

MEMORANDUM OF AGREEMENT  
Between Sayreville Board of Education  
And International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America  
April 22, 2021

The above-captioned parties, having reached a tentative settlement for a successor Collective Bargaining Agreement as set forth below, shall recommend the terms of this memorandum through their respective bargaining committees to the full Board of Education and the Association's general membership, and this memorandum shall be subject to ratification by the Board and the Association's general membership.

1. Duration: This Agreement shall be effective July 1, 2020 and continue in existence through June 30, 2024.
2. The grand sum base of all staff salaries for the 2019-20 school year (\$2,498,152) shall increase by 3.50% for the 2020-2021 school year effective July 1, 2020. All staff eligible to move up on the guide will receive an increase of 3.70%, no staff will move off the guide. All off-guide staff shall receive an increase of \$1,465.
3. The grand sum base of all staff salaries for the 2020-21 school year (\$2,585,565) shall increase by 3.50% for the 2021-2022 school year effective July 1, 2021. All staff eligible to move up on the guide will receive an increase of 3.70%, no staff will move off the guide. All off-guide staff shall receive an increase of \$1,510.
4. The grand sum base of all staff salaries for the 2021-22 school year (\$2,676,053) shall increase by 3.10% for the 2022-2023 school year effective July 1, 2022. All staff eligible to move up on the guide will receive an increase of 3.25%, no staff will move off the guide. All off-guide staff shall receive an increase of \$1,405.
5. The grand sum base of all staff salaries for the 2022-23 school year (\$2,758,977) shall increase by 3.10% for the 2023-2024 school year effective July 1, 2023. All staff eligible to move up on the guide will receive an increase of 3.25%, no staff will move off the guide. All off-guide staff shall receive an increase of \$1,450.
6. Approved salary guides for the 2020-2021, 2021-2022, 2022-2023, and 2023-2024 school years are attached.
7. Article 17 – Letter C: ~~The~~ **An upgraded** vacancy shall be awarded to the senior most qualified employee who submits a bid unless the employee is ineligible as provided hereafter. ~~An~~ **Individuals'** qualifications for all promotions shall be kept on file. **A non-upgraded vacancy shall be awarded to the most senior employee who submits a bid unless the employee is disqualified due to documented personnel reasons. Documents relevant to matters that may disqualify employees for such shall be kept on file.**
8. Article 23 – Letter C: In the event of a death of an employee's brother-in-law, sister-in-law, son-in-law, daughter-in-law, **and aunts and uncles**, an allowance of (1) work day will be granted without deduction in pay provided that this can be taken within seven (7) work days of the aforementioned death.

9. Article 30 – Letter I: **Members will be compensated at a rate of 1.50 per hour worked regardless of the 40 hour work week when S schools are closings- closed by the Superintendent of Schools or designee for students, faculty, and non-Buildings and Grounds support staff due to inclement hazardous weather when asked to report or remain at work, will be compensated at a rate of 1.50 per hour worked regardless of the 40 hour work week. In such cases, members employees are required to report to work or remain at work there during inclement weather when asked to do so report or remain at work.**
10. Article 32 – Letter A: Employees will be entitled to vacation with pay in accordance with the following employment schedule:

| YEARS OF EMPLOYMENT             | ENTITLEMENT VACATION WEEKS |
|---------------------------------|----------------------------|
| 1 year but less than 5 years    | 2                          |
| 5 years but less than 10 years  | 3                          |
| 10 years but less than 20 years | 4                          |
| 20 years but less than 25 years | 5                          |
| 25 years or more                | 6                          |

Employees hired on or after July 1, 1993 shall be entitled to a maximum of four (4) weeks vacation as outlined above. **However, after 20 years of service, they will receive one day per year up to a maximum of (3) three additional days for a total of 23 vacation days.**

11. Article 32 – Letter D: Vacation shall be selected and scheduled by April 15<sup>th</sup> of the preceding school year. If not scheduled must submit request two weeks prior to vacation request date, based upon availability. However, all vacation day requests must be submitted prior to April 1<sup>st</sup> of the school year in which they are taken. **Individuals may be granted vacation for one day only depending on staffing needs and upon 72 hours notice of request.**
12. Article 35 – Letter A: Each year, the Board will maintain/replace if needed for each member of the unit, seven (7) long sleeve shirts, seven (7) short sleeve shirts, and seven (7) pairs of jeans/shorts. These items will be maintained by the worker. Note: Shorts may only be worn as part of the required uniform on ~~NON-SCHOOL~~ days **when students and faculty are not present and/or when designated by the Superintendent of Schools.**
13. Article 35 – Letter B: Each year, the Board will reimburse all members of the unit for ~~a (1) one pair of safety shoes or work boots with or without inserts/orthotics for an amount not to exceed a cost of \$200.00~~ **\$250.00** ~~and a pair of rubber boots not to exceed a cost of \$50.00.~~ A receipt and certification statement must be signed by the employee attesting to compliance with OSHA standards for his/her job description in order to receive reimbursement for shoes.

14. Article 36 – Longevity

| YEARS OF<br>EMPLOYMENT<br>COMPLETED | LONGEVITY PAYABLE |
|-------------------------------------|-------------------|
| 5 years                             | \$ 700.00         |
| 10 years                            | \$900.00          |
| 15 years                            | \$1,100.00        |
| 20 years                            | \$1,300.00        |
| 25 years                            | \$1,500.00        |
| 30 years                            | \$1,700.00        |
| 35 years                            | \$1,900.00        |
| 40 years                            | \$2,100.00        |

15. Article 40 – Professional Development: The Board recognizes the need for employees to engage in continuing education and training to meet the needs of changing technology in the workplace and to enhance job performance. The Board will reimburse a maximum per individual ~~\$1,000~~ **\$2,500** per year with a not to exceed of ~~\$10,000~~ **\$25,000** for the bargaining unit. Prior approval from Superintendent is required, courses and/or training which are directly related to the employee's current assignment. **Effective July 1, 2020, any individual who is reimbursed by the district for course credits will be subject to a three (3) year commitment to the district. If the individual resigns, she/he will be obligated to pay the full amount of the reimbursement back to the district.**

16. Article 43 – Unit Notes – #3: **The compensation of Leadpersons is noted below shall be added to the annual salary of eligible employees. If the Board determines the need for night Leadpersons at the elementary schools, Selover, and the Cheesequake School, \$1,000 shall be added to the annual salary of eligible employees.**

|                                           |                                            |
|-------------------------------------------|--------------------------------------------|
| (a) HS, MS, Samsel - day                  | <del>\$2,000</del> <b>\$3,000</b> per year |
| (b) Arleth, Eisenhower, and Truman – day  | <del>\$1,000</del> <b>\$2,000</b> per year |
| (c) Wilson, Selover and Cheesequake - day | <del>\$1,000</del> <b>\$1,500</b> per year |
| (e) Samsel - night                        | <del>\$1,000</del> <b>\$2,000</b> per year |
| (e) Middle School - night                 | <del>\$1,000</del> <b>\$2,000</b> per year |
| (f) High School - night                   | <del>\$1,000</del> <b>\$2,000</b> per year |
| (g) Maintenance                           | <del>\$1,000</del> <b>\$1,500</b> per year |
| (h) Grounds                               | <del>\$1,000</del> <b>\$1,500</b> per year |

17. Unit Notes - #7 – Any upgrade for day **Leadperson** positions will receive an additional ~~\$25.00~~ **\$45.00** per day.

18. Unit Notes - #9 – Additional monies for Nighttime lead personnel. The nighttime lead personnel shall be given an additional ~~\$40.00~~ **\$45.00** per day for assuming additional district responsibilities.

19. Unit Notes - # 10 – ~~The stipend increases of \$500~~ **noted below will be awarded to maintenance workers on an annual basis** for obtaining **and/or possessing** a qualified certification from a training program which consists of more than four months of training. ~~The~~ Board will reimburse ~~\$1,800~~ **\$2,500** per year for each training course attended and a qualified certification is received. Prior approval from ~~the~~ Superintendent is required.

| Qualified Certification                                       | Annual Stipend Amount |
|---------------------------------------------------------------|-----------------------|
| Master HVAC                                                   | \$5,000.00            |
| Master Plumbing                                               | \$5,000.00            |
| (Master) Electrician                                          | \$5,000.00            |
| Fire Alarm License                                            | \$4,000.00            |
| Universal Refrigerant                                         | \$500.00              |
| Any other license at the discretion of the Superintendent/BOE | \$500.00              |

20. Unit Notes - #11 - There will be two (2) On-call Emergency Workers who will answer emergency calls after hours. They will each receive a stipend of ~~\$4,050~~ **\$4,300** annually. They will work with the Director of Facilities to create a coverage schedule.

21. Unit Notes - #12 – ~~The two~~ **three** nighttime maintenance workers will receive a stipend of \$500 annually to answer all emergency calls during their shift.

22. A duplicate of this memorandum has been furnished to and received by representatives of both parties.

This Memorandum of Agreement is 3 pages in length and is dated April 22, 2021

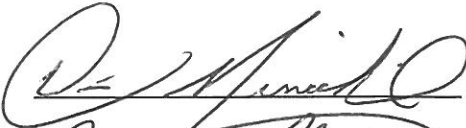
For the Board of Education:

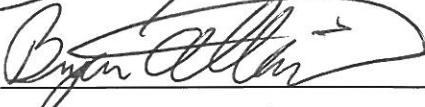
  
Steven Bloom

Paul Butler

Reid

For the Teamsters:

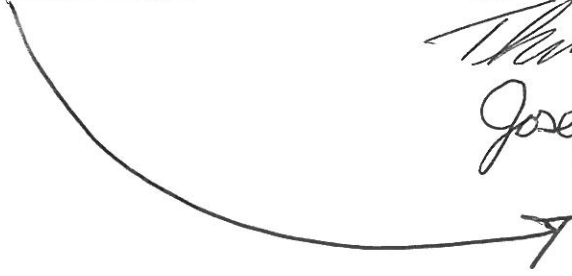
  
David Mendicino

  
Bryan Allen

  
William H. H. H.

  
Thomas J. J. J.

Joseph F. Coyle



## Salary Guides

### Custodian Without Black Seal

| Step | 2020-21   | Step  | 2021-22   | Step  | 2022-23   | Step  | 2023-24   |
|------|-----------|-------|-----------|-------|-----------|-------|-----------|
| 1    | \$ 29,175 | 1     | \$ 29,850 | 1     | \$ 30,525 | 1     | \$ 31,200 |
| 2    | 29,555    | 2     | 30,254    | 2     | 30,820    | 2     | 31,517    |
| 3    | 30,895    | 3     | 30,649    | 3     | 31,237    | 3     | 31,822    |
| 4    | 32,168    | 4     | 32,038    | 4     | 31,645    | 4     | 32,252    |
| 5    | 33,385    | 5     | 33,358    | 5     | 33,079    | 5     | 32,673    |
| 6    | 34,422    | 6     | 34,620    | 6     | 34,442    | 6     | 34,154    |
| 7    | 35,086    | 7     | 35,696    | 7     | 35,745    | 7     | 35,561    |
| 8    | 35,715    | 8     | 36,384    | 8     | 36,856    | 8-9   | 38,054    |
| 9    | 36,604    | 9     | 37,036    | 9     | 37,566    | 10    | 38,787    |
| 10   | 37,250    | 10    | 37,958    | 10    | 38,240    | 11    | 39,483    |
| 11   | 37,872    | 11    | 38,628    | 11    | 39,192    | 12    | 40,466    |
| 12   | 38,541    | 12    | 39,273    | 12-13 | 39,883    | 13-14 | 41,179    |
| 13   | 39,474    | 13-14 | 39,967    | 14-15 | 41,266    | 15-16 | 42,607    |
| 14   | 40,351    | 15    | 41,844    | 16    | 43,204    | 17    | 44,608    |

### Custodian With Black Seal

| Step | 2020-21   | Step  | 2021-22   | Step  | 2022-23   | Step  | 2023-24   |
|------|-----------|-------|-----------|-------|-----------|-------|-----------|
| 1    | \$ 30,375 | 1     | \$ 31,050 | 1     | \$ 31,725 | 1     | \$ 32,400 |
| 2    | 30,799    | 2     | 31,499    | 2     | 32,059    | 2     | 32,756    |
| 3    | 32,140    | 3     | 31,939    | 3     | 32,523    | 3     | 33,101    |
| 4    | 33,412    | 4     | 33,329    | 4     | 32,977    | 4     | 33,580    |
| 5    | 34,630    | 5     | 34,648    | 5     | 34,412    | 5     | 34,049    |
| 6    | 35,667    | 6     | 35,911    | 6     | 35,774    | 6     | 35,530    |
| 7    | 36,330    | 7     | 36,987    | 7     | 37,078    | 7     | 36,937    |
| 8    | 36,960    | 8     | 37,674    | 8     | 38,189    | 8-9   | 39,430    |
| 9    | 37,848    | 9     | 38,328    | 9     | 38,898    | 10    | 40,162    |
| 10   | 38,494    | 10    | 39,248    | 10    | 39,574    | 11    | 40,860    |
| 11   | 39,117    | 11    | 39,918    | 11    | 40,524    | 12    | 41,841    |
| 12   | 39,786    | 12    | 40,564    | 12-13 | 41,215    | 13-14 | 42,554    |
| 13   | 40,719    | 13-14 | 41,258    | 14-15 | 42,599    | 15-16 | 43,983    |
| 14   | 41,595    | 15    | 43,134    | 16    | 44,536    | 17    | 45,983    |
| OG 1 | 42,530    | OG 1  | 44,040    | OG 1  | 45,445    | OG 1  | 46,895    |
| OG 2 | 43,230    | OG 2  | 44,740    | OG 2  | 46,145    | OG 2  | 47,595    |
| OG 3 | 43,930    | OG 3  | 45,440    | OG 3  | 46,845    | OG 3  | 48,295    |
| OG 4 | 44,627    | OG 4  | 46,137    | OG 4  | 47,542    | OG 4  | 48,992    |
| OG 5 |           | OG 5  |           | OG 5  |           | OG 5  |           |
| OG 6 | 45,768    | OG 6  | 47,278    | OG 6  | 48,683    | OG 6  | 50,133    |
| OG 7 | 46,419    | OG 7  | 47,929    | OG 7  | 49,334    | OG 7  | 50,784    |
| OG 8 | 47,125    | OG 8  | 48,635    | OG 8  | 50,040    | OG 8  | 51,490    |
| OG 9 | 47,883    | OG 9  | 49,393    | OG 9  | 50,798    | OG 9  | 52,248    |
| OG10 | 49,565    | OG10  | 51,075    | OG10  | 52,480    | OG10  | 53,930    |
| OG11 | 53,073    | OG11  | 54,583    | OG11  | 55,988    | OG11  | 57,438    |
| OG12 | 57,364    | OG12  | 58,874    | OG12  | 60,279    | OG12  | 61,729    |
| OG13 | 68,877    | OG13  | 70,387    | OG13  | 71,792    | OG13  | 73,242    |

**Maintenance Without Black Seal**

| Step  | 2020-21   | Step  | 2021-22   | Step  | 2022-23   | Step  | 2023-24   |
|-------|-----------|-------|-----------|-------|-----------|-------|-----------|
| 1     | \$ 34,275 | 1     | \$ 34,950 | 1     | \$ 35,625 | 1     | \$ 36,300 |
| 2     | 34,843    | 2     | 35,543    | 2     | 36,086    | 2     | 36,783    |
| 3     | 35,562    | 3     | 36,132    | 3     | 36,698    | 3     | 37,259    |
| 4-5   | 37,789    | 4     | 36,878    | 4     | 37,306    | 4     | 37,891    |
| 6-7   | 39,787    | 5-6   | 39,187    | 5     | 38,077    | 5     | 38,518    |
| 8-9   | 40,787    | 7-8   | 41,259    | 6-7   | 40,461    | 6     | 39,315    |
| 10-11 | 44,163    | 9-10  | 42,296    | 8-9   | 42,600    | 7-8   | 41,776    |
| 12-13 | 45,286    | 11-12 | 45,797    | 10-11 | 43,671    | 9-10  | 43,985    |
| 14-15 | 49,563    | 13-14 | 46,962    | 12-13 | 47,285    | 11-12 | 45,090    |
| 16    | 50,802    | 15-16 | 51,397    | 14-15 | 48,488    | 13-14 | 48,822    |
| 17    | 52,072    | 17    | 52,682    | 16-17 | 53,067    | 15-16 | 50,064    |
| 18    | 53,374    | 18    | 53,999    | 18    | 54,394    | 17-18 | 54,792    |
| 19    | 54,708    | 19    | 55,349    | 19    | 55,754    | 19    | 56,162    |
| 20    | 56,076    | 20    | 56,732    | 20    | 57,148    | 20    | 57,566    |

**Maintenance With Black Seal**

| Step  | 2020-21   | Step  | 2021-22   | Step  | 2022-23   | Step  | 2023-24   |
|-------|-----------|-------|-----------|-------|-----------|-------|-----------|
| 1     | \$ 35,475 | 1     | \$ 36,150 | 1     | \$ 36,825 | 1     | \$ 37,500 |
| 2     | 36,088    | 2     | 36,788    | 2     | 37,325    | 2     | 38,022    |
| 3     | 36,806    | 3     | 37,423    | 3     | 37,984    | 3     | 38,538    |
| 4-5   | 39,034    | 4     | 38,168    | 4     | 38,639    | 4     | 39,218    |
| 6-7   | 41,031    | 5-6   | 40,478    | 5     | 39,408    | 5     | 39,895    |
| 8-9   | 42,032    | 7-8   | 42,549    | 6-7   | 41,794    | 6     | 40,689    |
| 10-11 | 45,407    | 9-10  | 43,587    | 8-9   | 43,932    | 7-8   | 43,152    |
| 12-13 | 46,530    | 11-12 | 47,087    | 10-11 | 45,004    | 9-10  | 45,360    |
| 14-15 | 50,808    | 13-14 | 48,252    | 12-13 | 48,617    | 11-12 | 46,467    |
| 16    | 52,078    | 15-16 | 52,688    | 14-15 | 49,820    | 13-14 | 50,197    |
| 17    | 53,380    | 17    | 54,005    | 16-17 | 54,400    | 15-16 | 51,439    |
| 18    | 54,715    | 18    | 55,355    | 18    | 55,760    | 17-18 | 56,168    |
| 19    | 56,083    | 19    | 56,739    | 19    | 57,154    | 19    | 57,572    |
| 20    | 57,485    | 20    | 58,158    | 20    | 58,583    | 20    | 59,012    |

**Stockroom & Grounds Without Black Seal**

| Step | 2020-21   | Step | 2021-22   | Step | 2022-23   | Step | 2023-24   |
|------|-----------|------|-----------|------|-----------|------|-----------|
| 1    | \$ 30,675 | 1    | \$ 31,350 | 1    | \$ 32,025 | 1    | \$ 32,700 |
| 2    | 31,110    | 2    | 31,810    | 2    | 32,369    | 2    | 33,066    |
| 3    | 32,451    | 3    | 32,261    | 3    | 32,844    | 3    | 33,421    |
| 4    | 33,723    | 4    | 33,652    | 4    | 33,309    | 4    | 33,911    |
| 5    | 34,760    | 5    | 34,971    | 5    | 34,746    | 5    | 34,392    |
| 6    | 35,797    | 6    | 36,046    | 6    | 36,108    | 6    | 35,875    |
| 7    | 37,271    | 7    | 37,121    | 7    | 37,217    | 7    | 37,282    |
| 8    | 38,130    | 8    | 38,650    | 8    | 38,327    | 8    | 38,427    |
| 9    | 39,371    | 9    | 39,541    | 9    | 39,906    | 9    | 39,573    |
| 10   | 40,308    | 10   | 40,828    | 10   | 40,826    | 10   | 41,203    |
| 11   | 41,345    | 11   | 41,799    | 11   | 42,155    | 11   | 42,153    |
| 12   | 42,382    | 12   | 42,875    | 12   | 43,157    | 12   | 43,525    |
| 13   | 43,419    | 13   | 43,950    | 13   | 44,268    | 13   | 44,560    |
| 14   | 44,456    | 14   | 45,026    | 14   | 45,378    | 14   | 45,707    |

**Stockroom & Grounds With Black Seal**

| Step | 2020-21   | Step | 2021-22   | Step | 2022-23   | Step | 2023-24   |
|------|-----------|------|-----------|------|-----------|------|-----------|
| 1    | \$ 31,875 | 1    | \$ 32,550 | 1    | \$ 33,225 | 1    | \$ 33,900 |
| 2    | 32,354    | 2    | 33,054    | 2    | 33,608    | 2    | 34,305    |
| 3    | 33,695    | 3    | 33,551    | 3    | 34,128    | 3    | 34,700    |
| 4    | 34,968    | 4    | 34,942    | 4    | 34,641    | 4    | 35,237    |
| 5    | 36,005    | 5    | 36,262    | 5    | 36,078    | 5    | 35,767    |
| 6    | 37,042    | 6    | 37,337    | 6    | 37,441    | 6    | 37,251    |
| 7    | 38,515    | 7    | 38,413    | 7    | 38,550    | 7    | 38,658    |
| 8    | 39,375    | 8    | 39,940    | 8    | 39,661    | 8    | 39,803    |
| 9    | 40,615    | 9    | 40,832    | 9    | 41,238    | 9    | 40,950    |
| 10   | 41,553    | 10   | 42,118    | 10   | 42,159    | 10   | 42,578    |
| 11   | 42,590    | 11   | 43,090    | 11   | 43,487    | 11   | 43,529    |
| 12   | 43,627    | 12   | 44,166    | 12   | 44,490    | 12   | 44,900    |
| 13   | 44,664    | 13   | 45,241    | 13   | 45,601    | 13   | 45,936    |
| 14   | 45,701    | 14   | 46,317    | 14   | 46,711    | 14   | 47,083    |
| OG 1 | 46,969    | OG 1 | 48,479    | OG 1 | 49,884    | OG 1 | 51,334    |
| OG 2 | 61,407    | OG 2 | 62,917    | OG 2 | 64,322    | OG 2 | 65,772    |