

**AGREEMENT**

**Between the**

**FRENCHTOWN BOARD OF EDUCATION**

**And the**

**FRENCHTOWN EDUCATION ASSOCIATION**

**JULY 1, 2016 - JUNE 30, 2020**

**2016-2020 Contract  
AGREEMENT**

**Between The**

**Frenchtown Board of Education**

**And The**

**Frenchtown Education Association**

**The County of Hunterdon, New Jersey**

**Covering the  
2016/17, 2017/18, 2018/19, 2019/20 school years**

**TABLE OF CONTENTS**

<i>Article</i>	<i>Article Description</i>	<i>Page</i>
	Preamble	3
I	Recognition	3
II	Negotiation Procedure	3
III	Grievance Procedure	4
IV	Association Rights and Privileges	6
V	Teacher Work Year	6
VI	Teaching Hours	7
VII	Salaries	8
VIII	Deduction from Salaries	9
IX	Additional Compensation	9
X	Teacher Facilities	10
XI	Sick Leave/Family Days	10
XII	Temporary Leaves of Absence	11
XIII	Terminal Leave	12
XIV	Professional Development and Instructional Council	12
XV	Professional Development and Educational Improvement	13
XVI	Insurance Protection	14
XVII	Students of Staff Members	15
XVIII	Miscellaneous Provisions	15
XIX	Supercedure	16
XX	Duration of Agreement	16
	<i>Schedules</i>	
A	Salary Guides 2016/17, 2017/18, 2018/19, 2019/20	17-18
B	Extra-Curricular Stipends	19
C	Professional Rates	20

## **PREAMBLE**

This agreement entered into by and between the Board of Education of Frenchtown, New Jersey, hereinafter called the "Board" and the Frenchtown Education Association, hereinafter called the "Association".

Whereas, the parties have reached certain understandings which they desire to confirm in this Agreement, it is hereby agreed as follows:

## **ARTICLE I**

### ***RECOGNITION***

- A. The Board hereby recognizes the Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all certified personnel as listed below and excluding all others.
1. Teachers
  2. School Nurse
  3. Library Media Specialist
  4. Speech Therapist
  5. Social Worker
  6. Guidance Counselor
  7. Learning Disabilities Teacher Consultant (LDTC)
  8. School Psychologist
- B. Unless otherwise indicated, the term "teacher", when used hereinafter in this agreement shall refer to all professional employees represented by the Association in the negotiating unit as described above.

## **ARTICLE II**

### ***NEGOTIATION PROCEDURE***

- A. The parties will conduct negotiations according to the Public Relation Commission's timetable for negotiations unless both parties agree to change the timetable.
- B. 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.

## **ARTICLE III**

### ***GRIEVANCE PROCEDURE***

#### **A. DEFINITIONS**

##### **1. *GRIEVANCE***

A "grievance" is a claim by a teacher or the Association based upon an interpretation, application or alleged violation of this Agreement, policies or administrative decisions affecting employees' terms and conditions of employment.

##### **2. *AGGRIEVED PERSON***

An "aggrieved person" is the person or persons or the Association making the claim.

##### **3. *PARTY IN EARNEST***

A "party in earnest" is the person or persons making the claim and any person including the Association or the Board, who might be required to take action or against whom any action might be taken in order to resolve the claim.

#### **B. PURPOSE**

The purpose of this procedure is to resolve our difference. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

#### **C. PROCEDURE**

##### **1. *TIME LIMITS***

- a. The number of days indicated at each level is considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. Days, unless otherwise designated, refer to calendar days.
- b. A grievance must be initiated within twenty (20) days from the time the alleged violation occurred.
- c. All days set forth in the grievance procedure shall be calendar days. However, where lengthy vacation periods occur, such as Winter or Spring recess or other employee vacations occur, such time off during such periods shall not be counted in the grievance procedure and grievances filed or appealed shall be deemed timely if they were filed within the time limits set forth in the grievance procedure, exclusive of such holiday time.
- d. A grievance will be considered abandoned unless both parties agree to extend time limits.

##### **2. *YEAR END GRIEVANCES***

In the event that a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein may be reduced by mutual agreement of the parties so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is possible. Should the parties not agree to reduce the time limits, the time limits delineated below shall apply.

3. *LEVEL ONE: PRINCIPAL*

A teacher with a grievance will first discuss it with his Principal, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

4. *LEVEL TWO: Superintendent*

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within seven (7) days after the presentation of the grievance, he may file the grievance in writing with the Association within seven (7) days after the decision at Level One or ten (10) days after the grievance was presented, whichever is sooner. Within seven (7) days after receiving the written grievance, the Association shall refer it to the Superintendent. The Superintendent shall advise the aggrieved person(s) in writing of his/her decision concerning the written grievance within seven (7) days of its referral.

5. *LEVEL THREE: BOARD*

Following the procedure at Level Two, recommendations for resolving the grievance shall be submitted to the Board of Education at its next meeting. There shall be mutual agreement between the parties as to the date of the Board hearing. Aggrieved persons have the right to appear at this meeting and present their case to the Board in a hearing conducted at 8:30 p.m. before this decision is made. A decision shall be made in writing by the Board within thirty (30) days.

6. *LEVEL FOUR: ADVISORY ARBITRATION*

If the aggrieved person is not satisfied with the disposition of his grievance at Level Three and the Association chooses to submit it to arbitration, the Association shall notify the Board in writing of its decision to proceed to arbitration under the rules of the Public Employment Relations Commissions (PERC). Such notification must be made within fifteen (15) school days after the decision at Level Three.

The decision of the arbitrator shall be advisory only and shall be in writing, setting forth his findings of fact, reasoning and decision on the issues submitted.

The arbitrator shall be limited to the issues submitted and shall consider nothing else. The arbitrator can neither add to nor subtract from the agreement of the parties.

The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other.

**D. MISCELLANEOUS**

1. *MEETINGS AND HEARINGS*

All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this article.

2. *FORMS*

A format for filing grievances shall be prepared jointly by the Superintendent and The Association and shall be appropriately distributed so as to facilitate the grievance procedure.

3. *DOCUMENTATION STORAGE*

All documents pertaining to the processing of a grievance shall be kept in a separate file.

**ARTICLE IV**

***ASSOCIATION RIGHTS AND PRIVILEGES***

**A. INFORMATION**

The Board agrees to make available to the Association in response to reasonable requests from time to time all available information concerning the educational program and the financial resources of the district, which is available to the Public.

**B. USE OF THE SCHOOL BUILDING**

The Association and its representatives shall have the right to use the school building at all reasonable hours for meetings. The Principal of the building in question shall be notified in advance of the time and place of all such meetings. Approval shall be required.

**C. BULLETIN BOARDS**

The Association shall have, in the school building, the use of a bulletin board in the faculty lounge.

**D. MAIL FACILITIES AND MAIL BOXES**

The Association shall have the right to use the intra-school mail facilities and school mailboxes, as it deems necessary with notification to the Principal.

**ARTICLE V**

***TEACHER WORK YEAR***

**A. IN-SCHOOL WORK YEAR**

1. The in-school work year for existing teachers shall not exceed one hundred eighty four (184) days per year unless altered by the state of New Jersey's laws or their rules and regulations.

2. Teacher attendance shall not be required whenever student attendance is not required due to inclement weather.

## ARTICLE VI

### *TEACHING HOURS*

#### **A. WORK DAY**

1. The full-time teacher workweek shall be 36 hours and 50 minutes for all teachers, not to exceed 8 hours on any individual day and shall begin at 8:10 a.m. Monday through Friday and end at 3:35 p.m. Monday through Thursday and 3:20 on Fridays. A part-time teacher's workday shall be pro-rated accordingly and shall not exceed 8 hours on any individual day and shall not begin prior to 7:30am and not end after 4:00 p.m. or 3:20 on Fridays. All teachers' schedules shall be established prior to the school year. Teachers must sign-in no later than 10 minutes before the beginning of the school day and sign-out not earlier than 15 minutes after the end of the school day. On Fridays, teachers may sign-out upon departure of their last student.
2. Each teacher shall be guaranteed 150 minutes preparation time per week. No assigned time to be less than 30 continuous minutes. Said prep time shall be prorated when school is not in session for the full week.
3. Two staff meetings will be held each month from September through June from student dismissal until 4:15pm. Staff meetings can be cancelled at the discretion of the Principal. Four times throughout the school year, at the discretion of the Principal, staff meetings will be extended to 4:30 pm with 2 weeks advance notice.
4. Parent/Teacher conferences will be held in the fall and spring. Fall conferences will be held on the Tuesday before Thanksgiving, and spring conferences will be held on the first or second Thursday after third marking period report cards are issued. In both cases, the conferences will begin after an early dismissal and will continue no later than 8:30 pm. Conferences beyond this time will be scheduled as needed by the teacher with approval from the Principal. Staff will be compensated at the professional rate for conferences beyond the standard working hours of the teacher's day.
5. Class Trips. The teaching day will start at noon the following day for any teachers that are involved in a class trip that returns to school after 10:30 pm.

#### **B. LUNCH PERIODS**

1. The teachers may leave the building during their scheduled duty-free lunch period with utilization of the lunch sign-out sheet.

#### **C. EARLY DISMISSAL BEFORE THANKSGIVING, WINTER RECESS, SPRING RECESS, AND MEMORIAL DAY**

1. The students and teachers shall be granted early dismissal the last day before the Thanksgiving, Winter Recess, Spring Recess and Memorial Day vacations providing all legal requirements for completing a full school day are met.

## ARTICLE VII

### *SALARIES*

#### **A. SALARY SCHEDULE**

The salary of each teacher covered by this Agreement is set forth in Schedule "A" for the school years 2016-2020, which is attached hereto and made a part hereof. Salary guides for 2016/2017 are reflective of a 2.4% increase retroactive to July 1, 2016. Salary guides for 2017/18, 2018/19, 2019/20 are reflective of a 2.53% increase inclusive of increment.

#### **B. METHOD OF PAYMENT**

##### *1. TEN (10) MONTH*

Each teacher employed on a ten (10) month basis shall receive his pay in twenty (20) equal semi-monthly installments. The fifteenth and last day of each month are designated as payday.

##### *2. ADDITIONS*

- a. Summer Pay: Ten (10) month employees may individually elect to have ten percent (10%) of their monthly salary deducted from each paycheck by filing the form provided by the administration by September 5 of the school year. These funds plus any accumulated interest shall be paid to the employee in two (2) equal installments on July 15 and August 15.

These funds shall be paid to the teacher or his estate on the final workday in June, or upon death, or termination of employment, if earlier.

- b. A teacher may elect to have a percentage of their monthly salary deducted from their pay and put into a school employee's federal credit union within 5 working days of their pay date. Subject to individual credit union rules, requests for changes in deductions must be received 15 days before the pay date the change is to take effect. A maximum of two credit unions will be available to the teachers.

##### *3. HOLIDAY PAY-DATES*

When a pay day falls on or during a school holiday or vacation the check will be issued and dated on the last working day preceding the holiday or vacation.

##### *4. FINAL PAY*

Teachers who opt for the 20-month payment installment will receive final pay on the last working day in June.

#### **C. ADDITIONAL PAYMENT**

Classroom Assignments: Teachers notified of a grade/room assignment change from June 30<sup>th</sup> –July 15<sup>th</sup> shall receive two days of summer pay at the per diem rate for the upcoming contract year. Teachers notified of these changes after July 16<sup>th</sup> shall receive four days of summer pay at the per diem rate for the upcoming contract year.



## ARTICLE VIII

### *DEDUCTIONS FROM SALARIES*

- A. The Board agrees to deduct from teachers' salaries money for local, state, and/or national association services and programs as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies once per month within five (5) Business days after the last business day of each month to such association or associations. Any teacher may have such deductions discontinued by January 1 or July 1 only.
- B. The Board agrees to deduct from teachers' salaries, money for a 403(b) tax sheltered annuity as said teachers individually and voluntarily authorize the Board to deduct and to transmit for deposit into the 403(b) tax sheltered annuity. Such transmittals will be made within 5 business days of the last pay date of the month provided the proper monthly statement has been received from the appropriate financial institution. A salary reduction agreement signed by the employee and the tax sheltered annuity sales agent must be received 15 days before the payday the change is to take affect. A maximum of 5 financial institutions offering 403(b)'s will be available to the teachers.
- C. Employees shall have the option of participating in the Section 125 Flexible Spending Accounts Program. The annual contribution shall not exceed the maximum set by the Internal Revenue Service.

## ARTICLE IX

### *ADDITIONAL COMPENSATION*

#### A. **EXTRACURRICULAR**

The Board of Education shall annually determine what Extracurricular Positions will be activated in accordance with the salary schedule outlined in Schedule B.

#### B. **PROFESSIONAL RATE**

The Board of Education agrees to pay an hourly professional rate of \$45.00 for those duties contained in Schedule C which are fulfilled beyond the normal working hours. All work shall be submitted by timesheet and approved by the Principal for compensation.

#### C. **SHARED SERVICE**

Employees of the district providing shared services will be compensated for their additional time outside the normal contracted teaching hours. A written agreement between the district and the employee will be created for each of these employees based on a fair estimate of hours established with input from the Superintendent of the district receiving the share. The employee will be paid the professional rate for the agreed upon number of hours. For employees beginning their shared service preceding the life of this contract, this amount will be a minimum of \$2,000 per year.

## ARTICLE X

### *TEACHER FACILITIES*

- A. An appropriately furnished room shall be reserved for the exclusive use of the teachers, as a faculty lounge. Although teachers shall be expected to exercise reasonable care in maintaining the appearance and cleanliness of the lounge, it shall be regularly cleaned by the school's custodial staff.

## ARTICLE XI

### *SICK LEAVE/FAMILY DAYS*

- A. **SICK DAYS (10):** All full-time teachers are entitled to ten-(10) days sick leave no matter when in the school year they are employed.
  - 1. Those teachers employed four (4) days each week shall be entitled to eight (8) sick leave days each school year.
  - 2. Those teachers employed three (3) days each week shall be entitled to six (6) sick leave days.
  - 3. Those employed two (2) days each week shall be entitled to four (4) sick leave days.
  - 4. Those employed one (1) day each week shall be entitled to two (2) sick leave days each school year.
- B. **FAMILY DAYS (5):** Five (5) additional family days per school year may be used under the following conditions:
  - 1. In the event of the illness of the teacher's spouse or child(ren);
  - 2. In the event of death or serious illness of a teacher's spouse, child(ren), parents, father-in-law, mother-in-law, brother, sister, or grandparents.
  - 3. To attend to medically related needs (e.g. doctor's appointments) for the teacher, teacher's spouse, or child(ren).
- C. **PRORATED:** Teachers employed on a part-time basis shall be entitled to the following cumulative family days.
  - 1. Up to four (4) per school year for a teacher employed four (4) days per week.
  - 2. Up to three (3) days for a teacher employed three (3) days per week;
  - 3. Up to two (2) days for a teacher employed two (2) days per week;

4. Up to one (1) day for teachers employed one (1) day per week.
- D. Additional unpaid time may be granted, on a case by case basis by the Superintendent as stated in guidelines established by the Board of Education. Unused family days accumulate as sick leave; provided, however, the total accumulation of sick leave and family days in any given year does not exceed ten (10).
- E. In the event a full-time or part-time teacher's accumulated sick leave becomes exhausted, a deduction shall be made to the teacher's salary that is equal to the teacher's per diem rate. For full-time teachers, per diem shall be equal to the teacher's annual salary divided by 200. For part-time teachers, per diem shall be equal to the teacher's annual salary divided by the appropriate prorated number of days.
- F. If a full-time or part-time teacher uses five or more consecutive sick days, the teacher is required to present a written doctor's note to the Chief School Administrator explaining the absence prior to or on the same day as returning to work.

## ARTICLE XII

### *TEMPORARY LEAVE OF ABSENCE*

- A. Teachers employed full time shall be entitled to the following temporary non-accumulative leaves of absence with full pay each year:
  1. **PERSONAL DAY(2):** Two (2) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the Principal for personal leave shall be made in writing at least two working (2) days before taking such leave (except in cases of emergencies) and five (5) working days before taking such leave on the day immediately preceding or following the following three holiday breaks: Winter Holiday recess, Spring recess, and Thanksgiving recess. The applicant for such leave shall not be required to state the reason for taking it under this section. Response for request shall be returned by the Principal within twenty-four (24) hours of request.
  2. **PROFESSIONAL DAY (2):** Up to two (2) days for the purpose of visiting other schools or attending meetings or conferences of an educational nature, subject to prior administrative approval. A maximum of two (2) persons will be granted a professional day on the same day, subject to approval of additional teachers at the discretion of the Principal. A post travel report of observation and benefits expected therefore will be submitted to the Business Office..
  3. **ASSOCIATION DAY (1):** Up to one (1) day for one (1) representative of the Association to attend conferences of county or state affiliated organizations.
  4. **FUNERAL ATTENDANCE:** In the event of the death of an employee, former employee, or student in the Frenchtown School District, the Principal shall grant to an appropriate number of teachers sufficient time off to attend the funeral.
- B. **PART-TIME DAY (1):** Teachers employed on a part-time basis shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year: One (1) day leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the Principal for personal leave shall be made in writing at least two (2) working days before taking such leave (except in cases of emergencies) and five (5) working days before taking such

leave on the day immediately preceding or following the following three holiday breaks: Winter Holiday Recess, spring Recess, Thanksgiving recess. The applicant for such leave shall not be required to state the reason for taking it under this section. Response for request shall be returned by the Principal within twenty-four (24) hours of request.

- C. **ATTENDANCE BONUS:** Full time teachers not using any sick leave or personal leave during the school year shall receive \$500.00 . Part-time teachers not using any sick leave or personal leave during the school year shall the bonus , the value of which shall be prorated.

### **ARTICLE XIII**

#### ***TERMINAL LEAVE***

- A. Retiring members will be paid the per diem rate for each three (3) days of accumulated sick leave. Payment will be paid to the teacher or teacher's estate upon retirement from the district. Compensation will be paid after twenty (20) years of service to the district, with a maximum payment of equal to fifty (50) days pay.

Effective January 1, 2018, compensation upon retirement shall be paid at \$100 for each unused sick day up to and not to exceed \$15,000.

In order to receive terminal leave benefits in retirement year, notice of intent to retire must be presented to the Board of Education by September 15<sup>th</sup> of the preceding year of anticipated retirement. For example, any employee requesting retirement on September 15, 2008 would then retire after July 1, 2009.

In the case of an emergency retirement and the Board of Education was not notified, the employee would receive compensation in the next budget year. For example, an emergency retirement before June 30, 2008 compensation would be paid July 1, 2009.

### **ARTICLE XIV**

#### ***THE PROFESSIONAL DEVELOPMENT AND INSTRUCTIONAL COUNCIL***

- A. The Professional Development and Instructional Council shall consist of representatives appointed by the Board, the Superintendent and Principal, and representatives appointed by the Association and they shall select a chairperson from among themselves. The Board and the President of the Association may, from time to time, replace members appointed by them.
1. The Council shall advise the Board on such matters as teaching techniques, curriculum improvement, teacher evaluation, extracurricular programs, pupil testing and evaluation, philosophy and educational goals of the district.
  2. No recommendations of the Council are binding on the actions or proceedings of the Board.
  3. The PDIC shall meet at least once per marking period to improve communication between teachers and the administration.

## ARTICLE XV

### ***PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT***

- A. POST MASTER'S LEVEL:** Teachers will be compensated by the Frenchtown Board of Education for the cost of tuition only for courses taken beyond the Master's level in a relevant area of study within the guidelines mandated by the state, not to exceed a total aggregate cap for entire district in the amount of \$7500.00 per academic year for the district if all of the following conditions are met:
1. Intent is expressed in writing by March 1st of the previous school year
  2. Teachers will take no more than 6 credits per year
  3. All coursework must be pre-approved by the Superintendent and the Board of Education
  4. When aggregate cap amount is reached, there will be a one course limit per teacher, and reimbursement will be limited to tuition only. Disbursement will be based on seniority.
  5. Per credit cost will not exceed the current per credit tuition rate for Rutgers, the State University.
  6. Coursework that receives a grade of B or better will be reimbursed upon completion of the course
  7. Teachers will report to the Board of Education upon completion of the course.
- B. MASTER'S LEVEL:** Graduate college courses provide movement on the salary guide. Teachers may choose to take graduate college courses up to and including the Masters level in a relevant area of study for which the Board will compensate the cost of books, tuition, and fees up to an annual, per-teacher maximum amount of \$1872. All courses must receive prior approval by the Superintendent and, in order to receive reimbursement, the teacher must receive a grade of "B" or better. The teacher may choose to have the Board compensate in one of two ways:
1. Reimbursement upon proof of successful completion of the pre-approved course; or
  2. Pre-payment by the Board to the Educational Institution according to the following terms:
    - a. If a teacher wants to have Board pre-payment for a college or university for which the F.E.A. has not provided the pertinent information, it is incumbent upon the teacher to provide the pertinent information to the School Business Administrator within a 30-day period of time prior to registering for the course.
    - b. If a teacher for which the Board has provided pre-payment for a course does not receive a grade of "B" or better, the Board shall deduct the cost of the college course in equal installments for ten pay periods.
- C. PROFESSIONAL WORKSHOPS AND SEMINARS:** The Board of Education encourages teachers to attend professional development workshops and seminars in a relevant area of study. The costs associated with the workshop and seminar, including travel expenses, will be paid by the Board of Education up to an annual maximum of \$880 per teacher. All expenses of the workshop and related travel expenses must receive prior approval from the Superintendent and the Board of Education in order to be reimbursed.

1. If the course is during school hours, the teacher uses the professional development days provided in the contract; If a teacher exhausts his/her professional development days, the Superintendent will have the discretion to allow use of additional days for a particular professional development opportunity;
  2. The Board agrees to pay up front registration and fees directly to the organization sponsoring the workshop/seminar;
  3. At the completion of the workshop/seminar, the teacher must provide a written report regarding the teacher's observations of the workshop/seminar. Any written report or presentation would include, at minimum, the following: summary of the highlights of the workshop/seminar; relationship to Frenchtown Elementary School curriculum, summary of insights and information gained as a result of the workshop/seminar, and recommendations on using information gained from the workshop to enhance educational opportunities at Frenchtown Elementary School.
- D. NJEA TEACHERS' CONVENTION:** An allowance of fifty (50) dollars per day--maximum two (2) days attendance at N.J.E.A. Convention--upon proof of attendance.

## ARTICLE XVI

### *INSURANCE PROTECTION*

- A. The board shall pay the premium of health care insurance for each eligible teacher. Employees shall contribute to that cost in an amount equal to that required by P.L. 2011, c. 78. In cases where appropriate, teachers may elect dependent plan coverage (Family, Husband/wife, and Parent/Child). Employees shall contribute to the cost of dependant coverage in an amount equal that being made as of May 19, 2014 (the date of ratification of this Agreement) or the amount established by P.L. 2011, c. 78, whichever is greater.
1. Provisions of the health-care insurance program shall refer to the State Health Benefits Plan.
  2. For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of the premiums to provide insurance coverage for the full twelve (12) month period commencing September 1<sup>st</sup> and ending August 31<sup>st</sup>. Employees shall be required to make employee contributions in an amount equal to that being made as of May 19, 2014 (the date of ratification of this Agreement) or the amount established by P.L. 2011, c. 78, whichever is greater. When necessary, premiums on behalf of the teacher shall be made retroactively or prospectively to assure uninterrupted participation and coverage in the event a change in carrier is made.
- B. The Board shall provide to each teacher a description of the health-care insurance coverage provided under this Article which shall include a description of conditions and limits of coverage.
- C. The Board of Education is not responsible for new employees' insurance coverage during the waiting period for entrance into the New Jersey Public and School Employees Health Benefits Plan.
- D. The Board shall offer dental coverage to all association members and their dependents. This premium shall be paid in full by the Board at the yearly rate each year for the Delta Dental Preferred Provider program. In

the event that the employee chooses to enroll in the Delta Premier program, the employee shall pay the difference between the Preferred and Premier rates respective to the coverage chosen.

- E. A calculation of benefits co-pays shall be given to each employee currently having dependent deductions for health, prescription or dental. The Business Administrator will give this report to each eligible employee within 30 days following the close of the open enrollment period each year. The format of the report will follow the sample in Attachment A. Changes to this sample may be made if agreed upon by the Board and the Association.

## **ARTICLE XVII**

### **STUDENTS OF STAFF MEMBERS**

- A. Students of staff members who live out-of-state may apply to enroll their children in the district in grades K-8 and shall receive a tuition reduction of 50% of the board established parent paid tuition rate.

## **ARTICLE XVIII**

### ***MISCELLANEOUS PROVISIONS***

- A. If any provision of this agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent of the existing law, but all other provisions or applications shall continue in full force and effect.
- B. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement, with the exception of Schedule A during the first year of employment. If any individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration shall be controlling.
- C. Copies of this Agreement shall be made available to all teachers now employed, or hereafter employed.

## **ARTICLE XIX**

**SUPERCEDURE**

- A. The parties hereto acknowledge that they have read this Agreement, understand it, and agree to be bound by its terms and further agree that it is the complete and exclusive statement of the agreement between the parties.

**ARTICLE XX**

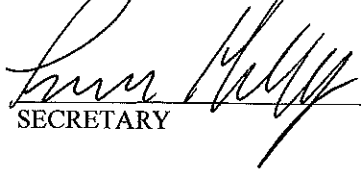
**DURATION OF AGREEMENT**

- A. This agreement shall be effective as of July 1, 2016 and shall continue in effect until June 30, 2020 to the Association's and the Board's right to negotiate over a successor agreement as provided in Article II. This agreement shall expire on the date indicated.
- B. In witness whereof the Association has caused this Agreement to be signed by its president and secretary and the Board has caused this Agreement to be signed by its president attested by its Secretary and its corporate seal to be placed hereon, all on the day and year first written above.

**FRENCHTOWN EDUCATION ASSOCIATION**

  
PETER MORAN, PRESIDENT

8-30-17  
DATE

  
SECRETARY

8-30-17  
DATE

**FRENCHTOWN BOARD OF EDUCATION**

  
KATE NUGENT, PRESIDENT

8-22-17  
DATE

  
TERESA BARNA, SECRETARY

8-22-17  
DATE



**SCHEDULE A**

**SALARY GUIDES**

Year 1 – 2016/2017

<b>Step</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>
1-2	49,820	53,220	56,620	60,020
3	50,620	54,020	57,420	60,820
4-5	51,420	54,820	58,220	61,620
6	52,220	55,620	59,020	62,420
7	53,620	57,020	60,420	63,820
8-9	55,020	58,420	61,820	65,220
10-11	56,420	59,820	63,220	66,620
12	57,820	61,220	64,620	68,020
13	60,050	63,450	66,850	70,250
14	62,430	65,830	69,230	72,630
15	64,910	68,310	71,710	75,110
16	67,490	70,890	74,290	77,690
17	70,170	73,625	78,520	82,395
18-19	72,950	76,350	81,745	85,430
20	73,630	77,030	82,425	86,110

Year 2 – 2017/2018

<b>Step</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>
1	50,220	53,620	57,020	60,420
2-3	50,720	54,120	57,520	60,920
4	51,520	54,920	58,320	61,720
5-6	52,320	55,720	59,120	62,520
7	53,715	57,115	60,515	63,915
8	55,115	58,515	61,915	65,315
9-10	56,515	59,915	63,315	66,715
11-12	57,915	61,315	64,715	68,115
13	60,145	63,545	66,945	70,345
14	62,525	65,925	69,325	72,725
15	65,005	68,405	71,805	75,205
16	67,585	70,985	74,385	77,785
17	70,265	73,720	78,615	82,490
18	73,045	76,445	81,840	85,525
19	74,750	78,150	83,545	87,230

**SCHEDULE A**

**SALARY GUIDES**

Year 3 – 2018/2019

<b>Step</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>
1-2	51,030	54,430	57,830	61,230
3-4	51,530	54,930	58,330	61,730
5	52,320	55,720	59,120	62,520
6-7	53,715	57,115	60,515	63,915
8	55,115	58,515	61,915	65,315
9	56,515	59,915	63,315	66,715
10-11	57,915	61,315	64,715	68,115
12-13	60,145	63,545	66,945	70,345
14	62,525	65,925	69,325	72,725
15	65,005	68,405	71,805	75,205
16	67,585	70,985	74,385	77,785
17	70,265	73,720	78,615	82,490
18	73,045	76,445	81,840	85,525
19	74,750	78,150	83,545	87,230
20	75,785	79,185	84,580	88,265

Year 4 – 2019/2020

<b>Step</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>
1-3	51,535	54,935	58,335	61,735
4-5	52,325	55,725	59,125	62,525
6	53,715	57,115	60,515	63,915
7-8	55,115	58,515	61,915	65,315
9	56,515	59,915	63,315	66,715
10	57,915	61,315	64,715	68,115
11-12	60,145	63,545	66,945	70,345
13-14	62,525	65,925	69,325	72,725
15	65,005	68,405	71,805	75,205
16	67,585	70,985	74,385	77,785
17	70,265	73,720	78,615	82,490
18	73,045	76,445	81,840	85,525
19	74,750	78,150	83,545	87,230
20	75,785	79,185	84,580	88,265
21	76,630	80,030	85,425	89,110

**Schedule B**  
**Stipends**

**EXTRACURRICULAR**

**FBOE**  
**Schedule B**

<b>Position</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>
<b>Boys Basketball</b>	<b>3500</b>	<b>3500</b>	<b>3500</b>	<b>3500</b>
<b>Girls Basketball</b>	<b>3500</b>	<b>3500</b>	<b>3500</b>	<b>3500</b>
<b>Soccer</b>	<b>3500</b>	<b>3500</b>	<b>3500</b>	<b>3500</b>
<b>Overnight Trips</b>	<b>\$175/night</b>	<b>\$175/night</b>	<b>\$175/night</b>	<b>\$175/night</b>
<b>Detention</b>	<b>\$35/hr</b>	<b>\$35/hr</b>	<b>\$35/hr</b>	<b>\$35/hr</b>
<b>Curriculum Development (Prof rate)</b>	<b>\$45/hr</b>	<b>\$45/hr</b>	<b>\$45/hr</b>	<b>\$45/hr</b>
<b>Student Council (per person) 2 people</b>	<b>1500</b>	<b>1500</b>	<b>1500</b>	<b>1500</b>
<b>Yearbook</b>	<b>1500</b>	<b>1500</b>	<b>1500</b>	<b>1500</b>
<b>Teacher-In-Charge</b>	<b>3195</b>	<b>3195</b>	<b>3195</b>	<b>3195</b>
<b>Clubs</b>	<b>\$35/hr</b>	<b>\$35/hr</b>	<b>\$35/hr</b>	<b>\$35/hr</b>
<b>Ski Club (per person) up to 2 people</b>	<b>\$1,365.03</b>	<b>\$1,365.03</b>	<b>\$1,365.03</b>	<b>\$1,365.03</b>
<b>8<sup>th</sup> Grade Coordinator</b>	<b>1500</b>	<b>1500</b>	<b>1500</b>	<b>1500</b>
<b>Play Director</b>	<b>2853</b>	<b>2853</b>	<b>2853</b>	<b>2853</b>
<b>Marching Band Director</b>	<b>1500</b>	<b>1500</b>	<b>1500</b>	<b>1500</b>
<b>Talent Show Coordinator</b>	<b>\$35/hr</b>	<b>\$35/hr</b>	<b>\$35/hr</b>	<b>\$35/hr</b>

**SCHEDULE C**

**Professional Rates**

**FBOE  
Schedule C**

<b>Position</b>	<b>Rate</b>
<b>Curriculum Writing</b>	<b>45/hr</b>
<b>Professional Development/Preparation</b>	<b>45/hr</b>
<b>Shared Services</b>	<b>45/hr</b>
<b>Compensation for Conferences past 3:30</b>	<b>45/hr</b>
<b>Summertime Instruction</b>	<b>45/hr</b>