

**Memorandum of Agreement Between the
Certified Directors Association and the
Paterson School District**

1. Except as this Memorandum shall otherwise provide the terms of the collective bargaining Agreement for July 1, 2005 to June 30, 2008 shall be continued.
2. Term of Agreement – four (4) years July 1, 2008 to June 30, 2012.
3. Salaries delete Paragraph A of Article 19 and all salary guides.
 - a) Effective July 1, 2008, base salaries of each member of the bargaining unit shall be increased 2.5% inclusive of any increment adjustment. No employee shall receive a salary adjustment greater than 2.5% increase of their 2007-2008 base salary. Longevity increases shall not be granted; paragraph B, Article 19 shall not be changed.
 - b) Effective July 1, 2009, base salaries of each member of the bargaining unit shall be increased 2.5% inclusive of any increment adjustment. No employee shall receive a salary adjustment greater than 2.5% increase of their 2008-2009 base salary. Longevity shall remain at the level paid in 2007-2008; no longevity increases shall be granted; paragraph B, Article 19 shall not be changed.
 - c) Effective July 1, 2010, a complete wage and longevity freeze shall be in effect for the year 2010-2011. No employee shall be granted any salary increase; no employee shall be granted any longevity increase. Employees shall remain at the same step the employee was placed on 2009-2010 salary guide and all employees shall be paid the same salary paid in 2009-2010. No increments shall be granted for 2010-2011. No longevity increases shall be granted for 2010-2011.
 - d) Effective July 1, 2011, base salary of each of member of the bargaining unit shall be increased 2.5% inclusive of any increment adjustment. No employee shall receive a salary adjustment greater than 2.5% increase of their 2009-2010 base salary. Longevity shall remain at the level paid in 2007-2008; no longevity increases shall be granted; paragraph B, Article 19 shall not be changed.

4. Article 10 Conference and Conventions add new paragraph "E All restrictions, rules and requirements issued by the Commissioner of Education and/or the State Board of Education for attendance at conferences and conventions shall be incorporated by reference into this Agreement and shall be followed.
5. Article 6 Work Year, effective July 1, 2009, modify Paragraph B. "Vacation leave shall not be granted in the week after the end of the school year. Vacation leave shall not be granted in the two weeks before the start of a school year
6. Article 7 Add District Policy requirement to Sign-in and Sign-out (as found in P.E.A. Labor Agreement Consistent with the work day requirement for certified directors as said forth in the existing Labor Agreement).
7. The parties agree that any dispute concerning the calculation, payment or any other issue or dispute concerning this salary provision shall be subject to binding arbitration; the parties further agree that Martin S. Scheinman, Esq. shall serve as arbitrator; if he is unable to serve James w. Mastriani shall serve as arbitrator.

This Memorandum of Agreement is subject to ratification by the Association membership; this Memorandum of Agreement is also subject to the review and approval of the State District Superintendent in his discretion and subject to review and approval of the Commissioner of Education in his discretion and subject to review and approval of the State Board of Education in its discretion. The respective negotiations Committees shall recommend approval of this tentative settlement to those they represent.

Association

District














