

**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 (18) 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 the Superintendent of Schools or Assistant Superintendent of Schools to Chief School Administrator (CSA) or his/her designee.

TABLE OF CONTENTS: Will change if needed

<u>Article I</u>	Purpose
<u>Article II</u>	Recognition
<u>Article III</u>	Rights and Responsibilities
<u>Article IV</u>	Grievance Procedure

Article 4.05 Add to make it 4 levels

Level I Supervisor of Building & Grounds

Level II Business Administrator (Remove Assistant Superintendent)

Level III Superintendent or designee

Level IV Board of Education

Article V Seniority

Article 5.06.01 (October 1st to April 15th)

Article 5.06.4 Interested employees "on or before October 1st of each school year." Article 5.07 Change (20) to (29 ½)

Article VI Hours of Work

Article 6.10.1 No Change to the current language

Article VII Wages/Evaluation

Article 7.01

2019-2020 **2.35% Increase**

**New Hires As of July 1, 2020, must be enrolled in New Educators Health Plan (Reference Statute)**

2020-2021 - **2.6% Increase**

**New Hires uAs of July 1, 2020, must be enrolled in New Educators Health Plan (Reference Statute)**

2021-2022 - **2.60% Increase**

**New Hires As of July 1, 2020, must be enrolled in New Educators Health Plan (Reference Statute)**

Article 7.04 Effective 7/1/2019 Black Seal License photo fee will be reimbursed by the district.

Article 7.07.4 (October 1st to April 15th)

Add to the end..." unless the CSA or his designee feels the temperature doesn't warrant two building checks."

Article 7.09 \$10 to \$20 (Added to the end of the article) After 30 consecutive working days the employee will receive \$20.00/day

Article VIII                      Vacations and Holidays

Article IX                        Absence from Duty

Article X                         Fringe Benefits

Article 10.01.3 Remove Delta Dental Insert District Dental Benefit (Horizon Dental)

Article 10.01.8 Change Delta Dental to District Dental Benefit (Horizon Dental)

Article 10.02 Insert Effective July 1, 2019

All new hires in the first year shall be provided (4) sets of work uniforms per association member on the payroll as of July 1st of each school year. Year 2 of the new hires will receive (3) sets of uniforms and Year 3 of the new hires and existing employees (if needed) will receive (2) sets of uniforms.

Article 10.02.1 Add: The quality shall be at the discretion of the Chief School Administrator (CSA) or his/her designee.

Article 10.05.03 After the date of ratification, all new hires as of July 1, 2020, to this agreement, must be enrolled into the New State Educators ~~Educators~~ Health Plan.

**Article 10.05.1 Employees hired between (July 1, 2015, to June 30, 2019, previous agreement) After the date of ratification, of the new agreement shall only be eligible for the New Jersey Educators Health Plan or the Board's 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 (DA15). New employees hired to the bargaining unit effective 7/1/2020 or after must be enrolled in the New Jersey Educators Health Plan.**

Article 10.05.2 Change \$20.00 to decreased to \$15.00 DA20 to Horizon DA15 for all employees that were hired prior to the ratification of July 1, 2015, Agreement.

Article XI                      Job Descriptions and Duties

Article 11.18 No Change

Article XII                      Management Rights

Side-Bar Agreement

- 1) Add to the end...After ACMTE management confirms with the CSA or their designee that a vacation day is warranted.

EXHIBIT B

- Add EPA Environmental Protection Agency (Lead contractors License) \$563.00 upon ratification of this agreement.

**SIDEBAR AGREEMENTS**

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

**EXHIBIT A  
Existing Employee  
MAXIMUM STARTING SALARIES\***

JT	Cat	Job Title	Base Salary Max
501	Maintenance	General Maintenance	\$60,000
502	Maintenance	Skilled Maintenance	\$89,000
503	Maintenance	Elec/Plum St License	\$82,000
511	Maintenance	Custodian	\$76,500
513	Maintenance	Head Custodian	\$89,000
522	Maintenance	Bus Driver 12-Months	\$60,000

**EXHIBIT A1  
New Employee  
(as of 7/2016)  
MAXIMUM STARTING SALARIES\***

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	Elec/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-Months	\$50,000	\$55,000

**Note: Change in Job Title:**

**The salary increase is negotiable up to a 10% increase not to exceed the base salary maximum.**

**\*Contract Year July 1, 2019, to June 30, 2022**

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

FOR ACMTE

FOR BOARD OF EDUCATION

John Boyd

Nancy Minneci

Raymond Mason

Ronnie McDowell

Thomas Scanio

Gerry Benaquista

Michael Herrightly

John O'Shea

Kenneth Kruse

Yolanda Koon

Barry Loessel

John Boyd  
~~Michael Herrightly~~

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Michael Herrightly  
Tom Scanio

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DATED: FEB 22, 2021

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

