

AGREEMENT

BETWEEN

BRIDGETON BOARD OF EDUCATION

AND

TEAMSTERS LOCAL 676

BRIDGETON BOARD OF EDUCATION CUSTODIANS

For School Years 2018-2021

(July 1, 2018 – June 30, 2021)

ARTICLE I

RECOGNITION/SUCCESSOR AGREEMENT

- 1.1 The Bridgeton Board of Education hereby recognizes the Teamsters Local 676 & Bridgeton Board of Education Custodians as the majority and exclusive representation of full time custodians in the employ of the Board for the purpose of collective negotiations.
- 1.2 This Agreement between the Bridgeton Board of Education and the Teamsters Local 676 & Bridgeton Board of Education Custodians represents the complete Agreement between the parties. It shall not be modified in whole or in part by the parties except by and instrument in writing duly executed by both parties.

ARTICLE II

UNION RIGHTS AND PRIVILEGES

- 2.1 The Union shall the right to use the interschool mail facilities and school mailboxes.
- 2.2 The Union and its representatives shall have the right to use the facilities at reasonable hours for meetings. The Union shall be required to obtain advance permission from the Building Principal to use the school, including the approval of both the time and place.
- 2.3 The Union may have the use of the office equipment at school provided that the Union secures advance approval for such use from the building principal. The use may only occur at reasonable times and only when such equipment is not otherwise in use. The Union shall pay for the reasonable cost of all materials and supplies incident to such use.

ARTICLE III

SICK LEAVE

- 3.1 All twelve (12) month employees shall be entitled to twelve (12) days sick leave each year. Unused sick leave shall accumulate from year to year.
- 3.2 Each employee shall be notified in writing of the total amount of unused sick leave credited to him as of June 30 of each year. Such notification shall be issued prior to August 1 of the same year.

ARTICLE IV

PERSONAL DAYS

- 4.1 Each employee shall be entitled to three (3) personal days for a legal, business, or family matter, which requires the employee's absence during the employee's regular work hours. Unused personal days at the end of the year will be added to accumulated sick days. Written request for such leave must be made at least forty-eight (48) hours before the date requested to the School Business Administrator. Approval of the School Business Administrator for the personal day, as well as the reasons given, is required. Only those reasons stated above may be approved. Personal day leave may not be taken immediately preceding or following a holiday. "During the students' school year, no more than ten percent (10%) of custodial employees may be absent from work due to personal and vacation days combined on any one date." All personal leave requests after May 31 must be accompanied by a reason as stated above. The request requires approval by the Superintendent.

ARTICLE V

HOLIDAYS

5.1 All employees shall be granted the following paid holidays:

New Year's Day	Columbus Day
Martin Luther King Day	*Veteran's Day
President's Day	Thanksgiving Day
Good Friday	Day After Thanksgiving
Memorial Day	Day Before Christmas
Independence Day	Christmas Day
Labor Day	

*Veteran's Day will be celebrated in accordance with the school district calendar.

5.2 If any holiday falls on a Sunday, it will be celebrated on the following Monday. If Christmas Day falls on a Saturday, it will be celebrated the following Monday.

ARTICLE VI

VACATIONS

6.1 **Employees hired before September 1, 2013:**

For employees hired prior to September 1, 2013, the Board agrees to provide employees with 15 days' vacation with pay

After 15 years of employment, the Board agrees to provide employees with 18 days' vacation with pay.

After 16 years of employment, the Board agrees to provide employees with 19 days' vacation with pay.

After 17 years of employment, the Board agrees to provide employees with 20 days' vacation with pay.

If a holiday falls within the employee's vacation period, the employee shall receive an additional day's vacation. The original date of an employee's hiring shall be used to compute vacation leave.

Employees hired after September 1, 2013:

For employees hired after September 1, 2013, the Board agrees to the following vacation allotment:

From date of hire to 5 years of employment: The Board agrees to provide employees with 10 days of vacation with pay.

From 5 years to 15 years of employment: The Board agrees to provide employees with 15 days of vacation with pay.

After 15 years of employment: The Board agrees to provide employees with 20 days of vacation with pay.

If a holiday falls within the employee's vacation period, the employee shall receive an additional day's vacation. The original date of an employee's hiring shall be used to compute vacation leave.

Employees hired after February 1, 2016:

For employees hired after February 1, 2016, the Board agrees to the following vacation allotment:

From date of hire to 5 years of employment: The Board agrees to provide employees with 10 days of vacation with pay.

From 5 years to 15 years of employment: The Board agrees to provide employees with 15 days of vacation with pay.

After 15 years of employment: The Board agrees to provide employees with 20 days of vacation with pay.

New employees are subjected to a 6 month probationary period in which the Board does not provide any vacation with pay. If a new employee successfully completes his/her first 6 months of employment, that new employee will accrue 1 day for each month worked, and the newly earned days shall be taken during the regular vacation periods.

If a holiday falls within the employee's vacation period, the employee shall receive an additional day's vacation. The original date of an employee's hiring shall be used to compute vacation leave.

- 6.2 Vacation may be taken during the summer vacation period with the exception of the first two (2) weeks before school re-opens with a forty percent (40%) limit of employees at any one time. During the school year, no more than ten percent (10%) of employees may take vacation or earned compensatory time at any one time. One week's vacation may be taken at Christmas with a limit of thirty percent (30%) of employees, to be based on seniority basis. No leaves of absence shall be granted within the first ten (10) days of the commencement of the school year or during the last ten (10) days of the school year.

ARTICLE VII

SALARIES

- 7.1 The salary of each employee covered by this Agreement is set forth in Schedule A which is attached hereto and made a part hereof. 2018/2019, 2.97%; 2019/2020, 2.91%; 2020/2021, 3.01%. These increases are on the full wage guide. See attached.
- 7.2 Employees will receive their paychecks on the fifteenth (15th) and thirtieth (30th) day of each month or the last working day prior to the regular payday.
- 7.3 The Board agrees to deduct from the salary of each employee dues for the Teamsters Local 676. Said moneys shall be transmitted to the Teamsters Local 676.
- 7.4 Employees may individually elect to have monthly deductions from their salaries for payment to individual accounts in the Cumberland County Federal Credit Union.
- 7.5 New hires may be placed on any step of the salary guide equivalent to their experience at the sole discretion of the Superintendent and Board of Education.

ARTICLE VIII

TRANSFERS AND REASSIGNMENTS

- 8.1 The Board shall deliver to the Shop Steward and Union and post in all school buildings a list of known vacancies. Employees shall have two weeks from the date of the notice of vacancy to apply for said position. The Union shall advise the Board who is the Shop Steward each year.

ARTICLE IX

WORK SCHEDULE

- 9.1 Time and one-half will be paid for all overtime after and eight (8) hour day or forty (40) hour week, but such overtime payment will not pyramid. Double time will be paid for all work performed on Sunday if forty (40) hours, exclusive of overtime, have been worked during the regular week. The established minimum payment of overtime on any one occasion will continue as now constituted, five (5) dollars. Overtime will be paid for a designated job, beginning at a designated time. Overtime assignments requiring custodians to work beyond midnight will receive double time for that time after midnight. Overtime calculation to be based on a work year of 2080 hours. Any docked time shall be based on same formula. When the Board operated on a four-day work week in the summer, custodians will also work a four-day week and overtime pay will not begin until after a ten (10) hour day or a forty (40) hour week, but such overtime payment will not pyramid.
- 9.2 When an employee is scheduled for a specific overtime assignment and the activity is canceled or the group fails to appear after the employee reports to the site, the employee will be paid three (3) hours' pay. No pay will be given when the supervisor notifies the employee in advance of a cancellation.
- 9.3 Two (2) uninterrupted periods of fifteen (15) minutes (one in the A.M. and one in the P.M.) shall be granted for "coffee breaks". The times shall be scheduled by the immediate supervisor. During the summer when the Board operates on a four-day work week, a third break of fifteen minutes will be added (in the afternoon).
- 9.4 A shift differential of seventy-five (75) cents per hour shall be paid for all work performed on second shift.
- 9.5 The Board shall not employ school students to perform custodial work in excess of fifteen (15) in number.
- 9.6 Custodian unit members agree that a custodian's work will be done in his/her absence.
- 9.7 Overtime duties will be at the Board's discretion. No penalties will be imposed where assignments are far apart.
- 9.8 If more than one custodian is needed for overtime assignments in a specific school, a custodian from that school shall be on duty.

9.9 Overtime assignment/distribution shall be based on seniority or specific skills required. In July of each year, all custodians shall have the right to place their name in the overtime rotation list. If an overtime assignment requires no special license (Black Seal) or job specific training, it will be offered to the department on a rotational schedule according to seniority. An employee who accepts or declines an overtime assignment from the rotation list shall have his/her name placed at the bottom of the overtime list. Nothing in this article restricts the Board from making assignments of overtime in the Board's discretion where circumstances so dictate.

ARTICLE X

UNIFORMS

- 10.1 Foul weather gear for the use of custodians will be provided. Such gear must remain in the designated school. Rubber gloves shall be provided for the use of custodians in bathroom work. Pullover boots shall be provided to custodians. Custodians using boots shall sign out for them. All equipment remains the property of the Board and must be turned in upon termination of employment. Six (6) custodians (four (4) stadium, one (1) driver/satellite and one (1) warehouseman) will receive up to \$450.00 per year total for the purchase of a light or heavy jacket. As an alternative, these individuals may use \$100.00 every other year. Reimbursement is to be made up presentation of a receipt and a voucher.
- 10.2 The Board of Education agrees to furnish uniforms, three (3) changes per week, for all custodians. The Board of Education agrees to provide eleven (11) uniforms for all custodians. All employees must wear proper uniform for all custodians. All employees must wear proper uniform every day and the uniform must be clean each day. Uniforms will be determined by the Board.

ARTICLE XI

INSURANCE

- 11.1 The Board shall provide medical coverage with a provider at the discretion of the board for the employee, family and dependent coverage where eligible. Employee contributions will go to tier four of the Chapter 78 employee contribution table in the first year of the contract and will remain at tier four for the balance of the contract. Such premium payments shall be for the full twelve (12) month period of the coverage year and continue every year thereafter for all employees covered by this Agreement.

To be eligible for the benefits set forth in this article, unit employees must work a minimum of 30 hours per week.

If two spouses/domestic partners are employed by the Board, neither spouse/partner can have coverage as both a subscriber and a dependent under the District's health plan, and only one of the spouses/partners can cover eligible children.

- 11.2 The Board agrees to pay full family drug and prescription plan (Retail Copay \$10 Generic/\$20 Preferred Brand, Mail Order Copay \$10 Generic/ \$20 Preferred Brand; Mandatory Mail Order for Maintenance Medications/Mandatory Mail Order for Specialty Medications Program) for all employees. Employee contributions will go to tier four of the Chapter 78 employee contribution table in the first year of the contract and will remain at tier four for the balance of the contract. Carrier to be named by the Board.
- 11.3 The Board shall provide Full Family Dental Plan for all eligible Employees' in the bargaining unit. Carrier to be named by the Board. Employee contributions will go to tier four of the Chapter 78 employee contribution table in the first year of the contract and will remain at tier four for the balance of the contract. Said plan shall provide the following:
- (1) 100% / 50% / 50% Plan:
 - *100% Preventative & Diagnostic
 - *50% Treatment & Therapy, Periodontal, Oral Surgery (basic)
 - *50% Prosthodontics, On lays/Crowns, Orthodontia
 - (2) \$50 Single/ \$150 Family Deductible
 - (3) \$1,000 Maximum Benefit for each family member per year
 - (4) Orthodontic Coverage not to exceed a maximum of \$1,500 per lifetime

11.4 An employee may elect to forego medical health benefits (not including prescription and dental) and receive a cash payment of \$3,500 at the end of June each school pursuant to the provisions outlined below. Said payment is not part of the employee's salary nor is it pensionable. The Board shall establish a Section 125 plan. The individual unit member is responsible for all tax liability.

- The employee must opt out of the medical insurance for the entire school year.
- The employee must demonstrate, in writing that he/she has alternative health coverage prior to opting out.
- An employee who opts out may only restore coverage during the course of the year in which insurance coverage year declined based upon the provisions outlined below.
- If two spouses/domestic partners are employed by the Board and one had coverage under the District's health plan. The other spouse/partner is not eligible for the waiver payment.
- If two spouses/domestic partners are employed by the Board and both opt out of coverage under the District's health plan, only one spouse/partner is eligible for the waiver payment.

An employee who has waived his/her medical benefit coverage will be allowed to restore such coverage on an immediate basis, without the necessity of a health questionnaire for the employee or his/her family members, in the vent of a hardship and without exemption for pre-existing conditions.

Reentry to medical health benefit coverage for reason of hardship applies in the following situations that result in the loss of medical health benefits through the employee's spouse:

- Termination of employment (proof of termination of benefits required)
- Legal Separation (a copy of decree is required)
- Group contract/policy terminated (proof of termination of benefits required)
- Disability of spouse which eliminated benefits (proof of termination of benefits required)
- Divorce (a copy of the decree is required)
- Death of a spouse (a copy of death certificate is required)
- Military Discharge (a copy of DD214 is required)

In addition, any employee who has waived his/her medical benefit coverage may automatically restore his/her coverage by applying during the open enrollment period during any school year. The reinstatement date under such conditions will

be July 1. It will not be necessary for any employee or his/her family members to complete a Statement of Health (proof of insurability) to restore coverage during the open enrollment period.

- 11.5 The parties agree to re-open negotiations for the sole purpose of addressing the excise tax in the Patient Protection and Affordable Care Act (Obama Care) if and when the excise tax becomes law. To date, the implementation date of the excise tax has been extended to the Year 2022. If the law is implemented sooner than 2022, and if the implementation date is within the life of this collective bargaining agreement, negotiations will be re-opened to address this excise tax.

ARTICLE XII

GENERAL CONDITIONS

- 12.1 The Board agrees to give twenty-four (24) hours' notice if time assignments are to be changed, if possible.
- 12.2 The Board agrees to notify the Union within twenty-four (24) hours of any suspension.
- 12.3 When the Board required a licenses boiler operator to be assigned to a building, a \$750.00 stipend will be paid annually, in addition to the regular rate of pay. Payments will be made in two (2) equal installments over the year. This amount, however, will be prorated for the actual number of days the licensee is in the position. The Bridgeton Board of Education will continue to pay this stipend for the 2015-2016 school year for those who are currently receiving this stipend. Effective July 1, 2018, the stipend will be paid if the State requires a full-time boiler licensee at the facility. If the licensee is temporarily assigned to a building, he will be paid on a pro rata basis for the time actually spent. No payment will be made if the assignment is less than 30 days.

Two (2) boiler operators shall be permitted to attend, at Board's expense, the seminar on Fundamentals of Boiler Operation and Care. This seminar must be within a fifty-mile radius of the Bridgeton Board of Education. There will be reimbursement for overnight stays. This benefit will be assigned on a rotational basis.

- 12.4 When the Board requires a custodian to have a boiler operator's license, the Board will reimburse the custodian for the cost of the boiler operator's license.
- 12.5 In the event of a reduction in force, the principal of seniority is to be used, and those employees with the least time of service being dismissed first, provided that all retained employees must be qualified to perform the full range of required duties including the holding of a Black Seal Boiler Operator's License.
- 12.6 Upon retirement from the Bridgeton School District, a custodian who has been employed for at least ten (10) years by the Board shall be entitled to a payment for accumulated unused sick leave days at the rate of thirty-five (35) dollars per day.. Effective with all employees hired after July 1, 2007, the maximum benefit may not exceed \$2,000.00. Said employees must have at least ten (10) years in the Bridgeton School System. Any change in state or federal law prohibiting or limiting the payment for unused sick time will supersede the contract language.
- 12.7 The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, in accordance with applicable laws and regulations:

- a. to direct employees of the school district;
- b. to hire, promote, transfer, assign, and retain employees in positions within the school district, and to suspend, demote, discharge or take other disciplinary action against employees;
- c. to relieve employees from duties because of the lack of work or for other legitimate reasons;
- d. to maintain the efficiency of the school district operations entrusted to them;
- e. to determine the methods, means and personnel by which such operations are to be conducted; and
- f. to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency, subject only to the provisions of this agreement.

12.8 The established Board policy concerning leave for death in the immediate family, now extended to the teachers of the Bridgeton Public School District, will be extended for the custodial employees.

ARTICLE XIII

REPRESENTATION FEE

13.1 Purpose of Fee

If an employee does not become a member of the Union during any membership year, (i.e., from September 1 to the following August 31) which is covered in whole or in part by this Agreement, said employee may voluntarily elect to pay a representation fee to the Union for that membership year or may exercise their rights under the Janus ruling not to pay a representation fee. The purpose of this voluntary fee will be to offset the employee's per capita cost of services rendered by the Union as majority representative.

13.2 Amount of Fee

Notification – Prior to the beginning of each membership year, the Union will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessment charged by the Union to its own members for that membership year. The voluntary representation fee to be paid by non-union members who voluntarily elect to do so will be determined by the Union in accordance with the law.

13.3 Deduction and Transmission of Fee

- a. **Notification** – Once during each membership year covered in whole or in part by this Agreement, the Union will submit to the Board a list of those employees who have not become members of the Union for the then current membership year. The Board will deduct from the salaries of such employees, in accordance with paragraph (b) below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Union.
- b. **Payroll Deduction Schedule** – The Board will deduct the representation fee in equal installments as nearly as possible, from the paychecks paid to each employee on the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first paycheck paid:
 - 1) ten (10) days after receipt of the aforesaid list by the Board; or
 - 2) thirty (30) days after the employee previously served in a bargaining unit position and continued in the employ of the Board in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first paycheck paid ten (10) days after

the resumption of the employee's employment in a bargaining unit position, whichever is later.

- c. **Termination of Employment** – If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Union has received the full amount of the representation fee to which it is entitled under the Article, the Board will deduct the unpaid portion of the fee from the last paycheck to said employee during the membership year in question.
- d. **Mechanics** – Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Union.
- e. **Changes** – The Union will notify the Board in writing of any changes in the list provided for in paragraph (a) above and/or the amount of the representation fee, and such change will be reflected in any made more than ten (10) days after the Board received said notice.
- f. **New Employees** – On or about the last of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Union a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles and dates of employment for all such employees.

The Board agrees to abide by the Workplace Democratic Enhancement Act by notifying the Union of all new employees and providing a reasonable time for a Union representative to meet with said employees, for 30 minutes, as per the Act. Per the Act, if the District has a formal orientation, then that reasonable time for a Union representative to meet with said employees (30 minutes) shall be done during that formal orientation.

13.4 Indemnification

The Union shall indemnify and hold the employer harmless against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses that may arise out of, or by reason of, any action taken by the employer in conformance with this provision.

ARTICLE XIV

GRIEVANCE PROCEDURE

14.1 Definition

A "grievance" is a claim by a custodian or the Union based upon the interpretation, application or violation of this Agreement, policies, or administrative decisions affecting to the terms and conditions of employment of a custodian or group of custodians.

14.2 Purpose

The purpose of this procedure is to resolve differences concerning the rights of the parties regarding the terms and conditions of employment of the employees covered by this contract.

a. **Level One – Supervisor of Buildings and Grounds**

An employee with a grievance shall first discuss it with the Supervisor of Buildings and Grounds, either directly or through the Union's designated representative with the objective of resolving the matter informally. All grievances must be initiated within five (5) working days of the occurrence giving rise to the grievance.

b. **Level Two – Business Administrator**

If the aggrieved person is not satisfied with the disposition of his or her grievance at Level One, or if no decision has been rendered within five (5) working days after the presentation of the grievance, he or she may file the grievance in writing with the Union within three (3) working days after the decision at Level One or eight (8) working days after the grievance was presented, whichever is sooner. Within five (5) working days after receiving the written grievance, the Union shall refer it to the Business Administrator.

The Business Administrator shall, within five (5) working days after receipt of the written grievance, meet with the aggrieved employee and a representative of the Union. Within five (5) working days after such meeting, the Business Administrator shall submit a written decision to the Union and the aggrieved employee.

c. **Level Three – Superintendent**

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within five (5) working days after the conference with the Business Administrator, the aggrieved person may, within five (5) working days after a decision by the Business Administrator, or ten (10) working days after the grievance was received by the Business Administrator, whichever is sooner, request in writing that the Union submit his grievance to the Superintendent. The Superintendent shall hold a hearing with the employee, if requested by the employee, and shall render a decision in writing within five (5) working days after a hearing has been held, or if no hearing has been requested, a decision will be rendered within ten (10) working days of the receipt of the grievance.

d. **Level Four – Board**

If the aggrieved person is not satisfied with the disposition of his or her grievance at Level Three, or if no decision has been rendered within ten (10) working days after the grievance was received by the Superintendent, he may, within five (5) working days after a decision by the Superintendent, or ten (10) working days after the grievance was submitted to the Superintendent, whichever is sooner, request in writing that the Union submit the grievance to the Board. A hearing before the Board of Education shall be scheduled within thirty (30) days. The Board shall render its decision within five (5) working days following the hearing.

e. **Level Five**

If the aggrieved person is not satisfied with the disposition of the grievance on Level Four, the aggrieved person may request submission of the grievance to arbitration within five (5) days of the decision on Level Four. The Board and the Union shall request a list of arbitrators from the New Jersey Public Employment Relations Commission ("NJ PERC").

- 1) The arbitrator so selected shall confer with the representatives of the Board and the Union and hold hearings promptly and shall issue his decision not later than twenty (20) calendar days from the date of the close of the hearings, or if oral hearings have been waived, then from the date the final statements and proofs on the issues have been submitted to them.

- 2) The arbitrator shall be limited to the issues submitted and shall consider nothing else. The arbitrator can add nothing to, or subtract anything from, the agreement between the parties.
 - 3) The decision of the arbitrator shall be advisory only to the parties. However, one grievance per school year concerning the interpretation of the terms of this Agreement may be submitted for binding arbitration. No more than one grievance may be submitted for binding arbitration in any one school year (July 1 through June 30).
 - 4) The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be bore equally by the Board and the Union. Any other expenses incurred shall be paid by the party incurring same.
- f. Failure to proceed to the next level shall result in a termination of the grievance.

ARTICLE XV

MISCELLANEOUS PROVISIONS

- 15.1 The Board recognizes the principle of seniority and shall give preference in the case of promotional opportunities to positions other than that of building supervisors and night supervisors.
- 15.2 Doctors' certificates after custodial employees' return from absence will only be required on the same basis that such certificates are required from other employees of the Board. The requirements of doctors' certificates, therefore, shall be uniformly applied to all employees of the Board.
- 15.3 Appropriate equipment shall be furnished for custodians to perform boiler cleaning duties. Two (2) men will be assigned to work together in performing this job.
- 15.4 The Board shall make every effort to provide appropriate lunchroom space for its custodial help.
- 15.5 Anything contrary notwithstanding, nothing contained in any section, paragraph or sub-section of this Agreement shall be interpreted in any manner or be so construed as to indicate that the Board has waived rights that are expressly required by law, the courts or administrative interpretation as mandatory to be retained by the Board.
- 15.6 In the event of severe snow storms, the Board, at its discretion, shall make every effort to have outside contractors assist with snow removal.
- 15.7 The Board agrees to notify the Union when any new employee is hired.
- 15.8 Copies of this Agreement shall be duplicated at Board expense and distributed to members of the Union.
- 15.9 This Agreement shall remain in full force and effect from July 1, 2018, through June 30, 2021.
- 15.10 Future negotiations shall be governed by the rules and regulations promulgated by the New Jersey Public Employment Relations Commission.

CUSTODIAN SALARIES 2018/19 THROUGH 2020/21

2018/2019

Minimum rate = \$12.50

Maximum rate = \$21.65

All employees hired prior to June 30, 2019 on step 1-5 of the 2017-2018 guide will be compensated at the rate of \$12.90 per hour. All other employees will receive a 40 cent per hour increase.

2019/2020

Minimum rate = \$13.00

Maximum rate = \$21.65

All employees hired prior to October 30, 2019 on step 1-5 of the 2017-2018 guide will be compensated at the rate of \$13.00 per hour. All other employees will receive a 50 cent per hour increase.

2020/2021

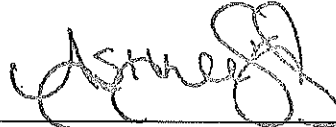
Minimum rate = \$13.50

Maximum rate = \$21.670

Existing staff will receive a 65 cent per hour increase except that the hourly rate will be capped at \$21.70 per hour.

Bridgeton Board of Education and the Teamsters Local 676 and Bridgeton Board of Education Custodians Agreement as proposed 2018-2021.

BRIDGETON BOARD OF EDUCATION



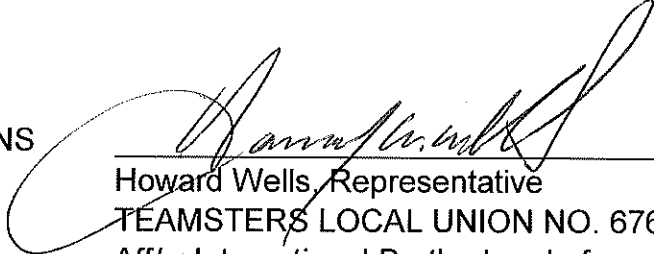
Ashlee Todd, President
Bridgeton Board of Education



Mary Peterson, Vice President
Bridgeton Board of Education

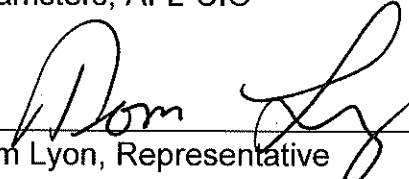
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TEAMSTERS-LOCAL 676 CUSTODIANS



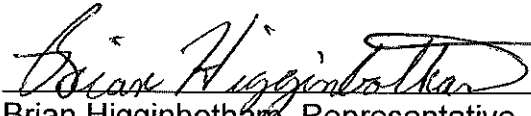
Howard Wells, Representative
TEAMSTERS LOCAL UNION NO. 676
Aff/w International Brotherhood of
Teamsters, AFL-CIO

Date _____



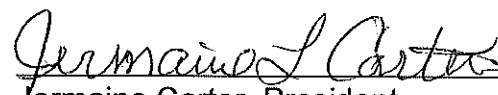
Tom Lyon, Representative
TEAMSTERS LOCAL UNION NO. 676
Aff/w International Brotherhood of
Teamsters, AFL-CIO

Date _____



Brian Higginbotham, Representative
TEAMSTERS LOCAL UNION NO. 676
Aff/w International Brotherhood of
Teamsters, AFL-CIO

Date _____



Jermaine Carter, President
Bridgeton Board of Education
Teamsters – Custodians
Local Union No. 676

Date: _____