

MEMORANDUM OF AGREEMENT

Between Middlesex County Vocational & Technical Schools Board of Education
And
Middlesex County Vocational High School Employees Association
May 14, 2020

The above-captioned parties, having reached a tentative settlement for a successor Collective Bargaining Agreement as set forth below shall recommend the terms of this memorandum through their respective bargaining committees to the full Board of Education and the Association's general membership and this memorandum shall be subject to ratification by the Board and the Association's general membership.

1. Duration: This Agreement shall be effective July 1, 2020 and continue in existence through June 30, 2023.

2. ARTICLE I RECOGNITION (page 3):

The board hereby recognizes the Association as the majority representative for collective negotiations concerning the terms and conditions of employment only for the following personnel employed by the Board:

Custodian
Groundskeeper
Head Custodian
Head Groundskeeper
Maintenance Mechanic
Grounds Foreman
Maintenance Foreman

Add:

School Bus Driver

3. ARTILCE II- HOURS OF WORK-SECTION I-PARAGRAPH 2 (PAGE 5):

When an employee is required to work beyond a normal shift the employee shall receive time and one half (1 ½) for all time worked. If an employee is called in for emergency work, the employee shall be guaranteed two (2) hours work paid at time and one half (1 ½). When an employee is called in for emergency work they will be paid one half (1/2) hour for travel time.

The shifts normally fall in the following brackets:

Shift # 1- Between 6:00 a.m. and 5 p.m.

Shift # 2 – Between 2:00 p.m. and 1:00 a.m.

Add:

Shift # 3 – Between 10 PM – 8 AM

4. ARTILCE II- HOURS OF WORK-SECTION 8 (page 6):

Replace with New Language:

For **employees** called-in by the administration when schools are closed **for the task of snow removal** in lieu of regular pay those employees shall receive double-time for the hours worked.

5. ARTILCE II- HOURS OF WORK-SECTION 9 (New)

During July and August, the workday on Fridays shall consist of six (6) hours to be scheduled in the morning.

6. ARTICLE IV-VACATIONS-SECTION I (page 8):

Employees shall receive vacation with pay based on years of service from the anniversary date of that employees' hire to be assessed July 1 of the subsequent year in accordance with the following vacation table:

Replace vacation table with the following:

Years of Service	Vacation Period
Less Than one (1) year of service	One (1) working day for each full month of Service, up to ten (10) vacation days
One (1) but less than five (5) years of service	Twelve (12) working days
Five (5) but less than ten (10) years of service	Seventeen (17) working days
Ten years of service	Twenty-Two (22) working days

7. ARTICLE V-SICK LEAVE AND ABSENCE REPORTING-SECTION I (page 9):

Remove:

N.J.S.A. 19A:30-1

Replace:

N.J.S.A. 18A:30-1

8. ARTICLE IX-SENIORITY AND PERMANENT EMPLOYEE SECURITY

Section 10:

Employees holding a Black Seal License shall receive an additional ~~\$500.00~~ **\$750.00** per contract year.

9. ARTICLE IX-SENIORITY AND PERMANENT EMPLOYEE SECURITY (page 15):

Add New Section:

Section 13:

School bus drivers must hold or obtain a valid school bus driver endorsement attached to their commercial driver's license or the employee may be terminated.

10. ARTICLE XII-NON-DISCRIMINATION (PAGE 17):

Change the following language within the article:

Change.....Administrative Assistant to the Superintendent to the Assistant Superintendent

Change.....Affirmative Action Officer-Assistant Superintendent to the Director of Personnel

11. ARTICLE XVI-WAGES-SECTION 1 (page 26):

Replace the first sentence with new language:

All employees covered by the recognition clause shall be appointed and salaries fixed by the Employer on a school year basis July 1 through June 30.

12. Article XVII – Longevity

<u>Longevity</u>	<u>2019-20</u>	<u>2020-23</u>
10 Years	\$400	\$900
15 Years	\$1,225	\$1775
20 Years	\$1,950	\$2500
25 Years	\$2,675	\$3225
30 Years	\$3,100	\$3950

13. ARTICLE XVIII-HEALTH CARE BENEFITS AND MATERNITY LEAVE-SECTION I, A.

There will be a 2% reduction in all employee chapter 78 contribution tables

14. ARTICLE XVIII-HEALTH CARE BENEFITS AND MATERNITY LEAVE-SECTION I, D(page 28):

Add the word substantially:

The Board may substitute other insurance carriers so long as the applicable insurance coverage's are **substantially** equivalent to those being provided or in order to bring insurance carriers and coverage's into compliance with Paragraph (A), (B) and (C) above. The Bard agrees to consult with the MCVHSEA at least 60 days prior to or soon as practicable before making any changes in health insurance benefits or coverage's during the term of this contract. Consent shall not be required.

15. ARTICLE XXI-REPRESENTATION FEE (page 31):

Delete the entire article

16. MISCELLANEOUS section become the new ARTICLE XXI

17. Salary - The guides will increase by 3% 2020-21, 3.05% 2021-22, 3.1% 2022-23

Board of Education:



Association:

