

another employee.

6.08 There shall be an allowance of fifteen (15) minutes at a time approximately mid-way between the starting time and lunch/dinner hour for a refreshment break. This break shall be taken at the building in which the individual is currently working.

6.09 Each Association Member shall be allowed ten (10) minutes of clean-up time before his/her daily tour of duty ends.

6.10 Two (2) employees shall be assigned to work in a building on second (2nd) or third (3rd) shifts, except in an emergency, as determined by the Chief School Administrator (CSA) or his/her designee.

6.11 Substitute Custodians will be offered to fill in first; if no subs are available, job assignments will then be offered to first shift custodians. If no first shift custodians are available or if an insufficient number of first shift custodians are available, the districtwide list shall be utilized to assign employees to an overtime assignment.

ARTICLE VII - WAGES/EVALUATION

7.01 Salary increases:
2019-2020 2.35% Increase
2020-2021 - 2.60% Increase
2021-2022 - 2.60% Increase

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

7.02 The granting of increases and guide increments is contingent upon evaluation of job performance and is not automatic.

7.03 All Assistant Custodians appointed after July 1, 1981, shall acquire a New Jersey State License as a qualified fireman (Black Seal) within two (2) years of their date of employment as a condition of continued employment.

7.04 The initial cost and annual renewal fee for the Black Seal, Plumber, Electrician licenses, Journeyman Electricians licenses, and HVAC NJ State licenses shall be paid by the Board for the duration of employment. Black Seal License photo fee will be reimbursed by the district effective 7/1/2019.

7.05.1 Any *new* employee beginning employment between July 1st and March 31 shall receive the increase in salary effective July 1, if employed the next employment year, provided his/her job performance evaluation warrants such advance. (Effective 7/1/07)

7.05.2 Any *new* employee hired between April 1st and June 30th shall not be eligible for raise the following July 1st. (Effective 7/1/07)

7.05.3 Promotional placement on the new appropriate salary guide shall follow the same procedure as described in 7.05.1 and 7.05.2 of this Article. *REMOVE*

7.06 Pay Day - All employees shall be paid his/her base pay semi-monthly in accordance with all scheduled pay dates of all other employees of the Board. All overtime pay, if any, shall be paid on the supplemental payroll following the month in which the wages were earned.

7.07.1 Overtime Pay - The regular workweek for employees shall be forty (40) hours. All hours worked in excess of forty (40) hours in any one week shall be paid at an overtime rate of one and one half (1 1/2) the employee's hourly rate. Holidays, vacation, work, weekdays, and personal days shall be included in the calculation of the forty (40) hour work week for overtime purposes.

7.07.2 If a bus driver reports for a scheduled overtime assignment that was canceled and the driver was not advised of cancellation before his/her arrival at the worksite, said employee shall be paid a minimum of two (2) hours of pay at one and one half (1-1/2) times their regular rate of pay.

7.07.3 Compensatory time may be requested by an employee instead of payment for overtime. Compensatory time shall be calculated at a rate of one and one-half (1-1/2) times the number of hours worked. Employees shall not accumulate more than 240 hours of compensatory time in their bank. Compensatory time instead of overtime must be submitted for approval to the Supervisor of Buildings and Grounds. Usage must be approved, in writing, before utilization.

7.07.4 During the heating season (October 1st through April 15th) building checks on weekends (Saturday, Sunday, and Holidays) shall be performed two (2) times per day instead of one (1) time per day unless the CSA or his designee feels the temperature doesn't warrant two building checks.

7.08 Night Bonus Rates

- Second Shift (3:00 p.m. - 12:00 midnight) - as indicated on the salary guide.
- Third Shift (11:00 p.m. - 7:30 a.m.) - as indicated on the salary guide.

7.09 Responsibility Pay - Acting Head Custodian/Lead Man - Compensation for acting Head Custodian/ Lead Man shall be \$10.00 to \$20.00 per day from the first day of head custodian absence. Eligibility for acting Head Custodian/Lead Man pay requires a valid New Jersey Boiler Operators license. *After the Head Custodian is absent for 30 consecutive working days, the Acting Head Custodian/Lead Man employee will receive \$20.00/day.*

7.10 Call-In Pay – Any employee in this unit who is called in for an emergency shall be paid at the rate of two times the normal hourly rate for all hours worked with a guaranteed minimum of two (2) hours.

7.11 Longevity - All employees who have completed fifteen (15) years of continuous service by July 1 shall receive \$1,000 above his/her respective salary guide and \$1,500 above his/her respective salary guide after the completion of twenty (20) years by July 1. Employees who have completed twenty-five (25) years of continuous service by July 1, shall receive \$2,000 above his/her respective base salary each year. Anyone hired after July 1, 2001, shall not be eligible for any longevity benefits whatsoever. Anyone hired before July 1, 2001, shall be eligible for longevity benefits according to this Article. (Effective 7/1/07)

7.12 EVALUATIONS

7.12.1 The following evaluation procedure shall be followed:

7.12.2 The Principal and Head Custodian shall evaluate the Custodians in their building.

Township of Union Public Schools

John Boyd

ACMTE President

June 9, 2021

Ms. Yolanda Koon
Business Administrator

Ms. Koon:

I John Boyd as the ACMTE President am respectfully requesting to propose the following amendments to the ACMTE 2019 – 2022 agreement:

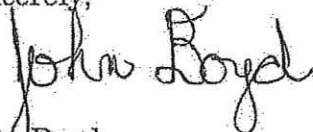
7.05.1 Any *new* employee beginning employment between July 1st and March 31 shall receive the increase effective July 1, if employed the next employment year, provided his/her job performance warrants such advance. (Effective 7/1/07)

7.05.2 Any *new* employee hired between April 1st and June 30th shall not be eligible for raise the following July 1st. (Effective 7/1/07)

7.05.3 ***Remove Article all together***

7.09 Responsibility Pay – Acting Head Custodian/Lead Man – Compensation for Acting Head Custodian/Lead Man shall be \$10.00 to \$20.00 per day from the first day of the head custodian absence. Eligibility for Acting Head Custodian/Lead Man pay requires a valid New Jersey Boiler Operators license. ***After the Head Custodian is absent for 30 consecutive days***, the Acting Head Custodian/Lead Man will receive \$20.00 a day.

Sincerely,



John Boyd

