

CLIFTON PUBLIC SCHOOLS

www.clifton.k12.nj.us

Danny A. Robertozzi, Ed.D.
Superintendent of Schools

Michael Ucci
Business Administrator/Board Secretary



Lucy Danny
President
Clifton Board of Education

Eric Thomasevich
Asst. Business Administrator/Board Secretary

January 11, 2021

Via email – opra+request-19436-9baa2573@requests.opramachine.com

Mr. John K. MacDonald

Dear Mr. MacDonald:

Please accept this correspondence in response to your request for government records, pursuant to the Open Public Records Act (OPRA). The time in which a public entity has to respond to an OPRA request begins to run the day after the custodian of records receives such request. This request was received on January 5, 2021. A response is being provided to you on the 4th business day after receipt of your request.

- 1. Full employment contract for Director of Building Grounds for 2020-2021 school year including salary.**

Attached please find the employment contract for Clifton Public Schools' Director of Buildings and Grounds. His personal address has been redacted as required.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael Ucci'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Michael Ucci
School Business Administrator/Board Secretary

MU/ld

Agreement

Between the

Director of Building

And Grounds

and the

Clifton Board of Education

July 1, 2020

To

June 30, 2021

THIS AGREEMENT, made as of July 1, 2020, between the Clifton Board of Education located at 745 Clifton Avenue in the city of Clifton, New Jersey and Albert Marchione,

I. Duration of Agreement:

- A. This agreement shall be in force from July 1, 2020 to June 30, 2021 during which time Albert Marchione shall perform those tasks required in the job description for the title of the Director of Building and Grounds.

II. Insurance

The Director of Building and Grounds shall receive the following insurance coverage and, in accordance with N.J.S.A 18A:16 – 17b, shall contribute towards health insurance, at Tier 4 percentages, in accordance with all applicable statutes and regulations including, but not limited to, Chapter 2 (May 2010) and Chapter 78 (June 2011).

A. Medical Insurance

1. The Board agrees to pay premium for medical insurance provided through the Board's health insurance provider for the employee and their dependents subject to the following conditions
 - a. Employees whose first day of employment shall be on or after July 1, 1998 shall be enrolled in either individual or dependent Point of Service Program (POS).
 - b. Should employees whose first day of employment is on or after July 1, 1998 select medical coverage other than the POS, they shall pay the difference in the cost of premium between the program selected and the POS.
 - c. Effective July 1, 2018, or as soon thereafter as possible, employees and their eligible dependents shall not be able to elect the AETNA Open Choice PPO plan (Traditional Plan).

B. Prescription Insurance

The Board agrees to pay premium for prescription insurance for each employee and dependent(s) subject to a twenty-five (\$25.00) dollar copay for brand name prescriptions and a fifteen dollar (\$15.00) copay for generic prescriptions. These copays shall also pertain to mail order prescriptions.

C. Dental Insurance

The Board agrees to pay premium for each employee and dependent(s) coverage for a dental plan which includes the following elements:

1. Preventive and diagnostic 100%
2. Basic Services 80/20 copay
3. Prosthodontic Benefits 50/50 copay
4. Orthodontic Benefits 50/50 copay

The maximum amount of services, excluding orthodontic, shall be \$1800.00 per calendar year. Orthodontic benefits are subject to a \$1000.00 maximum per case which is separate from the \$1800.00 maximum per year for other covered services.

D. Waiver of Insurance

Employees who voluntarily waive the insurance benefits set forth above will be paid the following amounts for the program(s) in which the employee is currently eligible. Eligible employees hired after the date of July 1, 2005 shall receive the lowest cost amount for the type of coverage waived. Payment will be made in one (1) installment by June 30th. Once an employee voluntarily waives insurance coverage, the employee may re-enroll upon proof of any of the life events as designated by the Department of Insurance. Employees hired after July 1 of any year who elect not to take insurance coverage(s) or employees who terminate employment prior to June 30 shall have the payment prorated based on the number of months the employee was employed.

	POS	Prescription	Dental
Family	4,446	921	396
Husband/ Wife	3,820	921	214

Parent/ Child	2,534	525	277
Single	1,716	346	114

E. Retirement Allowance

The Board agrees upon retirement from active service in accordance with the regulations set down by the Public Employees Retirement System it shall continue the retiree on the payroll until 34 % of the eligible unused sick days has been exhausted, payable at the final year's salary or at the employee's option, the Board shall pay the employee 34% of the eligible unused sick days in a lump sum. The employees taking deferred retirement are not eligible for this benefit.

If the employee wishes the cash benefit, it will be implemented according to the following examples:

1. A twelve (12) month employee at retirement having 100 unused sick days shall be entitled to 34% of the 100 days, or 34 days multiplied by 1/240 of the annual salary be paid said employee at time of retirement.

F. Payment to Estate

1. In the event of death while in the employ of the Clifton board of Education, payment at full salary of unused vacation days shall be paid to the estate.
2. In the event of death while in the employ of the Clifton Board of Education, payment of retirement benefits shall be paid to the estate of the employee.

III. Sick Days

The Director of Buildings and Ground shall receive 15 sick days with full pay each year which will accumulate without limit, prorated for lesser service.

IV. Leaves of Absence

A. Bereavement Leave shall be defined as follows:

1. Four (4) consecutive school days within seven (7) consecutive calendar days following the date of death for each herein specified without salary deduction shall be allowed for the death of a father, mother, brother, sister, husband, wife, child,

grandfather, grandmother, grandchildren, father-in-law, mother-in-law, son-in-law, daughter-in-law, and legal guardian.

B. Personal Days

1. Three (3) days are allotted per year for personal business of a non-recreational nature and personal affairs or professional affairs which might not be carried out after school hours or on weekends.
2. Personal days should not be construed as vacation days.
3. Personal days should be requested in advance whenever possible and submitted to your immediate supervisor.
4. There will be no payment for personal days in excess of the approved number.
5. Personal days before or after vacations or holidays are discouraged.
6. Unused personal days as of June 30th of each school year shall be converted into sick days.

C. Family Illness

1. A six month non-paid leave of absence shall be granted upon request to individuals who need to care for an ill family member as defined above, or any other family member as determined by the Board.

V. Vacation

The Director of Building and Grounds shall be eligible for vacation as follows:

1. Twelve (12) days are allotted each year as vacation days.
2. The Director of Buildings and Grounds shall earn one (1) vacation day credit each month employed during the contracted year, for up to a maximum of twelve (12) days per school year, to be available on the following July 1st.
3. Prior approval for the use of vacation days must be obtained by the Director of Buildings and Ground from his immediate supervisor.
4. Vacation days are available as of July 1st of each school year.
5. Payment for any unused vacation days shall be made at the time of termination or retirement.
6. Any carryover of vacation days shall be at the sole discretion of the Superintendent of Schools or designee.

IN WITNESS WHEREOF, the parties have caused this Agreement to be duly executed by the Board President and by the Director of Building and Grounds.

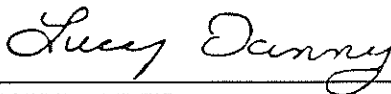
WITNESS:

CLIFTON BOARD OF EDUCATION



MICHAEL UCCI
Business Administrator/
Board Secretary

Date 7/15/2020



LUCY DANNY
Board President

Date 9/10/2020



ALBERT MARCHIONE

Date 8-14-2020