

# **AGREEMENT**

**BETWEEN**

**CLIFFSIDE PARK BOARD OF EDUCATION**

**AND**

**CLIFFSIDE PARK SCHOOL BUS DRIVERS**

**ASSOCIATION**

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

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**AGREEMENT BETWEEN  
CLIFFSIDE PARK BOARD OF EDUCATION  
AND  
CLIFFSIDE PARK BUS DRIVERS ASSOCIATION**

**ARTICLE I - RECOGNITION**

Pursuant to Chapter 123, Public Laws of New Jersey, 1974, the Cliffside Park Board of Education hereby recognizes the Cliffside Park School Bus Drivers' Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all bus drivers personnel.

**ARTICLE II - SALARIES**

- A. Beginning Salary for new Bus Drivers 2015-2016 will be \$12.50 per hour
- B. Beginning Salary for new Bus Drivers 2016-2017 will be \$17.00 per hour
- C. Beginning Salary for new Bus Drivers 2017-2018 will be \$19.00 per hour

Current Drivers	Annual Increase	Annual Increase
Full Time 2015-2016	\$1000.00	Part-Time 2015-2016 \$0.48 per hour increase
Full Time 2016-2017	\$1125.00	Part-Time 2016-2017 Hourly Rate - \$17.00
Full Time 2017-2018	\$1185.00	Part-Time 2017-2018 Hourly Rate - \$19.00

Evaluation of employees' 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 place that employee on the appropriate step on the current salary guide. Salary increments will be determined by satisfaction evaluation as determined by the administration.

Any new employee hired without a fireman's license will be given one year to receive the license and placed on the appropriate step of the salary guide.

D. Longevity Benefits:

1. All full-time employees covered by this agreement who have been employed by the Cliffside Park Board of Education for ten (10) to fifteen (15) years shall receive an additional sum of \$500.00 in their yearly salary for fiscal years 2015-2016, 2016-2017 and 2017-2018.
2. All full-time employees covered by this agreement who have been employed by the Cliffside Park Board of Education for sixteen (16) to twenty (20) years shall receive an additional sum of \$700.00 in their yearly salary for fiscal years 2015-2016, 2016-2017 and 2017-2018.
3. All full-time employees covered by this agreement who have been employed by the Cliffside Park Board of Education for twenty-one (21) to thirty (30) years shall receive an additional sum of \$950.00 in their yearly salary for fiscal years 2015-2016, 2016-2017 and 2017-2018.
4. All full-time employees covered by this agreement who have been employed by the Cliffside Park Board of Education over thirty (30) years shall receive an additional sum of \$1200.00 in their yearly salary for fiscal years 2015-2016, 2016-2017 and 2017-2018.

E. Trips:

Compensation for After School Athletic Trips will be as follows:

	Five (5) Hours	
Regular	\$60.00	+ \$15.00 each additional hour
Saturdays	\$70.00	+ \$15.00 each additional hour
Sundays/Holidays	\$70.00	+ \$15.00 each additional hour

**ARTICLE III - ATTENDANCE BONUS**

Any bus driver, except one who is on leave, who completes any school year and has not used any sick days and any personal days, shall receive an annual attendance bonus of \$1000.00.

Any bus driver, except one who is on leave, who completes any school year and not used any sick days and used only one (1) personal day, shall receive an annual attendance bonus of \$800.00.

Any bus driver will not be eligible for any Bonus if they choose to be docked for a working calendar day.

**ARTICLE IV - SICK LEAVE**

During the term of the within Agreement, all employees covered by the within Agreement shall be allowed, during each year of the within Agreement, twelve (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 of the within Agreement shall be carried from year to year and until it is used in any of such subsequent years.

**ARTICLE V - PERSONAL LEAVE**

A. During the term of the within Agreement, all employees covered by the within Agreement shall be allowed, during each year of the within Agreement, up to three (3) personal leave days, which shall be allowed to be utilized **with an explanation required** for any of the following reasons:

1. Recognition of a religious holiday.
2. Court subpoena.
3. Urgent personal business and emergencies which cannot be handled outside of school hours.
4. Funeral of a friend.
5. Leave, because of death of a relative other than in the immediate family, may be granted for one (1) day with full pay.

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

The personal leave provided for herein shall not be cumulative. Applications for personal leave are to be made in writing and, except as otherwise provided in this ARTICLE, must state the reason that such leave is necessary. Application must be made at least forty-eight (48) hours prior to the day requested, except in emergencies. Applications shall be submitted to the Superintendent of Schools, whose approval, except as otherwise provided in the ARTICLE, must be obtained before leave can be taken.

## **ARTICLE VI - HOLIDAYS**

12 month bus drivers shall be entitled to sixteen (16) paid holidays during school years 2015-2016, 2016-2017 and 2017-2018. The specific dates for these holidays shall be agreed upon by and between the Superintendent of Schools and the Bus Drivers Association shall coincide with the school calendar for the school years as approved by the Board of Education.

## **ARTICLE VII – VACATIONS**

A. During the term of the within Agreement, vacations shall be granted to all full-time 12 month bus drivers covered by the within agreement as follows:

### ***CURRENT EMPLOYEES***

1. One day of vacation shall be granted for each completed month of employment during the first year of employment in the Cliffside Park Schools, up to a total of ten (10) working days of vacation.
2. Two (2) calendar weeks of vacation shall be granted with one (1) full year but less than five (5) years of employment.
3. Three (3) calendar weeks of vacation shall be granted with five (5) full years but less than ten (10) years of employment.
4. Four (4) calendar weeks of vacation shall be granted to all employees with ten (10) or more years of employment.
5. All those entitled to a summer vacation shall be required to take two (2) weeks of it during the common two-week vacation period when all schools shall be closed. This system-wide two-week period shall be set annually by the Superintendent with approval of the Board.
6. The vacations of the bus driver staff must be planned so that two (2) weeks will be taken during summer common vacation. Remaining vacation time must be approved by the Superintendent of Schools.

### **ARTICLE VII – VACATIONS-EFFECTIVE JULY 1, 2012 – NEW EMPLOYEES**

B. During the term of the within Agreement, vacations shall be granted to all full-time 12 month bus drivers covered by the within agreement as follows:

### ***NEW EMPLOYEES***

1. One day of vacation shall be granted for each completed month of employment during the first year of employment in the Cliffside Park Schools, up to a total of ten (10) working days of vacation.
2. Two (2) calendar weeks of vacation shall be granted with one (1) full year but less than 10 (ten) years of employment.
3. Three (3) calendar weeks of vacation shall be granted with more than ten (10) years of employment.
4. All those entitled to a summer vacation shall be required to take two (2) weeks of it during the common two-week vacation period when all schools shall be closed. This system-wide two-week period shall be set annually by the Superintendent with approval of the Board.

5. The vacations of the bus driver staff must be planned so that two (2) weeks will be taken during summer common vacations. Remaining vacation time must be approved by the Superintendent of Schools.

### **ARTICLE VIII - RETIREMENT COMPENSATION**

A bus driver 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 bus driver will receive \$100.00 for every two (2) unused sick days. The total maximum dollar amount a bus driver can receive is \$4000.00

### **ARTICLE IX - FIREMAN LICENSE**

During the term of the within Agreement, all employees shall be reimbursed for the cost of their Fireman's License once every three (3) years.

### **ARTICLE X - HEALTH INSURANCE**

- A. During the term of this Agreement, the Cliffside Park Board of Education shall provide the health care insurance protection designated below for Full-Time Employees:
  1. For all employees covered by this Agreement who remain in the employ of the Board of Education for the applicable fiscal years of 2015-2016, 2016-2017 and 2017-2018, the Board shall make payment of full individual or full family insurance premiums as appropriated in the SEHBP-NJ Direct 10 or equivalent health plan.
  2. For all employees covered by this Agreement who remain in the employ of the Board of Education for the applicable fiscal years of 2015-2016, 2016-2017 and 2017-2018, the Board shall make payment of full individual or full family insurance premiums as appropriated in the Delta Dental Plan of New Jersey or an equivalent dental plan.
  3. For all employees covered by this Agreement who remain in the employ of the Board of Education for the applicable fiscal years of 2015-2016, 2016-2017 and 2017-2018, the Board shall make payment of full individual or full family insurance premiums as appropriated in the BeneCard Prescription Plan.
  4. For all employees covered by this Agreement who remain in the employ of the Board of Education for the applicable fiscal years of 2015-2016, 2016-2017 and 2017-2018, the Board shall make payment of full individual or full family insurance premiums as appropriated in the Vision Service Plan or equivalent optical plan.

**ARTICLE XVI – DURATION OF AGREEMENT**

This Agreement shall be effective July 1, 2015 and shall continue in effect until June 30, 2018.

In witness where the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their representatives hereon,

All on the \_\_\_\_\_ Day of \_\_\_\_\_ 2016.

**CLIFFSIDE PARK BOARD OF EDUCATION**

**CLIFFSIDE PARK SCHOOL BUS DRIVERS  
ASSOCIATION**

By: \_\_\_\_\_  
Chairperson, Negotiating Committee

By: \_\_\_\_\_  
Chairperson, Negotiating Committee

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

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