

## DELANCO TOWNSHIP BOARD OF EDUCATION

4420/Page 1 of 2

Workers' Conditions/Benefits Custodians/Maintenance

### **Workers' Conditions/Benefits Custodians/Maintenance**

The Board of Education reserves the right to establish benefits for support staff members not covered by the terms of a negotiated agreement. Full-Time Employees

A. Salary - To be determined by the Board of Education on a yearly basis.

B. Work Schedule - The work week shall be forty hours with time and a half payment for all hours over 40.

C. Holidays - Paid holidays shall include: Independence Day, Labor Day, Columbus Day, Thanksgiving, Day after Thanksgiving, Christmas Eve., Christmas Day, New Year's Eve, New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day. When a paid holiday falls on a Saturday or Sunday, employees will be given off the previous Friday or following Monday, at the discretion of the Superintendent.

D. Vacation (Twelve Month Employees) For each full month of employment during a contract year, one day of paid vacation shall be accumulated up to a maximum of ten days. At the completion of the fourth full year contract, the employee shall be entitled to fifteen days. Starting with the completion of the sixteenth year, one day will be added for each full year of service, until a maximum of twenty has been reached. A full year contract is one which extends from July 1 of one year to the succeeding June 30. Generally, vacation time must be taken during the months of July and August. However, an employee may choose to reserve up to five days to be used throughout the remainder of the school year at the Superintendent's discretion.

E. Holiday Pay - if an employee's services are required on a day which is listed as a paid holiday, the employee shall be paid full pay for the holiday plus an additional time and a half for each hour worked.

F. Sick Leave - Each twelve month employee shall receive twelve days sick leave per year; ten month employees shall receive ten sick days. Sick days may be accumulated.

G. Personal Business Leave - Each full-time employee shall receive two personal days and three emergency personal days.

H. Health Benefits - As per yearly Salary Guide/Benefits Schedule determined by the Board of Education.

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4420/Page 2 of 2

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I. Birthday Holiday - Each 12 month employee shall have his or her birthday as an additional paid holiday.

Adopted: July 29, 1987

Revised: October 9, 1991; November 14, 2007

N.J.S.A. 18A:6-6; 18A:16-12 et seq.

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36 Washington Street, Suite 1A, Toms River, NJ 08753

ph:(732)349-0777 fax:(732)349-9330