I.U.O.E. is affiliated, or for training programs for stewards and union officers and for which appropriate approval by the Newark Public Schools is required.

Written notice from the I.U.O.E., of the authorization of an individual to utilize such leave time shall be given to the Newark Public Schools by way of the office of the State District Superintendent at least one (1) calendar week in advance of the date or dates of such meetings as specified above.

Leave as provided in the first paragraph of this section will be granted to individuals as authorized by the proper officer of the I.U.O.E. In addition, the Newark Public Schools agrees to provide leave of absence without pay, for no more than three (3) members of the unit to serve as delegates of the I.U.O.E. to attend union activities, as specified above.

ARTICLE VII

UNION RIGHTS

Section 1 – Union Rights

The I.U.O.E. shall have access, through the appropriate supervisor, to pertinent documentation relating to any grievance involving a member of its unit and shall have the right to interview the aggrieved employee, supervisors and witnesses during working hours.

Section 2 – Visitation Rights

An authorized representative of the I.U.O.E. shall have access during working hours to all facilities, buildings, grounds, and other places which employees covered by this agreement work, for the purpose of adjusting grievances, negotiating the settlement of disputes, investigating working conditions and

D. **Attendance Improvement Plan**

Absence for approved FLA or FMLA leaves will not be included in the Attendance Improvement Program.

ARTICLE XVII

NO STRIKE OR LOCK-OUT POLICY

The I.U.O.E. and the members of the unit agree that during the period of this agreement there shall be no strikes, work stoppages, or other concerted refusal to perform work by the employees covered by this agreement, nor any threats thereof.

The Newark Public Schools agrees that at no time will it institute a lockout of employees in this unit.

ARTICLE XVIII

CONFORMITY TO LAW AND SAVINGS CLAUSE

If any provision of this agreement is or shall at any time be determined to be contrary to law by a court of competent jurisdiction, then such provision shall be invalidated and not performed or enforced.

In the event any provision of this agreement is or shall at any time be found to be contrary to law by a court of competent jurisdiction, only such provision shall be invalidated and all other provisions shall continue to remain in effect.

ARTICLE XIX

PROMOTIONS AND NEW POSITIONS

Section 1

In the event that any new positions in the field covered by the employees of this unit are opened up, whether promotional or otherwise, the following steps shall be taken to afford those employed the opportunity for competing for such positions.

1. Two (2) days prior to posting opening dates, copies of said posting shall be forwarded to the union or designated representative.
2. Job Posting and Transfers:

Section 7 – Sick Leave Buy Back

- A. Employees who retire on or after August 1, 2002, shall be paid one hundred and thirty dollars (\$130.00) per day for accumulated sick and personal leave days up to a maximum of ninety (90) days.

For accumulated sick and personal leave days between ninety-one (91) and one hundred and fifty (150), the employee will be paid one (1) day pay for each four (4) days accumulated at the rate of sixty-five dollars (\$65.00) per day.

For accumulated sick and personal leave days in excess of one hundred and fifty-one (151) days, the employee will be paid one (1) day pay for each four (4) days accumulated at the rate of fifty dollars (\$50.00) per day.

- B. Employees who intend to retire shall receive payment for accumulated sick and personal day within three (3) weeks of the date that the employee receives his/her last pay check provided the employee gives a minimum of sixty (60) days’ notice of his/her intention to retire.

Employees who give less than sixty (60) days’ notice of their intention to retire shall receive payment for their accumulated sick and personal days within sixty (60) days of their retirement.

- C. Supplemental compensation at retirement shall be in accordance with the law and requirements of P.L. 2010, Chapter 3.

Section 8—Family Leave Act & Family and Medical Leave Act

- A, Employees taking leave pursuant to either the New Jersey Family Leave Act (FLA) or the Federal Family and Medical Leave Act (FMLA) will be required to fulfill all the requirements of the Act selected, including when appropriate, the inclusion of sick leave, personal leave, vacation days, etc., in the leave.

- B. Permitted Purposes For Leave

FLA—Serious health condition of spouse, child, parent, including parent-in-law, or the birth or placement for adoption of a child.

FLMA—Serious health condition of spouse, child or parent, or the employee’s own serious health condition, or the birth or placement for adoption or foster care of a child.

- C, Seniority

Time spent on unpaid Family Leave pursuant to this Section will be considered as time worked for purposes of determining seniority.

generally for the purpose of carrying into effect the provisions and aims of this agreement. There shall be one (1) steward assigned to each area as mutually agreed upon by the I.U.O.E. and the Executive Director of Facilities. Stewards shall adjust and investigate only complaints arising in their respective area and with the approval of the appropriate supervisor.

ARTICLE VIII
PROBATIONARY PERIOD

Section 1

The procedures of the New Jersey Department of Personnel shall apply to all employees who are not permanent employees of the Newark Public Schools.

Section 2

During any period prior to an employee becoming permanent, the Newark Public Schools may discharge such an employee for any reason provided by law. Any employee so discharged shall not have recourse to the grievance procedures set forth in this agreement.

Section 3

Any employee assigned or promoted to a higher, promotional position shall be deemed to be on trial in such position and his status in that position shall be subject to the applicable provisions under the rules and regulations of the Newark Public Schools and the New Jersey Department of Personnel.

In the event that during the probationary period of such new assignment, it is determined to remove the employee from such new assignment, the employee shall be returned to his former status with no prejudice or loss of accrued rights.

Section 4

The Newark Public Schools shall have no obligation to reemploy any non-permanent employee who may be dismissed during his/her trial or probationary period.

ARTICLE IX
WORK WEEK - WORK DAY - OVERTIME

Section 1 - Work Week

- A. Except for such days as are designated as holidays within the calendar adopted by the Newark Public Schools and applicable to all classes of custodians and except for such additional holidays as may be granted from time to time to said categories of employees, their regular work

week will consist of five (5) days beginning on Monday and ending on Friday.

- B. Effective July 1, 1998, the Newark Public Schools shall have the right to establish Tuesday through Saturday work schedules for custodians and/or senior custodians.
1. The Tuesday through Saturday work schedule will be staffed by volunteers and/or employees who are hired on or after July 1, 2008.
 2. Custodians on the Tuesday through Saturday shift shall be assigned to the Office of Facilities for assignment to a school or schools on a daily basis.
 3. The work hours for the Tuesday through Saturday shift shall consist of the afternoon shift on Tuesday through Friday and the day shift on Saturday. The Saturday schedule may be either 7:00 a.m. to 3:00 p.m. or 8:00 a.m. to 4:00 p.m. The employees shall have the option, (collectively) on an annual basis, to select 7:00 a.m. or 8:00 a.m. starting time.
 4. Custodians on a Tuesday through Saturday schedule shall be paid a five percent (5%) schedule differential for all paid hours except the summer hours when employee elects Monday through Friday day shift.
 5. Custodians on the Tuesday through Saturday schedule shall have the same opportunity to work the Monday through Friday day shift that is afforded to all other custodians in July and August.
 6. Employees on the Tuesday through Saturday schedule shall be utilized for special projects and emergencies.
 7. This schedule shall be limited to a maximum of three (3) employees.
 8. Overtime on Sunday and Monday when scheduled to work Tuesday through Saturday.
- C. Any work performed on the employee's scheduled days off or designated holidays shall be remunerated at the rate of time and one half. The closing of a school for reasons of emergency or weather shall not be considered a designated holiday.

Section 2 - Work Day

The starting and ending times for the work shifts shall be as stated below.

In the case of any other relative residing in the employee's household, the Newark Public Schools will require proof of residency. Employees absent as a result of a death in the immediate family shall submit verification of relationship. Verification shall include but not be limited to affidavit, newspaper obituary or funeral program or any other verification the Newark Public Schools deems necessary.

- B. Absences on account of court subpoena or jury duty. Time required as a juror shall be considered a full working day.
- The Newark Public Schools shall not grant leave with pay for any court matter of a personal nature. The employee shall be required to abide by circular #305. Leave with pay will be granted for workers compensation appearances upon presentation of proper written documentation to the Division of Human Resource Services, Labor & Employee Relations Unit.
- C. Absence as required by State/Federal law when called to active military duty. Copies of such subpoena, jury duty notice, or order for active reserve duty and certification as to the period of absence for such causes shall be presented to the Newark Public Schools for verification on request.

Section 5 - Maternity Leave

Upon certification by a competent physician and application by an employee, a leave for maternity shall be granted by the Newark Public Schools for a period of no more than one (1) year.

An employee on maternity leave shall be reinstated at any time during the period of such leave upon request of the employee. Leave shall be extended for a period of one (1) year by the Newark Public Schools for care of child, if requested by the employee.

An employee returning from a maternity leave of absence will be reinstated and retain seniority held at the time the leave became effective. Salary placement shall be at the same step as when the leave became effective, except that when the employee has completed ninety (90) days or more of a school year. Seniority rights shall be maintained during the period of such leave.

Section 6 - Check Pickup

Personnel who are absent from school on payday for any reason other than sick leave may pick up their check from the school, providing that they notify the school in advance that they intend to pick up the check on payday. Personnel who are on extended sick leave may prearrange to have the check picked up or mailed to the home. Extended sick leave shall be defined as an absence of two (2) days or more.

ARTICLE XVI

ABSENCES AND LEAVES

Section 1 - Non-Occupational Sick Leave

All employees permanently employed, shall be entitled to fifteen (15) days of sick leave at full pay during each calendar year. Unused sick leave may be accumulated without limit. The Newark Public Schools may require proof of such illness by way of medical certificate or any other means the Newark Public Schools wishes to use. The rules and regulations of the New Jersey Department of Personnel shall also apply to such leaves, where such rules and regulations are applicable.

Section 2 - Personal Days

All employees permanently employed shall be entitled to four (4) days with pay of personal leave per calendar year. Such leave must be requested two (2) working days in advance. Effective July 1, 1998, unused personal days may be accumulated for conversion to severance pay at retirement.

Section 3 - Additional Leave With Pay

Sick Day Program

The Newark Public Schools and the union agree to establish a Sick Day Program whereby unit employees will be able to donate sick days to other unit employees in cases of serious illness.

The Newark Public Schools and the union agree that all provisions of the Sick Day Program shall be excluded from the contractual procedure up to and including binding arbitration.

The Newark Public Schools and the union agree to abide by the established procedure for the Sick Day Program.

Section 4 - Other Absences

All employees of this unit shall receive full pay for absences resulting from the causes listed below and for the amount of times stated.

A. Death in immediate family or household.

Five (5) consecutive working days immediately following the death. Death in the immediate family is defined as follows: spouse, children, grandchildren, mother (stepmother, foster mother, guardian, mother-in-law); father, father-in-law, sister, brother, grandmother, grandfather or any other relative residing in the household.

- A. Day Shift In Multiple Shift Building—6:30 a.m. to 3:00 p.m. inclusive of a one (1) hour duty-free lunch and with the exception of an emergency any employee who is requested to perform services during the lunch period shall be afforded duty-free time to complete said lunch period during the respective work shift.
- B. Day Shift In Single Shift Buildings--7:00 a.m. to 3:30 p.m. inclusive of a one (1) hour duty-free lunch and with the exception of an emergency, any employee who is requested to perform services during the lunch period shall be afforded duty free time to complete said lunch period during the respective work shift.
- C. Afternoon Shift—2:30 p.m. to 11:00 p.m. inclusive of a one (1) hour duty-free lunch with the exception of an emergency any employee who is requested to perform services during the lunch period shall be afforded duty-free time to complete said lunch period during the respective work shift.
- D. Night Shift—10:30 p.m. to 7:00 a.m. inclusive of one (1) hour duty-free lunch and with the exception of an emergency any employee who is requested to perform services during the lunch period shall be afforded duty-free time to complete said lunch period during the respective work shift.

Section 3 - Overtime

All employees who are assigned and approved to work in excess of forty (40) hours worked per week shall be paid at the rate of time and one-half for hours worked beyond forty (40) hours based on their current rate of pay. Personal days, holidays, and vacation days shall count as time worked for purposes of calculating overtime. Sick days shall not count as time worked.

Worked performed for snow removal, emergency call-ins, and boiler checks on days when the Central Administration Office is open or when there is a delayed opening shall be paid at straight time until the employee has reached forty (40) hours of work.

Any employee who is absent due to AWOL, exhausted sick time, or suspension shall be ineligible for overtime for two (2) future pay periods within the next six (6) pay periods following the offending absence.

All such overtime shall be calculated on the basis of time and one-half; that is the regular hourly rate of pay multiplied by one and one-half (1 1/2).

- 1. For the purpose of calculating such overtime, time reports shall show the amount of time worked to the nearest quarter of an hour.
- 2. a. It shall be the responsibility of the Senior Custodian/Custodian at each location to submit accurate and legible overtime information to the time keeper

at the appropriate location in accordance with established payroll procedures and schedules.

- b. The appropriate location head shall ensure that the completed overtime report is submitted to the Office of Facilities, not later than the day or date established by that office.
- c. All overtime hours worked during the pay period shall be paid to the bargaining unit members no later than thirty (30) days after the work is performed.

At no time shall the Newark Public Schools be obligated to render overtime payment on any day that is not a scheduled pay date.

- 3. The hourly rate of pay shall be determined as follows: the annual rate of pay of the employee shall be divided by 52 and the weekly rate so obtained shall be divided by five (5) to obtain a daily rate and the daily rate shall be divided by the number of regular daily work hours which prevail at the time of the ratification of this agreement and that amount so calculated shall be the employee hourly rate.
- 4. In the case of the Senior Custodians and Custodians, if the daily work period should begin on Friday night and overlap into Saturday morning, such work period should be considered as part of the regular work week up to the eight (8) hours of work and not subject to the overtime pay requirement for Saturday.
 - a. Any employee absent for any reason shall not be eligible to work overtime on that/those days.

Section 4 - Boiler/Building Check

1. Boiler/Building Check

The Executive Director of Facilities, or his/her designee, may require a custodian/senior custodian to inspect a building or group of buildings on days when the school(s) are not occupied during the heating season to check the operation of the heating system. The employee may be required to remain on duty for said hours. The employee shall record his/her arrival and departure from the building in a manner as designated by management.

2. Emergency Call-In

If a member of the bargaining unit is required to report to his/her assigned location as a result of a break-in or other emergency at that

Hired before June 30, 2008

Position Code: 311 Senior Custodian
310 Custodian (TPAF)
312 Custodian
317 Senior Custodian Night
309 Custodian Night

Hired after July 1, 2008

461 Senior Custodian
460 Custodian
462 Night Custodian
463 Night Sr. Custodian

Section D

The per diem rate shall be \$22.20

Section E

The Newark Public Schools and the Union agree to a one (1) week hold back of pay for all current and new employees, provided that all other unions agree to the same.

The Union shall have the right to participate in meetings or the committee established to work out the specific procedure for implementation.

The specific procedure shall be implemented after consensus of the majority of the committee.

ARTICLE XV

LICENSE

Section 1

Only a Black Seal-Low Pressure License is required to perform the duties of a Senior Custodian or Custodian. It shall be the sole responsibility of the employee to maintain his current license; and to submit a copy of renewed license to the Director of Facilities and a copy to the Division of Human Resource Services prior to the expiration date of the old license. Failure to maintain license at a current status shall result in a request for immediate disciplinary action. A copy of said license and certificate must be clearly displayed in the boiler room behind glass at all times.

Effective July 1, 2016, employees who received the license stipend during the 2015-16 fiscal year will continue to receive the license stipend until the end of this Agreement. Upon the expiration of this Agreement on June 30, 2019, there shall be no further payments of the license stipend to any employee.

**CUSTODIAN SALARY GUIDE FOR EMPLOYEES HIRED,
PROMOTED, DEMOTED OR APPOINTED
AFTER SEPTEMBER 1, 2008 (TIER II)**

STEP	<u>2015-2019</u>	<u>2015-2019</u>	<u>2015-2019</u>	<u>2015-2019</u>
	<u>CUST 460</u>	<u>SR CUST 461</u>	<u>NIGHT CUST 462</u>	<u>NIGHT SR CUST 463</u>
1	\$37,500	\$38,700	\$38,475	\$39,675
2	\$39,000	\$40,200	\$39,975	\$41,175
3	\$41,000	\$42,200	\$41,975	\$43,175
4	\$43,000	\$44,200	\$43,975	\$45,175
5	\$45,000	\$46,200	\$45,975	\$47,175
6	\$47,250	\$48,450	\$48,225	\$49,425

* Employees on Tier II who are on the sixth step (maximum step) shall receive an \$850.⁰⁰ increase (on base and pensionable) on July 1st of each year of this contract.

Longevity:

For employees currently receiving longevity, longevity shall be frozen at the amount currently earned by the employee as of June 30, 2016, and there shall be no further longevity advancement. Employees who would have earned a longevity step between July 1, 2011 and June 30, 2016, will be advanced to the appropriate longevity step effective July 1, 2016, with no retro longevity payment for the period prior to July 1, 2016. Employees who have not yet earned longevity as of June 30, 2016 shall not be entitled to any longevity. Employees hired, promoted, demoted or appointed from the Civil Service List, on or after June 30, 2016 shall not be eligible for longevity.

Section B

1. The difference between the salary ranges for Senior Custodian and Custodian shall be \$1,200.00 at each step.
2. The existing shift differential shall be applicable to all shifts that have a regular starting time at or later than 2:00 p.m.
3. All evening shift employees shall receive a fifty cent (\$.50) per hour wage differential.

Section C

Employees hired, promoted, demoted or appointed from the Civil Service List on or after September 1, 2008, shall be hired and paid on the Tier II salary scale.

location and the employee does report, then and only in this instance, the employee shall be paid for a minimum of four (4) hours at the hourly rate multiplied by time and one-half provided that Central Office is closed and there is not a delayed opening. Said employee shall be required to remain on site for the entire minimum four (4) hour period.

The determination whether or not to require the employee to report in an emergency situation shall be made by the Executive Director of Facilities or a designee from the Office of Facilities.

3. **Minimum Hours**

It is agreed by the union that the minimum four (4) hour provision outlined in #2 above shall apply to emergencies only, and not to regular building checks. The employee shall telephone security or other NPS designated number from the school phone, if the school phone is available, to report both his/her arrival and departure from the building.

Section 5 - Reporting Absences

All bargaining unit members shall be required to report their absence to the Office of Facilities and sub-finder no later than one (1) hour prior to their scheduled starting time. If a bargaining unit member calls to report a late arrival, that employee shall be deducted in accordance with time missed based upon his current rate of pay.

Should a bargaining unit member fail to call their assignment within one half (1/2) hour after the scheduled starting time, that employee shall be recorded as Absent Without Leave (AWOL) for the day and shall be deducted in salary accordingly.

Section 6 - Home Telephone Numbers

Cellular or Home Telephone Numbers:

All bargaining unit members shall be required to provide their cellular and/or home telephone number to the Office of Facilities. Bargaining unit members shall be required to notify the Office of Facilities of any change in cellular or home telephone number within forty-eight (48) hours of said change.

Section 7 - Building Check

Employees MAY be required to report to their assigned location to check the status of the boiler and building prior to the start of the scheduled day shift if there is no third shift at that location at the discretion of the Executive Director of Facilities or his/her designee.

It shall also be the responsibility of the assigned custodian to report to his location upon notification that there is a boiler problem. No member of the

bargaining unit will be charged with wrong doing if he has reported to the building, checked and reported the problem, and left the building/boiler in normal condition.

In schools with computer controlled boilers, the bargaining unit member will not be charged with wrongdoing in the event of computer failure resulting in boiler and/or building damage.

Section 8 - Snow Emergency

Both the day and night custodian shall be required to telephone the designated phone number to be informed of the time they are required to report to work and/or arrange for coverage after a Saturday, Sunday, or holiday snow emergency.

The custodian shall call in the necessary personnel from the assigned location staff to assist with snow removal. Whenever insufficient personnel report for snow removal the Custodian shall notify the Building Services Manager.

Section 9 - Health and Safety

The Newark Public Schools agrees to exert every effort to provide for use of practices, materials and equipment to safeguard the health and safety of members of the unit.

For safety reasons, a standby person will be in the area whenever a custodian goes into the combustion chamber to punch tubes or works on a scaffold.

Section 10 - Wash Up Time

All employees in this unit shall be given fifteen (15) minutes time for purposes of cleaning up before leaving work every day.

Section 11 – Communication Devices

Custodians shall be required to utilize communication devices supplied by the NPS while on duty. The NPS will replace batteries as required.

ARTICLE X

HOLIDAY SCHEDULE

Section 1 - Holiday Schedule

It is mutually agreed by the Newark Public Schools and I.U.O.E. that the number of holidays shall be seventeen (17). The official holiday schedule shall be made available after the Newark Public Schools has adopted same.

Section 2

If an employee is AWOL the day before or the day after a scheduled holiday, the employee shall not be paid for the holiday. If an employee who has no

ARTICLE XIV

WAGES

Section A

**CUSTODIAN SALARY GUIDE
JOB CODES (310 & 312)**

<u>Step</u>	<u>2015-2019</u>
1	51,907
2	52,968
3	54,029
4	55,425
5	56,639
6	58,239
7	59,334
8	60,532
9	61,793
10	63,093

**SENIOR CUSTODIAN
SALARY GUIDE
JOB CODE (311)**

<u>Step</u>	<u>2015-2019</u>
1	53,107
2	54,168
3	55,229
4	56,625
5	57,839
6	59,439
7	60,534
8	61,732
9	62,993
10	64,293

**NIGHT CUSTODIAN
JOB CODES (309)**

<u>Step</u>	<u>2015-2019</u>
1	52,882
2	53,943
3	55,004
4	56,400
5	57,614
6	59,214
7	60,309
8	61,507
9	62,768
10	64,068

**NIGHT
SENIOR CUSTODIAN
JOB CODE (317)**

<u>Step</u>	<u>2015-2019</u>
1	54,082
2	55,143
3	56,204
4	57,600
5	58,814
6	60,414
7	61,509
8	62,707
9	63,968
10	65,268

* Employees on Tier I who are on the tenth step (maximum step) shall receive a \$1,100.⁰⁰ increase (on base and pensionable) on July 1st of each year of this contract.

ARTICLE XIII

UNIFORMS AND/OR CLOTHING

The Newark Public Schools shall supply uniforms for all employees as follows:

1. All new employees shall receive one (1) complete uniform no later than thirty (30) days after completion of their probationary period. A complete uniform is defined as:
 - a. Five (5) pairs of pants
 - b. Four (4) long sleeve shirts
 - c. Three (3) short sleeve shirts
 - d. The District shall provide uniforms for female employees specifically designed for females

2. The Newark Public Schools agrees to pay shoe allowance to all bargaining unit employees in the amount of one hundred and twenty-five dollars (\$125) each year. This shoe stipend shall be paid by December 1st of each year.

3. All replacement items of the uniform package will be issued, as needed and requested by the bargaining unit employees for the life of the contract.

Employees shall be required to wear uniforms and submit a receipt for purchase of shoes thirty (30) days after receipt of monies. Failure to purchase shoes and wear uniforms shall be grounds for disciplinary action only if the bargaining unit employees have received their shoe allowance and requested uniforms (new or replacement).

4. Uniforms shall consist of dark blue pants and light blue shirts.

5. A complete set of high quality rain gear including jacket, pants and boots shall be provided to all employees effective July 1, 2005, and every third year thereafter.

available sick leave calls in sick the day before or the day after a scheduled holiday and does not receive approval for the use of a personal or vacation day, that employee shall not be paid for the holiday.

ARTICLE XI

VACATION

Section 1

Within one (1) month of employee request for vacation period, the employee shall be notified of his authorized vacation schedule. Whenever vacation schedules conflict, seniority will prevail. No employee will be required to re-schedule his vacation period once it has been officially authorized except for a case of clear and obvious emergency as determined by the State District Superintendent or designee.

Section 2

- A. Employees covered by this agreement shall be notified as to their vacation schedule during the summer period on or before February 1st. Except for such cases as are approved by the Executive Director of Facilities, no single vacation period shall be longer than fifteen (15) working days. The maximum number of vacation days between July 1 and August 15 is fifteen (15).

- B. Earned vacations may be accumulated up to, but not to exceed, the number of days earned for two (2) consecutive years. If, for reasons beneficial to the operation of the Newark Public Schools System and approved by the Executive Director of Facilities, an employee consents to work for any or all of the employees earned vacation period, such employee shall be remunerated at the regular rate of pay. It shall be understood that such earned vacation not used by the end of the second year will be forfeited.

Section 3

Vacations must be taken during the period from March 15th through August 15th and September 15th through October 31st. If any employee so requests to take his/her vacation during another time period, he/she may be granted such vacation period with the approval of the Executive Director of Facilities.

Section 4

If an employee requests to take his/her vacation during another time period, he/she may be granted such vacation period with the approval of the Executive Director of Facilities or his/her designee. Denials of vacation requests for periods other than those listed above shall not be subject to the grievance procedure.

Section 5

The Newark Public Schools agrees that for the duration of this agreement, the vacation policy as such policy relates to the number of vacation days and vacation pay of the employees covered by this unit shall be continued and there will be no reductions.

Section 6

A. The number of vacation days earned by each employee shall be as follows after attaining:

<u>Years of Service</u>	<u>Days</u>
One (1) through six (6)	12
Seven (7) through nine (9)	14
Ten (10) through eleven (11)	15
Twelve (12) through sixteen (16)	16
Seventeen (17) or more	20

B. Employees hired or appointed from Civil Service List on or after July 1, 2016 shall earn vacation days as follows:

<u>After attaining over:</u>	<u>Days</u>
One (1) year of service	12 vacation days
Eight (8) years of service	13 vacation days
Ten (10) years of service	15 vacation days
Seventeen (17) years of service	20 vacation days

Section 6A

All bargaining unit employees with over fifteen (15) years of service shall be credited in advance with his vacation entitlement each July 1st for the duration of the agreement. All other bargaining unit employees shall have his vacation days credited based upon the aforementioned schedule.

Section 7

Upon receipt, personal days may be taken and charged to vacation and not to sick leave.

If requested by an employee of this unit, additional days off for personal use may be taken from time to time and charged to the employees earned vacation, rather than charged to sick leave. It is agreed that the employee must give the Newark Public Schools two (2) days' notice, before reporting off on such days.

Section 8

Any employee covered by this agreement shall be entitled to receive vacation pay on the regular pay day immediately preceding the employees scheduled

vacation. In order to receive such vacation pay as described, the employee shall file a request with his/her department supervisor, for receipt of such pay at least sixty (60) days prior to the vacation; such request shall be approved by the employees departmental administrator.

Section 9

Any employee who leaves the employ of the Newark Public Schools for any reason other than disciplinary action shall be entitled to receive accumulated vacation pay prior to the date of termination.

Section 10

Should an employee die with vacation time due, a sum of money equal to the compensation computed on said employees salary rate at the time of death shall be calculated and paid to the employee's estate.

ARTICLE XII
FRINGE BENEFITS

Section 1

The Newark Public Schools agrees to make available to all employees in the unit a program of hospitalization, medical-surgical benefits, major medical insurance and prescription insurance. Such a program shall, for the duration of this agreement, not be reduced in terms of such benefits as are available through the Health Benefits Provider. The available program shall cover up to full family protection for each employee based on the family and marital status. Dependents shall include children up to the age required by Federal and/or State law.

Section 2 - New Members

New employees will not be eligible for any benefits under this section until they have completed sixty (60) calendar days, and have submitted all the necessary application forms for such benefits. The Newark Public Schools shall not be responsible for coverage for any employee who has not submitted the proper application and verification forms for such benefit.

Section 3

The Newark Public Schools agrees to provide a vision and dental plan that is equal to or better than the plan currently in place.

Co-payment for the prescription drug plan shall be maintained at the current rate.

Section 4

Employees shall contribute toward the cost of medical and prescription insurance as required by Chapter 78 of the laws of 2011.