

**AGREEMENT**

**BETWEEN**

***CLIFFSIDE PARK BOARD OF EDUCATION***

**AND**

***CLIFFSIDE PARK SCHOOL DISTRICT'S  
TECHNOLOGY DEPARTMENT***

**JULY 1, 2015 - JUNE 30, 2018**

**AGREEMENT BETWEEN  
CLIFFSIDE PARK BOARD OF EDUCATION  
AND  
CLIFFSIDE PARK SCHOOL DISTRICT'S TECHNOLOGY DEPARTMENT**

**RECOGNITION**

Pursuant to Chapter 123, Public Laws of New Jersey, 1974 the Cliffside Park Board of Education hereby recognized the Cliffside Park School District's Technology Department as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all technology personnel.

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing, duly executed by both parties. If any provision of this Agreement, or any interpretation, application of administration thereof shall be determined by a court or administrative agency, having jurisdiction thereof, to be contrary to law, such provision, interpretation or administration, shall be deemed invalid and shall be stricken there from to the extent required by such determination. All other provisions here of shall remain in full force and effect.

**HOURS OF WORK**

During the period beginning July 1 and ending June 30 of the year within the Agreement the working hours on a 12 month basis will be:

Monday through Friday: 8:00 a.m. through 4:00 p.m.

**SALARIES**

During the fiscal year 2015-2016, 2016-2017 and 2017-2018 each employee covered shall receive an increase as follows: Full-Time (100%) and Part-Time (% of Work Time Pro-Rated)

	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>
Director of Technology	\$1,460	\$1,800	\$1,900
Director of Information Technology	\$0	\$1,800	\$1,900
Technology Coordinators	\$1,460	\$1,600	\$1,700

Evaluation of employee's experience will be considered on a case by case basis by the Superintendent of Schools for salary increases. The Superintendent may give experience to any employee and negotiate an appropriate salary. Salary increments will be determined by satisfaction evaluation as determined by the administration.

**Longevity Benefits** – Technology Department employees 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:

9 to 15 years:	\$ 700.00
16 to 19 years:	\$1000.00
20 or more years:	\$1150.00

**Compensation**

Additional Compensation paid in accordance with sections and of this article and longevity shall be, for pension calculations purposes only, deemed a part of each person’s base salary, N.J.S.A. 18A:66-2(d).

**Retirement Compensation**

Technology Department employees who retires while employed by the Cliffside Park Board of Education and have been employed for 10 years will receive compensation for unused sick days. He/she will receive \$125.00 for every two (2) unused sick days. The total maximum dollar amount a Technology Department employee can receive is \$4500.00.

Payment of the unused sick days compensation shall be made in two (2) payments, one the thirty (30) days after retirement or resignation from the District and one during the first month of the next taxable year. In the event of death prior to severance or retirement and collection of this payment, said payment shall be made to the estate of the said person.

**VACATIONS**

During the terms of this Agreement vacations shall be granted as follows for existing employees:

- Two (2) calendar weeks of vacation after one (1) year of employment
- Three (3) calendar weeks of vacation after five (5) years of employment
- Four (4) calendar weeks of vacation after 10 years of employment

New employees of this Agreement shall be granted vacations as follows:

- Two (2) calendar weeks of vacation after one (1) year of employment
- Three (3) calendar weeks of vacation after five (5) years of employment

**SICK LEAVE**

During the terms of this Agreement all employees covered by this Agreement will be entitled to 12 days of sick leave. Said sick leave shall be cumulative and any such sick leave that remains unused at the end of any year shall be carried from year to year and until it is used in any of such subsequent years.

Each Technology Department employee shall be given a written accounting of accumulated sick leave days no later than September 30th of each school year.

Any Technology Department employee who completes any school year shall receive the following compensation regarding utilization of sick days/personal days:

- No sick and no personal day usage = \$1200.00
- No sick and 1 personal day = \$800.00

Annual attendance bonuses shall be paid to said Technology Department employee on the 15<sup>th</sup> day of school in September following the school year in which it was earned.

**PERSONAL LEAVE**

During the terms of this Agreement all employees covered by this Agreement will be entitled to four (4) personal business days\*. These personal business days will be allowed to be utilized with a written explanation on the required form and submitted to the Superintendent.

1. Recognition of religious holiday
2. Court subpoena
3. Urgent personal business emergencies

Personal days will be granted at the discretion of the Superintendent. Personal business days are not cumulative

\* per CPEA contract

**HOLIDAYS**

For all employees covered by this Agreement the schedule of holidays will be the same as the schedule of holidays published on the School Calendar for the 2015-2016, 2016-2017, 2017-2018 school years as published by the Office of the Superintendent of Schools and approved by the Board of Education.

**HEALTH INSURANCE**

During the terms of this Agreement the Cliffside Park Board of Education will provide the health care insurance protection to all employees covered by this Agreement same as CPEA contract.

**DURATION OF AGREEMENT**

This Agreement will be effective 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 representatives and attested to hereon

On the \_\_\_\_\_ day of \_\_\_\_\_ 2016

CLIFFSIDE PARK BOARD OF EDUCATION

CLIFFSIDE PARK SCHOOL DISTRICT'S  
TECHNOLOGY DEPARTMENT

By: \_\_\_\_\_

By: \_\_\_\_\_