

Memorandum of Agreement between the Howell Township
Board of Education,
and the
Howell Township Education Association for a successor
agreement for the periods
July 1, 2005 through June 30, 2006,
July 1, 2006 through June 30, 2007 and
July 1, 2007 through June 30, 2008.

H.T.E.A. Negotiations Committee

Nancy Clay
Richard Concato
Michael Crivelli
Margaret Daly
Debra Eiffert
Eileen Flanagan
John Foley
Jackie Gorski
Rachelle Hafey
Heidi Hersh
Michelle Higgins
Ron Karnitsky

Marcy Krauss
Eileen Levine
Tia McLaughlin
Kathy Tartaglia
Rosemarie Tort
Karen Waggner
Andrew Weber
Katherine Wojciechowski
Eileen Zuvich
Heather VanVliet
Jackie Tennant
William O'Brien
Mark Magliozzi- Negotiations Chair

Dear HTEA Member,

The Negotiations Committee has devoted much time and energy to secure this agreement between the H.T.E.A. and the Howell Township Board of Education. They are to be commended for their efforts. Please review the enclosed agreement. I look forward to seeing you all at the General Membership meeting on Thursday, December 16, 2004 to ratify this agreement.

Sincerely,
Mark Magliozzi
Negotiations Chair
H.T.E.A.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE HOWELL TOWNSHIP BOARD OF EDUCATION
AND
THE HOWELL TOWNSHIP EDUCATION ASSOCIATION**

The following is the Memorandum of Agreement between the Howell Township Board of Education, hereinafter called the "Board" and the Howell Township Education Association, hereinafter called the "Association" for a successor agreement for the periods July 1, 2005 through June 30, 2006, July 1, 2006 through June 30, 2007 and July 1, 2007 through June 30, 2008.

The Board and the Association hereby agree to the salary schedules for all covered employees attached hereto. The salary increases represent a 3.25% increase for 2005-2006, a 3.75% increase for 2006-2007 and a 4.25% increase for 2007-2008.

Effective July 1, 2007, the Board through its insurance advisor has determined that it is willing to spend \$200,000.00 (based upon existing aggregate census) for long-term spousal coverage.

The per diem amount for unused sick days will be increased \$5.00 a day per year. This will apply to all bargaining unit sick day reimbursement rates.

There are no other changes to the contract between the Howell Township Board of Education and the Howell Township Education Association.

COTA

Step No	2004-05	2005-06	2006-07	2007-08
1	\$28,750	\$28,250	\$28,500	\$28,750
2	\$29,754	\$29,684	\$30,798	\$32,106
3	\$30,673	\$30,721	\$31,873	\$33,228
4	\$31,389	\$31,670	\$32,857	\$34,254
5	\$31,950	\$32,409	\$33,624	\$35,054
6	\$32,510	\$32,988	\$34,225	\$35,680
7	\$33,071	\$33,567	\$34,825	\$36,305
8	\$33,687	\$34,146	\$35,426	\$36,932
9	\$34,304	\$34,782	\$36,086	\$37,620
10	\$36,238	\$35,419	\$36,747	\$38,309

Secretaries

Guide

	2004-05	2005-06	2006-07	2007-08
1	\$25,700	\$25,900	\$26,000	\$26,300
2	\$26,490	\$26,600	\$26,900	\$27,200
3	\$26,560	\$27,390	\$27,900	\$28,000
4	\$26,500	\$27,510	\$28,715	\$28,900
5	\$27,225	\$27,550	\$28,835	\$29,715
6	\$28,822	\$28,350	\$28,925	\$29,860
7	\$29,630	\$29,997	\$29,725	\$30,025
8	\$30,400	\$30,880	\$31,422	\$30,925
9	\$31,275	\$31,600	\$32,505	\$32,722
10	\$48,278	\$49,708	\$42,364	\$37,800
			\$51,318	\$52,818

*** Employees on step 9 will remain at present salary until 1/1 05/06.

*** Employees on step 9 in year 06/07 will remain at present salary until 4/1.

*** Yrs 05/06 step 1, 06/07 step 1&2, 07/08 steps 1,2&3 were adjusted on 3/7/05 per HCM.

Part time Custodial Maintenance

2004-05	2005-06	2006-07	2007-08
\$8.89	\$9.18	\$9.52	\$9.93

Head Custodians

	2004-05	2005-06	2006-07	2007-08
1	\$27,400	\$26,400	\$26,900	\$27,400
2	\$27,975	\$28,150	\$27,500	\$27,975
3	\$28,600	\$28,725	\$28,950	\$28,600
4	\$31,025	\$29,400	\$29,600	\$29,850
5	\$31,750	\$31,875	\$30,325	\$30,550
6	\$33,755	\$32,700	\$32,875	\$31,300
7	\$34,545	\$34,905	\$33,800	\$33,925
8	\$35,235	\$35,995	\$36,055	\$34,900
9	\$35,925	\$36,735	\$37,195	\$37,255
10	\$52,560	\$54,160	\$55,435	\$56,610

** Employees on step 9 will remain at present salary until 1/1 years 04/05 & 05/06.

** Employees on step 9 in year 06/07 will remain at present salary until 2/1.

Grounds

Guide

	2004-05	2005-06	2006-07	2007-08
1	\$26,300	\$26,000	\$26,150	\$26,300
2	\$27,195	\$26,850	\$26,845	\$27,195
3	\$27,750	\$27,795	\$27,400	\$27,750
4	\$27,900	\$28,450	\$28,395	\$28,000
5	\$29,100	\$28,700	\$29,150	\$29,095
6	\$29,450	\$30,000	\$29,500	\$29,950
7	\$30,375	\$30,650	\$30,900	\$30,400
8	\$31,185	\$31,675	\$31,750	\$31,925
9	\$32,035	\$32,610	\$32,750	\$33,100
10	\$48,160	\$49,635	\$51,435	\$53,545

** Employees on step 9 will remain at present salary until 1/1 each year and then will move to step 10.

Bus Aides

Step No	2004-05	2005-06	2006-07	2007-08
1	\$8.05	\$7.80	\$7.90	\$8.05
2	\$8.25	\$8.31	\$8.09	\$8.24
3	\$8.47	\$8.52	\$8.62	\$8.44
4	\$8.63	\$8.75	\$8.84	\$8.99
5	\$8.79	\$8.91	\$9.07	\$9.21
6	\$9.04	\$9.08	\$9.24	\$9.46
7	\$9.26	\$9.33	\$9.42	\$9.64
7a	\$9.11	\$9.26	\$9.33	\$9.44
8	\$21.20	\$21.89	\$22.71	\$23.68

7A continues on last year's step 7 for 5/10ths of the year, then moves to step 8 for remaining 5/10ths of the year

Cafeteria Managers

Step No	2004-05	2005-06	2006-07	2007-08
5	\$8.98	\$8.72	\$8.85	\$8.98
6	\$9.10	\$9.27	\$9.05	\$9.09
7	\$9.54	\$9.40	\$9.62	\$9.67
7a	\$9.78	\$9.85	\$9.75	\$9.80
8	\$22.02	\$22.74	\$23.59	\$23.70

7A continues on last year's step 7 for 5/10ths of the year, then moves to step 8 for remaining 5/10ths of the year

Cafeteria Workers

Step No	2004-05	2005-06	2006-07	2007-08
1	\$8.50	\$8.20	\$8.35	\$8.50
2	\$8.72	\$8.78	\$8.51	\$8.70
3	\$8.90	\$9.00	\$9.11	\$8.87
4	\$9.02	\$9.19	\$9.34	\$9.49
5	\$9.22	\$9.31	\$9.53	\$9.74
6	\$9.39	\$9.52	\$9.66	\$9.94
6A		\$12.86	\$13.19	\$13.58
7	\$16.33	\$16.86	\$17.49	\$18.24

** Employees on step 6A will remain at present salary until April 1st.

Teachers

2005-06

	Ba	Ba 15	Ba 30	Ma	Ma 15	Ma 30
1	\$39,025	\$39,525	\$40,025	\$40,525	\$41,025	\$41,525
2	\$39,525	\$40,025	\$40,525	\$41,025	\$41,525	\$42,025
3	\$40,625	\$41,125	\$41,625	\$42,125	\$42,625	\$43,125
4	\$41,255	\$41,755	\$42,255	\$42,755	\$43,255	\$43,755
5	\$43,250	\$43,750	\$44,250	\$44,750	\$45,250	\$45,750
6	\$44,050	\$44,550	\$45,050	\$45,550	\$46,050	\$46,550
7	\$44,950	\$45,450	\$45,950	\$46,450	\$46,950	\$47,450
8	\$45,925	\$46,425	\$46,925	\$47,425	\$47,925	\$48,425
9	\$46,925	\$47,425	\$47,925	\$48,425	\$48,925	\$49,425
10	\$49,000	\$49,500	\$50,000	\$50,500	\$51,000	\$51,500
11	\$52,480	\$52,980	\$53,480	\$53,980	\$54,480	\$54,980
12	\$54,350	\$54,850	\$55,350	\$55,850	\$56,350	\$56,850
13a	\$58,344	\$58,844	\$59,344	\$59,844	\$60,344	\$60,844
13b	\$64,703	\$65,203	\$65,703	\$66,203	\$66,703	\$67,203
13c	\$85,370	\$85,870	\$86,370	\$86,870	\$87,370	\$87,870

Teacher at 12 at the end of 2004-05 school year progresses effective 9/1/05 to 13a, 2/1/06 to 13b effective 9/1/06 to 13c

Teachers

2007-08

	Ba	Ba 15	Ba 30	Ma	Ma 15	Ma 30
1	\$42,525	\$43,025	\$43,525	\$44,025	\$44,525	\$45,025
2	\$43,025	\$43,525	\$44,025	\$44,525	\$45,025	\$45,525
3	\$43,525	\$44,025	\$44,525	\$45,025	\$45,525	\$46,025
4	\$44,025	\$44,525	\$45,025	\$45,525	\$46,025	\$46,525
5	\$45,185	\$45,685	\$46,185	\$46,685	\$47,185	\$47,685
6	\$46,550	\$47,050	\$47,550	\$48,050	\$48,550	\$49,050
7	\$48,210	\$48,710	\$49,210	\$49,710	\$50,210	\$50,710
8	\$49,200	\$49,700	\$50,200	\$50,700	\$51,200	\$51,700
9	\$50,375	\$50,875	\$51,375	\$51,875	\$52,375	\$52,875
10	\$51,630	\$52,130	\$52,630	\$53,130	\$53,630	\$54,130
11	\$53,025	\$53,525	\$54,025	\$54,525	\$55,025	\$55,525
12	\$57,435	\$57,935	\$58,435	\$58,935	\$59,435	\$59,935
13a	\$59,892	\$60,392	\$60,892	\$61,392	\$61,892	\$62,392
13b	\$66,722	\$67,222	\$67,722	\$68,222	\$68,722	\$69,222
13c	\$90,625	\$91,125	\$91,625	\$92,125	\$92,625	\$93,125

Teacher at 12 end of 2006-07 school year progresses effective 9/1/07 to 13a, 2/1/08 to 13b effective 9/1/08 to 13c

ITEMS DISCUSSED IN EXECUTIVE SESSION MAY RESULT IN BOARD ACTION WHEN THE BOARD RECONVENES TO PUBLIC SESSION.

MOTION TO CONVENE TO

EXECUTIVE SESSION: Mr. Flaherty SECOND: Mr. Antonaccio VOTE: 6-0

The Board convened to Executive Session at 8:35 p.m. and reconvened to Public Session at 10:05 p.m. with all Members of the Board previously present, present again.

P. Emergency Addenda:

THE FOLLOWING ITEMS WERE PLACED ON THE AGENDA:

- | | | |
|------|--|--|
| A-7. | Approve the Supplemental Memorandum of Agreement between the Howell Township Board of Education and the Howell Township Education Association. | Approve Supplemental Memo of Agreement between the HTBOE and HTEA
APPROVED |
|------|--|--|

Mr. Antonaccio and Mr. Moscato recused themselves from voting on Item #A-7.

- | | | |
|------|---|--|
| A-8. | Approve the transfer of Karin J. Hernandez from a teacher position to the position of co-teacher, at a salary of \$30,000.00 for the 2008/2009 school year, contingent upon a Non-Precedent Agreement with the H.T.E.A. | Approve Transfer of Teacher to Position of Teacher Aide
APPROVED |
|------|---|--|

MOTION TO PLACE ITEMS

#A7 THRU A-8 ON THE AGENDA: Dr. Levine SECOND: Mr. Flaherty VOTE: 6-0

MOTION TO APPROVE ITEMS

#A-7 THRU A-8 INCLUSIVE: Dr. Levine SECOND: Mr. Flaherty VOTE: 6-0

Mr. Antonaccio and Mr. Moscato recused themselves from voting on Item #A-7

Q. Adjournment: 10:20 P.M.

MOTION TO ADJOURN: Dr. Levine SECOND: Mr. Moscato VOTE: 6-0



HERBERT C. MASSA

Assistant Superintendent/Board Secretary

/rs
09/08/08

SUPPLEMENTAL MEMORANDUM OF AGREEMENT
BETWEEN
THE HOWELL TOWNSHIP BOARD OF EDUCATION
AND
THE HOWELL TOWNSHIP EDUCATION ASSOCIATION

The following is Supplemental Memorandum of Agreement ("Supplemental MOA") between the Howell Township Board of Education, (the "Board") and the Howell Township Education Association, ("HTEA") with regard to a successor agreement to the Collective Bargaining Agreement between the Board and the HTEA for the period July 1, 2005 to June 30, 2008 (the "Collective Bargaining Agreement"). This Supplemental MOA is made with reference to the Memorandum of Agreement between the Board and the HTEA dated October 23, 2007.

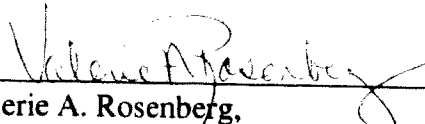
The purpose of this Supplemental MOA is to address two issues that were not referenced in the MOA. The Board and the HTEA each agree by their respective Negotiating Committees that the except as set forth in this Supplemental MOA, the MOA is in full force and effect:

1. ARTICLE 14 of the Collective Bargaining Agreement is to be amended by the deletion of Section B and the inclusion of the following new Section B:

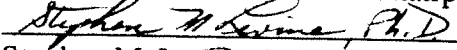
B. The maximum time required of teachers and Special Education teacher assistants to be in school shall be six and three quarter (6 ¾) hours (including lunch period) per full session day except in emergency situations that require up to a maximum of seven (7) hours (including lunch period) per full session day. For the purposes of this Section B, an emergency shall be defined as "an event – or events – usually sudden or unanticipated, that interferes with the normal operation of the schools and normal responses and procedures and which is likely to have emotional and organizational consequences, such as an act of God". Under normal circumstances repetitive late buses would not be an emergency.

2. The Board acknowledges that the HTEA does not agree that Section 12 of the MOA applies to Special Education Teacher Assistants ("SETA"). Both parties will request PERC provide a list of arbitrators from which the parties shall choose an arbitrator. Both parties agree that the question of whether Section 12 of the MOA applies to SETA will be submitted to the arbitrator or other tribunal for a binding determination. Notwithstanding this dispute, the Board and the HTEA agree that with the exception of the wording of Article 14 of the Collective Bargaining Agreement as it applies to SETA, all other terms and conditions of the Collective Bargaining Agreement as modified according to the terms of the MOA and this Supplemental MOA have been agreed and settled.

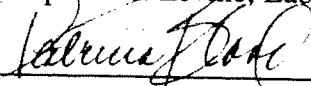
On behalf of the
Howell Township Board of Education



Valerie A. Rosenberg,
Labor Relations Committee Chairperson

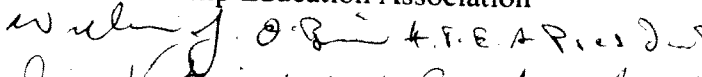


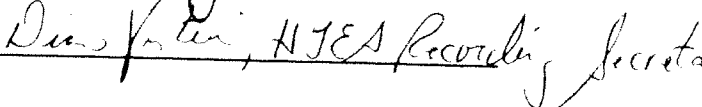
Stephen M. Levine, Labor Relations Committee



Patricia Blood, Labor Relations Committee

On behalf of the
Howell Township Education Association



William J. O'Brien, H.T.E.A. President


Diane Foster, H.T.E.A. Recording Secretary