

**Glassboro Board of Education/GESPA – Sidebar Agreement for  
the Summer of 2021 only as applies to the  
Collective Bargaining Agreement Covering the Time Period from  
July 1, 2019 to June 30, 2022**

1. Article IX, "Work Hours and Work Load". (Page 8), subparagraph B:

During the Summer of 2021 only, work hours for all full-time Maintenance, Grounds, and Custodian employees shall consist of 10.5 consecutive hours, four (4) days a week, inclusive of a 30-minute duty free lunch/dinner period. This shall constitute a work shift. A work shift will start between 6:00 AM and 8:00 AM. Start times can be changed at the discretion of the Board based upon the needs of the District.

All full-time Maintenance, Grounds, and Custodian employees shall work a four (4) day workweek during the summer of 2021. For purposes of this Sidebar Agreement, a workweek for the summer of 2021 for all Maintenance, Grounds, and Custodial employees is defined as four (4) days, Monday through Thursday. The summer of 2021 is defined as the 1<sup>st</sup> working day after the school year ends for all students in June of 2021 and the last working day prior to the students' return for the next school year.

During the Summer of 2021 only, all full-time Maintenance, Grounds, & Custodial employees shall be scheduled to work 10.5 hour shifts and each such employee shall be advised of his/her regular starting and quitting times. At least one (1) Black Seal Custodian or shift foreman in each building must remain on the premises during their duty-free lunch. In the event that a shift cannot be filled, the shift foreman must remain in the building.

Each full-time Maintenance, Grounds, and Custodial employee shall receive two (2) fifteen (15) minute breaks each day.

Any time worked beyond 40 hours per week shall be compensated as overtime.

Maintenance, Grounds and Custodial employees shall be eligible for overtime assignments on a seniority basis provided the employees possess the necessary credentials for the particular assignment. Foremen are responsible for ensuring that qualified staff are present

for all needed assignments and shall cover the assignment if no qualified employees volunteer for the assignment.

During the summer of 2021 only as defined above, the usage of sick and personal leave days shall be calculated on a day-to-day basis. If an employee takes a sick day, that employee will be charged for the usage of one (1) sick day. If an employee takes a personal day, that employee shall be charged for the usage of one (1) personal day.

The usage of vacation time shall be based upon what constitutes a work week. If a Maintenance, Grounds, or Custodian employee takes a week's worth of vacation, that employee is entitled to four (4) days of vacation and will be charged for four (4) days of vacation.

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For the Board of Education

Date: May 26, 2021



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For the GESPA

Date: May 26, 2021