

AGREEMENT

BETWEEN

CLIFFSIDE PARK BOARD OF EDUCATION

AND

**CLIFFSIDE PARK SCHOOL DISTRICT'S
TEACHER AIDES**

JULY 1, 2015 - JUNE 30, 2018

**AGREEMENT BETWEEN
CLIFFSIDE PARK BOARD OF EDUCATION
AND
CLIFFSIDE PARK SCHOOL DISTRICT'S TEACHER AIDES**

2015-2018

RECOGNITION

Pursuant to Chapter 123 Public Laws of New Jersey 1974, the Cliffside Park Board of Education hereby recognizes the Cliffside Park Teacher Aides' Association as the sole representative for collective negotiations concerning the terms and conditions of employment for all teacher aides in the Cliffside Park School System.

SALARIES

During the 2015-2016 school year each teacher aide will receive an increase of \$0.48 per hour over the salary received during the previous school year. During the school year 2016-2017 each teacher aide will receive an increase of \$0.51 per hour over the salary received during the previous school year. During the school year 2017-2018 each teacher aide will receive an increase of \$0.54 per hour over the salary received during the previous school year.

During the school year 2016-2017 the beginning salary for new teacher aides will be \$14.28 per hour. During the school year 2017-2018 the beginning salary for new teacher aides will be \$14.79 per hour.

Salaries will be calculated on a 182 working days per year basis for all employees covered by this agreement.

HEALTH INSURANCE

During the term of this Agreement the Cliffside Park Board of Education will provide health care coverage as designated below:

For all full-time employees (32 or more hours per week) covered by this Agreement who remain in the employ of the board of education for the applicable fiscal years of 2015-2018, the board will make payments of full individual or full family insurance premiums as appropriated in the SEHBP-NJ Direct 10 or an equivalent health plan.

For all full-time employees (32 or more hours per week) covered by this Agreement who remain in the employ of the board of education for the applicable fiscal years of 2015-2018, the board will make payments of full individual or full family insurance premiums as appropriated in the Delta Dental Plan of New Jersey or an equivalent dental plan.

HEALTH INSURANCE, continued

For all full-time employees (32 or more hours per week) covered by this Agreement who remain in the employ of the board of education for the applicable fiscal years of 2015-2018, the board will make payments of full individual or full family insurance premiums as appropriated in the BeneCard Prescription Plan or an equivalent prescription plan, for all teacher aides and their dependents where applicable.

For all full-time employees (32 or more hours per week) covered by this Agreement who remain in the employ of the board of education for the applicable fiscal years of 2015-2018, the board will make payments of full individual or full family insurance premiums as appropriated in the Vision Service Plan or an equivalent optical plan.

SICK LEAVE

During the terms of this within Agreement, all employees covered by the within agreement will be allowed during the school years 2015-2018, sick leave as follows:

All employees will receive ten (10) days sick leave for each school year.

Said sick leave for all employees will be cumulative and any such sick leave that remains unutilized at the end of any year within this agreement will be carried from year to year and until it is used in any such subsequent years.

PERSONAL LEAVE

During the term of the within Agreement, all employees covered by the within Agreement will be allowed, during the years of the within Agreement, up to three (3) personal leave days. These days be allowed to be utilized with an explanation required for any of the following reasons:

Recognition of a religious holiday

Court subpoena

Urgent personal business and emergencies which cannot be handled outside working hours

Death of a relative other than in the immediate family - one (1) day with full pay

In certain circumstances a close friend may be considered in this category, at the discretion of the Superintendent of Schools

Leave because of a death of a member of the immediate family, may be granted for five (5) days with full compensation for all aides. Immediate family shall include: mother, father, mother-in-law, father-in-law, sister, brother, husband, wife and children.

PERSONAL LEAVE, cont

The personal leave provided for herein will not be cumulative. Applications for personal leave are to be made in writing, and, except as otherwise provided in this agreement, must state the reason that such leave is necessary. Application must be made at least 48 hours prior to the day requested, except in emergencies. Application will be submitted to the Superintendent, whose approval, except as otherwise provided in this agreement, must be obtained before leave may be taken.

LONGEVITY BENEFITS

All teacher aides who have been employed by the Cliffside Park Board of Education for the following number of years shall receive an additional sum in their yearly salary for each year during the duration of this Agreement:

| | |
|---------------|----------|
| 8 – 13 Years | \$500.00 |
| 14 – 19 Years | \$600.00 |
| 20 or More | \$700.00 |

ATTENDANCE BONUS

- A. An annual attendance bonus shall be awarded as follows:
1. Any teacher aide, except one who is on leave, who completes any school year and has not used any sick days or personal days shall receive an annual attendance bonus of \$400.00.
 2. Any benefited full-time teacher aide, except one who is on leave, who completes any school year and has not used any sick days and uses only one (1) personal day shall receive an annual attendance bonus of \$200.00.

RETIREMENT COMPENSATION

A teacher aide who has been employed for 10 full years with the Cliffside Park Board of Education and retires while employed by the Cliffside Park Board of Education will receive compensation for unused sick days. A teacher aide will receive \$75.00 for every two (2) unused sick days. The total maximum dollar amount a teacher aide can receive is \$4500.00

DURATION OF AGREEMENT

This agreement will be effective as of July 1, 2015 and will continue in effect until June 30, 2018

In witness whereof the parties hereto have caused this agreement to be signed by their respective representatives on this _____ day of _____ 2016.

CLIFFSIDE PARK BOARD OF EDUCATION

**CLIFFSIDE PARK SCHOOL
DISTRICT'S TEACHER AIDES**

By _____
PRESIDENT

By _____

By _____
SUPERINTENDENT OF SCHOOLS