

Agreement

between

The Board of Education

of the

City of Perth Amboy

New Jersey

and

Perth Amboy Federation/AFT

Local 857, AFT, NJSFT,

AFL-CIO

covering

*Terms and conditions of employment
for certificated and non-certificated personnel*

July 1, 2005 - June 30, 2008

Frequently Called Telephone Numbers

AFT-related

Perth Amboy Federation/AFT
149 Kearny Ave.
Perth Amboy, NJ 08861

732-442-7788 office
732-442-9329 FAX
pafaft@aol.com (Donna)
hyjd12@aol.com (Judy)

N J State Federation of Teachers
629 Amboy Ave, Suite 203
Edison, NJ 08837

1-866-661-9393 toll free
732-661-9393 office
732-661-1776 fax
www.njsft.org

American Federation of Teachers
555 New Jersey Ave., NW
Washington, DC 20001

1-800-238-1133
www.aft.org

AFT Plus Benefits Program

1-800-238-1133 Ext. 8643
202-393-8643
www.aftplus.org

AFT Theme Park Discounts

1-800-238-1133 Ext. 8643
www.aft.org/aftplus/parkpkg.html

Legal Service

1-888-993-8886
www.unionplus.org/legal

Board-related

Board office

732-376-6200
732-826-2644 FAX

AESOP
(Automated Educational Substitute Operator)

1-800-942-3767 - enter ID and PIN
www.aesoponline.com

Difficulties/Questions

732-376-6200 EXT: 30-153 or
AESOP support@aesoponline.com

Frequently called numbers continued inside back cover



Perth Amboy Federation/AFT
Local 857 AFT, NJSFT, AFL-CIO

149 Kearny Avenue • Perth Amboy, N. J. 08861 • 732-442-7788 • Fax 732-442-9329

January, 2006

Dear Colleague:

We are pleased to present you with your copy of the collective bargaining agreement that will be in effect through June 30, 2008. It is the end result of countless hours of research, preparation and face to face negotiations on behalf of the 1500+ members of the bargaining unit in the five component groups we represent. We urge you to read the contract carefully to be fully aware of the rights and responsibilities it presents. You will notice that the Agreement begins with Section 1, the terms and conditions that apply to all unit employees. Sections 2 through 6 apply specifically and exclusively to the identified component groups, addressing terms and conditions for certificated staff (2), custodial personnel (3), secretarial staff (4), school-related personnel (5) and paraprofessionals (6).

We are very grateful to our activists who served as members of the at-large bargaining council and those elected to participate in talks at the bargaining table. Over the course of seven months of negotiations, beginning on February 10th and concluding on August 31st, your colleagues sacrificed hour after hour of personal time, committing themselves totally toward reaching an agreement that served your needs and interests. They deserve thanks and respect from all who will benefit from their good work. A good team is usually the result of good coaching. We want to salute our "coaching staff" partners, Norm Tankiewicz, Gary Blomquist and AFT Counsel Brian Adams for their efforts to secure an agreement that enjoyed overwhelming support.

It takes two to tango or to negotiate a new contract. We want to acknowledge the efforts of Board Members Ken Gonzalez, Steve Jobin and Jesus "Chu" Marrero, Central Administrators Bill Stratton, Derek Jess and Jack Rodecker and Board Counsel Phil Stern. These negotiations, though long, difficult and occasionally testy, brought together people of good faith seeking fair and progressive resolutions in a challenging fiscal climate.

As we write to you today, preparations for a successor agreement are already beginning. We invite you to offer your thoughts on the next contract and to think about participating in the process. New ideas and new perspectives are always welcomed. Every contract can be improved upon; our continuing goal is rooted in that pursuit.

In Solidarity,

Donna M. Chiera
President

Judy L. Davis
District Rep.

**The AFT Bargaining Council Membership for the 2005 to 2008 contract
(Negotiating Team Members in boldface type)**

Certificated staff:

Robyn Cohen	Susan Freeman	Jean Browne	Ana Pastrana
Edwin Nieves	Kay McNulty	Ali Rodriguez	Wayne Castello
Jeff Hudanish	Mike Savoia	Pat Stone	Mark Boles
Iris M. Campbell	Jerry Bruno	Cassy Lawrence	Vivian Argemil
Pat Wechter	Dave Zirkle	Dotty Jensen	Helen Huzar
Linda Nagy	Gwen Cerasoli		

Custodial staff:

Bob Gillespie	Adalberto Morales	Andres Rivera	
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Secretarial staff:

Loris Welch	Linda Arocho	Wanda Lopez	Linda Gallucci
Nancy Torres	Justina Santiago		

School-Related staff:

Maryann Tsoukalas	Lillian Dix	Justin Vargas	Luis Ramos
Angela Ramos	Michele Liska		

Paraprofessional staff:

Jose DelVillar	Mike Marro	Mark Parkhurst	
Candy Gonzalez	Dot Borkowski		

Negotiations Advisors:

Donna M. Chiera	Judy L. Davis	Gary Blomquist	Brian M. Adams, Esq.
Norm Tankiewicz			

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DURATION

The period covered by this Agreement is from July 1, 2005 through June 30, 2008.

In Witness Whereof, the parties have caused this instrument to be executed by their properly authorized officers the day and year first written above.

For the
Perth Amboy Federation/AFT:

By: Donna M. Chiera
Donna M. Chiera
President

Attest: Judy L. Davis
Judy L. Davis
District Representative

For the
Perth Amboy Board of Education:

By: Kenneth L. Gonzalez
Kenneth L. Gonzalez, Esq.
Vice President; Negotiations Chair

Attest: Derek J. Jess
Derek J. Jess
Board Secretary

Section 1

Common terms and conditions

GENERAL/COMMON PROVISIONS - ALL FEDERATION AFFILIATES

AGREEMENT

THIS AGREEMENT entered into this 29th day of September, 2005 by and between the BOARD OF EDUCATION OF PERTH AMBOY, NEW JERSEY, hereinafter called the "Board" and the PERTH AMBOY FEDERATION/AFT LOCAL 857, AFT, NJSFT, AFL-CIO, hereinafter called the "Federation".

ARTICLE I

RECOGNITION

The Board recognizes the Federation as the sole and exclusive bargaining agent pursuant to Chapter 303 P. L. 1968 known as the N. J. Public Employer-Employee Relations Act and as amended by Chapter 123 P. L. 1974 concerning terms and conditions of employment for all full-time certified staff (teaching staff members, athletic trainer(s) and building whole school reform facilitators), specifically excluding administrative and supervisory personnel, also including all full-time secretarial staff (excluding confidential secretaries), including all full-time custodians and custodial aides, all school-related personnel (bus drivers, bus attendants, community agents, attendance officers, couriers and stockroom clerks, food service workers, security personnel, technology specialists, TV-34 production specialists and parent coordinators), all full-time adult and continuing education staff and all full-time paraprofessional staff (teacher aides). In accordance with applicable law, the Federation accepts the requirement to represent equally all members of the above defined bargaining unit.

ARTICLE II

NON-DISCRIMINATION

The parties affirm their intent, as required by existing statute, to follow a policy of not discriminating against any employee on the basis of race, color, creed, national origin, age, ancestry, nationality, marital status, gender, liability for military service, affectional or sexual orientation, atypical cellular or Blood Trait, genetic information, disability or family leave, or otherwise in accordance with New Jersey Law Against Discrimination, N.J.S.A. 10:5-1, et. seq.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definition

1. A "grievance" shall mean a complaint by a member of the unit above defined that there has been to the unit member a personal loss, injury or inconvenience because of an interpretation, application or violation of policies, agreements and administrative decisions affecting them, except the term "grievance" shall not apply to: (1) any matter for which a method of review is prescribed by law, or (2) any rule or regulation of the State Commissioner of Education, or (3) any matter which according to law is limited to action by the Board alone, or (4) a complaint of a non-tenured teacher which arises by reason of not being reemployed (non-tenured teachers have rights conferred by laws, or (5) a complaint by any employee occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position in which tenure cannot be acquired. The grievance procedure shall also be applicable with the Just Cause provision cited in Section 1, Article X, D. A grievance to be considered under this procedure must be initiated in writing by the employee within forty-five (45) calendar days from the time when the employee knew or should have known of its occurrence and failure to act shall constitute abandonment.

2. (a) The definition of grievance in Section 1 of this Article cannot prohibit the employee from filing a grievance nor can the Board be prohibited from asserting any portion of the definition as a defense against a grievance once filed.
- (b) The Federation may file a grievance concerning the application or interpretation of this Agreement.

B. Procedure

1. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved to proceed to the next step. Failure at any step of the procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
2. Any employee who has a grievance shall discuss it first with the principal or immediate superior, if applicable, in an attempt to resolve the matter informally at that level.
3. If as a result of the discussion, the matter is not resolved to the satisfaction of the employee, the employee shall initiate a grievance in writing to the immediate superior within the forty-five (45) calendar day period above specified, specifying:
 - (a) The nature of the grievance.
 - (b) The nature and extent of the injury, loss or inconvenience.
 - (c) The results of previous discussions.
 - (d) The dissatisfaction with decisions previously rendered.
 - (e) The remedy being sought.The immediate superior shall communicate a written decision to the employee within three (3) school days of receipt of the written grievance.

4. (a) The employee, no later than five (5) days after receipt of the superior's decision, may appeal to the Superintendent of Schools. The appeal to the Superintendent must be in writing reciting the matter submitted to the principal or the immediate superior as specified above and the dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) school days; but in the event that the matter comes to the Superintendent during his/her vacation period, then he/she shall resolve the matter within two (2) calendar weeks after his/her return from vacation. The Superintendent shall communicate a decision in writing to the employee and the immediate superior.
- (b) If the matter comes before the Superintendent during his/her vacation period, and if he/she has not appointed a designee to hear such grievance and if irreparable harm will result to the grievant, the Federation may submit the grievance to the Board through the Board Secretary.
5. If the grievance is not resolved to the employee's satisfaction no later than five (5) school days after receipt of the Superintendent's decision, the employee may request a review by the Board. The request shall be submitted in writing through the Board Secretary who shall attach all related papers and forward the request to the Board within five (5) calendar days after receipt of same. The Board, or a committee thereof, shall review the grievance and shall, at the option of the board, hold a hearing with the employee and render a decision in writing within thirty (30) calendar days of receipt of the said request from the Board Secretary.

6. If the decision of the Board does not resolve the grievance to the satisfaction of the employee, the Federation and only the Federation (not the individual employee) may request that the grievance proceed to arbitration. Such request must be made to the Board Secretary within ten (10) school days of the receipt of the Board's decision.
7. (a) The following procedure will be used to secure the services of an arbitrator.
 1. The Federation shall, within the ten (10) school day period above defined, request the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
 2. Thereafter, the parties shall abide by the Rules and Regulations of the American Arbitration Association for the selection of an arbitrator.(b) The Arbitrator shall limit himself / herself to the issues submitted to him/her and shall consider nothing else. He/She can add nothing, nor subtract anything from the Agreement between the parties or any policy of the Board of Education and his/her award shall be binding upon the parties. Only the Board and the aggrieved and his/her representatives shall be given copies of the arbitrator's report of findings. This shall be accomplished within thirty (30) calendar days of the arbitration hearings.
8. When any of the above periods occur during the summer vacation, "school days" shall be construed to be "calendar days" exclusive of Saturday, Sunday and holidays.
9. Rights of employee to Representation
 - (a) Any aggrieved person may be represented at all stages of the grievance procedure by himself /herself, or at his/her option, by a representative selected or approved by the Federation.

- (b) When an employee is not represented by the Federation in the processing of a grievance, the Federation shall at the time of submission of the grievance to the Superintendent be notified that the grievance is in progress, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered.
 - (c) The Board and the Federation agree that no reprisals of any kind shall be taken by either party or by any member of the administration or by any member of the negotiating unit against any participants in the grievance procedure by reason of such participation.
10. Grievances arising from the written or verbal directives of any supervisor or administrator above the rank of principal may be first discussed with or submitted to the Superintendent.
11. Meetings and hearings held under this Grievance Procedure shall generally be conducted on non-school time. Persons proper to be present are defined as all necessary parties.

C. Costs

- 1. Each party will bear the total cost incurred by themselves.
- 2. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.

ARTICLE IV

FEDERATION RIGHTS

- A. 1. During the term of this Agreement, the Federation may designate one official who is a teacher and who shall be assigned no more than one teaching period which shall be the first period of the day. The Board shall provide 1/5 of the official's annual salary and the entire cost of employee benefits while the Federation provides 4/5 of the annual salary. All employment rights shall remain in full force for said official during the term of this Agreement. Such official shall have the right, after giving adequate notice to his/her own, and subsequent principals, or in the event of unavailability of principal then the principal's office, to visit other schools within the school district, but nothing herein shall permit said official to interrupt teachers during teaching periods.
2. During the term of this Agreement, the Federation may designate one official who is a teacher and who shall be assigned no more than three teaching periods which shall be the first three periods of the day. The Board shall provide 1/2 of the official's annual salary and the entire cost of employee benefits while the Federation provides 1/2 of the annual salary. All employment rights shall remain in full force for said official during the term of this Agreement. Such official shall have the right, after giving adequate notice to his/her own principal, and subsequent principals (or the principal's office), to visit other schools within the school district, but nothing herein shall permit said official to interrupt teachers during teaching periods.
3. Effective September 1, 2006 and during the balance of this Agreement, the Federation may, by May 15th for the following year, designate two (2) officials who are teachers, one (1) in grades PreK-6, and one (1) in grades 7-12/Adult Education. These officials, if possible, shall have a teaching schedule allowing for their preparation period and lunch period to be scheduled together as the last two periods of their respective workdays. Such officials shall have the right, after giving adequate notice, to visit other schools within the district and to conduct Federation business, but nothing herein shall permit said officials to interrupt teachers during teaching periods or other employees on duty.

- B.
1. The Board shall mail to the Federation three copies of the official minutes of each official meeting of the Board at the same time as the official minutes are forwarded to the members of the Board.
 2. When and as members of the Board are notified of regular or special meetings of the Board, the president of the Federation shall also be notified. The Federation shall receive a copy of the agenda for the Board meetings in advance of said meetings if and when an agenda is distributed in advance to the Board.
 3. Building Principals or his/her designee shall provide to each faculty room in the building a copy of the official minutes of each official meeting of the Board at the same time as the official minutes are received from the Board office.
- C. Adequate space on a bulletin board in each school has been determined by the Federation representatives and the principal of that school, such space to be exclusively available to the Federation for the posting of material. The Federation agrees that at no time will it use such space for posting any material which is unethical, unprofessional, or in violation of law.
- D. The Federation may call meetings in each school, subject to adequate notice and approval from the principal. Such meetings shall not interfere with normal school activities and the principal shall not unreasonably refuse approval. The Federation shall notify the business office immediately upon receiving approval from the principal.
- E. The Federation shall use the school mailboxes and shall present a copy of material placed therein to the principal when mailboxes are being used for a general distribution. The Federation may also utilize the District's electronic mailing (e-mail) services system. The Federation may utilize the public address system for notices and formal announcements at the time the system is regularly used for that purpose. Notices of Federation functions shall be included in school publications.

- F. When the parties schedule a negotiating session during the normal school/work day, the members of the Federation's Teachers' negotiating team, not to exceed six (6) (no more than two (2) from any school) shall suffer no loss in pay. Component group teams shall also be released without loss, when applicable, as follows:
Each component team: No more than three (3) members of the component group and no more than two (2) from any one school/department.
- G. The Federation shall have the right to use school equipment, subject to the approval of the supervisor in charge of the equipment, at reasonable times when the equipment is not otherwise in use. Such approval shall not be unreasonably withheld. The Federation shall use their own materials and supplies. The Federation shall have the right to make brief presentations or reports at the end of faculty meetings and shall have access to Channel 34 for AFT, educational and/or community-related announcements with the prior approval of the Superintendent.
- H. Whenever any representative of the Federation or any employee is scheduled by both parties to participate during working hours in meetings or conferences, he/she shall suffer no loss in pay. Meetings which continue after the regular work day or commence after the regular work day shall be attended without compensation.
- I. Representatives of the local, state, and national Federation shall be permitted to transact official business on school property at all reasonable times, in consultation with and upon notification of the Superintendent and Principal, approval by the building Principal, and provided the transaction of such business does not interfere with performance of normal duties of personnel involved or interfere with the normal operation of the school.

- J. The Board agrees to provide the Federation with employee roster updates, upon request, to a maximum of four (4) times each school year, to include the employee's current assignment and home address. The Board further agrees to provide the Federation, upon request, with basic identification information on new unit employees following Board approval of their employment.
- K. All Federation rights contained in this Agreement shall be available exclusively to the Federation, as the recognized bargaining representative for the unit herein defined.

Article V

General Conditions

- A. Meetings shall be held between the Superintendent or his/her designee and the Federation normally on a monthly basis to discuss educational issues and contract administration.
- B. Meetings shall be held between the principal or his/her designated administrative representative and representatives of the Federation stationed in that school, after normal working hours, normally on a monthly basis to discuss matters pertaining to the school. Such discussions will not include grievances or the implementation of the Agreement.

Article V. General Conditions

C. Evaluation Procedures - Certificated Staff

1. Certificated Evaluation Language:

- A. All formal classroom observations and evaluations shall be made openly and with the full knowledge of the staff member. Any written documentation of an evaluative nature which is not defined in this section shall be fully disclosed to the respective staff member and shall be discussed with the appropriate administrator or supervisor.
- B. The parties agree that the Board shall provide a yearly observation/evaluation schedule which establishes timelines for completion of those responsibilities.
- C. **Corrective Action Plans (CAPS):** When it has been determined that a CAP is necessary, the appropriate administrator will meet with the staff member to review and explain how the CAP is to be implemented. All plans must include:
 - a. Identification of the specific needs requiring improvement.
 - b. Identification of the expected outcomes for the staff member.
 - c. Identification of support services available to the staff member.
 - d. Establishment of a specific timeline for implementation.
 - e. Determination as to which administrators will monitor the plan.

2. Non -Tenured:

- A. Non- Tenured Certificated personnel will be evaluated according to the regulations established in NJAC 6:3-4.1.
- B. **In addition** to the established NJAC regulations, the parties agree that 1st year non-tenured certificated personnel will receive a **minimum 4 formative observations** and 1 summative evaluation. (Annual Written Performance Report)

Non - Tenured Certificated personnel in their 2nd or 3rd year of employment will receive a minimum 3 formative observations and 1 summative evaluation. (Annual Written Performance Report)

- C. All Formative Observations may involve a Pre-Conference but **require** a mandatory post conference which must take place within 10 days of the observation. The staff member has the right to submit his or her written disclaimer of that observation within 10 days following the conference. This disclaimer shall be attached to the each party's copy of that observation. NJAC 6:3-4.1(e)
- D. Upon receipt of a notice of non-reemployment non-tenured certificated personnel may follow the procedures established in NJAC 6:3-4.2.

3. Tenured: NJAC 6:3-4:3:

- A. Tenured certificated personnel will receive a minimum of 1 formative observation per year.
- B. An observation: Defined in 6:3-4:3 NJAC (h6) for tenured staff.
- C. All observations may involve a pre-conference but require a post-conference within 10 days of the observation.
- D. Tenured certificated personnel will receive their summative evaluation (Annual Written Performance Reports) in accordance with the procedures established in NJAC 6:3-4:3 (h7).
- E. Tenured certificated personnel who require a CAP as a result of their observation, will be observed and evaluated upon the requirements established in the CAP. Additional CAPs may be developed and written as necessary.

Evaluation Procedures which Apply to Tenured and Non-Tenured Certified Staff:

4. Observations:

- A. A copy of the formative observation must be made available to the staff member within 7 school days.
- B. A staff member's signature on the Formative Observation Form shall signify that the staff member is aware of the contents of the observation.
- C. A signature shall not constitute approval or disapproval of the contents of the Formative Observation.
- D. A staff member may make a written response to any observation and that response shall be attached to the filed Formative Observation Form.
- E. In the event that a staff member refuses to sign the Formative Observation Form, the evaluator shall note it on the form.

5. Summative Evaluations (Annual Written Performance Reports)

- After the annual summary conference between a staff member and administrator/supervisor is held, the staff member shall receive a written copy of the Summative Evaluation.
- Signing of the Summative Evaluation shall signify that the staff member is aware of the contents of that evaluation.
- A signature does not constitute approval or disapproval of the contents of the evaluation.
- In the event that the staff member refuses to sign the Summative Evaluation, the evaluator shall note it on the evaluation
- The staff member may make a written response to the Summative Evaluation and this response shall be attached to the Summative Evaluation for placement in the personnel file within 10 days.

D. All classroom evaluations and observations shall be made openly and with full knowledge of the teacher. Any employee required to appear before the Superintendent, Board or any committee or member thereof concerning any matters which could adversely affect the continuation of that person in employment or the salary or any increments pertaining thereto may request written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Federation present during such meeting.

E. Evaluation procedures - non-certificated staff

1. All non-certificated staff shall be evaluated twice annually utilizing the district evaluation forms appropriate for that position. Evaluations will be conducted by the building principal or other supervisory staff authorized by the Superintendent.
2. Evaluation reports shall be completed prior to April 30 of each year and shall be distributed and discussed with employees in accordance with the procedures for teaching staff members.
3. Non-certificated staff whose contracts are not being renewed for the following year shall receive thirty (30) days notice.
4. In the event of the non-renewal of a non-certificated employee, the employee shall have the right to request and receive from the Superintendent, in writing, the reasons for the non-renewal. After receiving the written statement of reasons for non-renewal, the employee shall have the right to request and receive an appointment with the Superintendent to discuss the non-renewal.

F. Prior to January 31, the Federation shall meet with the Superintendent and submit its recommendations for the school calendar for the following school year. After adoption by the Board, the school calendar for the year shall be attached to the Agreement for informational purposes only. The school calendar is subject to change at the sole discretion of the Board.

- G The Board will continue its efforts to keep the schools reasonably and properly equipped and maintained. The Board shall make available, if practicable and possible, in each school a lounge and/or work study room for the teachers. The Board agrees to attempt to provide work areas in each school for all members of the unit.
- H.
1. An employee shall have the right to inspect his or her personnel file in the presence of the Superintendent or his/her authorized designee, to question or append to any materials contained therein and request removal of any materials by mutual consent that can be shown to be inaccurate.
 2. The Board agrees that no derogatory information as defined in Webster's Third International Dictionary, unabridged, will be placed in an employee's personnel file without that employee having the opportunity to see and reply to said information, with such reply to be placed in his/her personnel file.
 3. Any complaints regarding an employee made to any member of the administration by any parent, student, or other person which are used in any manner in evaluating the employee, shall be promptly investigated and called to the attention of the employee. The employee shall be given an opportunity to respond to and/or rebut any such complaint.
- I. The Board agrees that it will make no changes in existing Board policy, benefits, or practices related to employee wages, hours, and conditions of employment not specifically included in this Agreement without prior negotiation with the Federation.

J. Travel Reimbursement

All unit members shall be reimbursed for approved, work-related travel in accordance with the prevailing rate for the standard deduction for business travel as determined by the IRS. Payment shall be made by the Board upon submission and approval of a voucher, on a semi-annual basis. All reimbursements shall be submitted on or before the last day of the school year in which they were incurred.

K. Summer Pay

The Board agrees to deduct ten (10%) percent of the pay from each pay check authorized by any ten (10) month employee covered by this Agreement so long as money so deducted is forwarded to one account contained at one institution designated by the Federation.

L. The Board agrees to provide the option for Direct Deposit of employee paychecks, with access to any New Jersey bank and the Central Jersey Federal Credit Union (Woodbridge). The Board further agrees to provide the option for employees to authorize payroll deductions of savings for transmittal to the Central Jersey Federal Credit Union. Employees will submit initial authorization cards or any changes in deductions to the Board's Payroll Department by September 30th.

M. Any employee who works less than one-half (1/2) of his/her annual assignment shall receive no increment for the following year. For a newly-hired 10-month employee to be eligible for a full increment for the following year, the employee must be appointed by the Board with an effective contract date on or before February 1st. For a newly-hired 12-month employee to be eligible for a full increment for the following year, the employee must be appointed by the Board with an effective contract date on or before January 1st.

N. Tuition Reimbursement

1. Graduate tuition reimbursement rates:
(applicable only to certificated staff with permanent/standard certification in place or persons employed under a Certificate of Eligibility [with or without Advanced Standing], or persons employed under an Emergency School Nurse Certificate.)

The annual rate of reimbursement shall be in accordance with and shall not exceed the prevailing rate for tuition for six (6) graduate credits at the Rutgers University Graduate School of Education or \$ 2540. in 2005-06, \$ 2665. in 2006-07 and \$ 2850. in 2007-08, with the lesser rate to prevail each year.

- (a) Certificated staff members will receive repayment of graduate tuition as specified above for course credit for graduate courses taken for professional improvement and having the prior approval of the Superintendent. In order to receive reimbursement, the staff member must provide simultaneously to the Superintendent's office a copy of the form or letter sent to the school requesting an official transcript, within thirty (30) days of the completion of the semester. The reimbursement shall be paid after presentation to the Superintendent of a transcript indicating a grade of "C" or better and receipt for money expended. Reimbursement shall not be paid for courses required for basic teacher certification, except as specifically identified above.

(b) The Board shall provide all course fees and the cost of materials for any staff member attending specialized training related to his/her specific assignment, provided the request for training was approved by the Building Principal and the Superintendent. When the training occurs on a regular workday(s), staff members attending shall be on professional leave and shall be compensated at his/her normal rate for the day(s). Travel, lodging and meal expenses shall be provided by the Board when applicable, in accordance with Board policy and/or state statutes.

2. Undergraduate tuition reimbursement rates:
(applicable to non-certificated staff and certificated staff as defined above)

For employees with less than < 60 undergraduate credits: Reimburse for up to fifteen (15) undergraduate credits each school year at the prevailing rate at Middlesex County College or \$ 1200. in 2005-06, \$ 1300. in 2006-07, and \$ 1425. in 2007-08, with the lesser rate to prevail in each year.

For employees with more than > 60 undergraduate credits: Reimburse for up to twelve (12) undergraduate credits each school year at the prevailing rate at Kean University or \$ 1870. in 2005-06, \$ 1985. in 2006-07, and \$ 2135. in 2007-08, with the lesser rate to prevail in each year.

Provided the following conditions are met:

1. Leading to an Associate or Bachelor's Degree in subject areas related to their employment or for professional growth.
2. Having the prior approval of the Superintendent.
3. Receipt of transcript with a grade of "C" or better.
4. Receipt for money expended.

3. Graduate/Undergraduate Tuition Maximum for Certificated Staff

Certificated staff shall normally be limited to the prevailing rate identified in paragraph 1. above for graduate tuition reimbursement in any school year during the life of this agreement. That amount may be exceeded, if in the sole discretion of the Superintendent or his/her designee, a certificated staff member is approved to take graduate or undergraduate course work deemed to be of exceptional value to the district's needs.

4. Undergraduate/Graduate Tuition Maximum for Non-Certificated Staff

Non-certificated staff shall normally be limited to the prevailing rate identified in paragraph 2. above for undergraduate or graduate tuition reimbursement in any school year during the life of the Agreement. That amount may be exceeded, if in the sole discretion of the Superintendent or his/her designee, a non-certificated staff member is approved to take undergraduate or graduate course work deemed to be of exceptional value to the district's needs.

5. Exceptional Value course work - recipient's reciprocal obligation

Staff members designated by the Superintendent or his/her designee to be eligible for tuition reimbursement in excess of the normal allowance, as described in paragraph 3. or 4. above, shall be bound and obligated, unless waived by the Board, to remain an employee of the Board for a period of two (2) calendar years from the completion of identified exceptional value course work.

ARTICLE VI

ASSIGNMENTS, PROMOTIONS, TRANSFERS

- A. All employee assignments shall be made at the discretion of the Superintendent, who shall of necessity, consider many factors, only one of which shall be system-wide seniority. If an assignment is made which is, in effect an "involuntary transfer" the employee so assigned may request and meet with the Superintendent or his/her designee to discuss such assignment.
- B. The Board shall post, at each worksite and via the district intranet, all promotional opportunities, class assignment vacancies and new positions on or about the first day of the month. No promotional position shall be filled during the ten (10) calendar day period after posting. Positions for extra assignments involving coaching or extracurricular activity for which extra payment is received will be posted in the system by the appropriate principal whenever those positions are vacant. Any staff member may apply in writing to the Superintendent in accordance with the posting notice and all applications, both from within and without the system, shall be equally considered. All promotional opportunities shall be filled on the basis of merit and ability as determined in the sole discretion of the Board. Upon filling the promotional opportunity, the administration shall notify the Federation and all remaining applications for that specific position may be destroyed. The Board agrees that no position shall be filled until such positions have been posted.
- C. Transfers
1. Transfers will encompass movement to a position that does not carry a higher salary requirement than that from which such transfer was requested. All such vacancies shall be posted in each school on a monthly basis. Any applicant for a specified posted vacancy shall immediately write to the Superintendent, requesting such transfer. He/She may also, if he/she desires, sign the master list of transfer applicants, to be kept in the Superintendent's office, as proof of his/her request.

2. Any staff member desiring transfer may indicate anytime his/her specific interest by signing the master list of transfer applications, in the Superintendent's office. Such signing does not constitute an Application for a transfer and such application for transfer can only be by a written response as in paragraph 1 of this section.
3.
 - (a) As normal procedure, no transfers will take place during the school year.
 - (b) If the requirements of the situations are such that a new staff member must be hired between the beginning of the school year and December 31st of that school year, to fill a vacancy during the school year, and time or circumstances will not make a transfer administratively feasible, such position shall be listed as a vacancy for the beginning of the subsequent school year. If no local employee is qualified and/or there is no applicant by January 15th of that same school year, then such vacancy shall no longer be listed nor exist.
 - (c) If the requirements of the situation are such that a new employee must be hired between January 1 and April 15 of that school year, and time or circumstances will not make a transfer administratively feasible, such position shall be listed as a vacancy for the beginning of the subsequent school year. If no local employee is qualified and/or there is no applicant by April 30th of that school year, then such vacancy shall no longer be listed nor exist. Whenever a member of the unit is involuntarily assigned to another position within the same school or is involuntarily transferred to a position in another school building, the unit member shall receive written notice of the change fifteen (15) days prior to the effective date of the assignment or on or before June 15 for the succeeding school year except in extenuating circumstances as determined by the Superintendent. The written notice shall also provide a statement of reasons for the change from the Building Principal, Department Director, Superintendent or other administrator.
- D. Nothing in this Article shall be construed to indicate that the Board has limited its right to fill any promotional position or other vacancy by hiring personnel new to the system.

ARTICLE VII

LEAVES OF ABSENCES

A. Sick Leave

1. Employees shall receive sick leave days in accordance with the following:
 - (a) Ten (10) month employees with less than twenty (20) years of District service: ten (10) sick days annually
 - (b) Ten (10) month employees with twenty (20) or more years of District service: twelve (12) sick days annually*
 - (c) Twelve (12) month employees with less than twenty (20) years of District service: twelve (12) sick days annually
 - (d) Twelve (12) month employees with twenty (20) or more years of District service: fifteen (15) sick days annually*

* Prospective application only; no "catch up" for years where previously only "grandfathered" personnel received extra days.
2. Employees hired on or after October 1st of any school year shall have their sick days pro-rated at the rate of one day per full month of service remaining to the end of the year. Such days shall be available after the first day that the employee actually reports to work.
3. The Superintendent of Schools may require a staff member to furnish a physician's certificate of illness before allowing pay for days absent on account of personal illness. A decision to require a physician's certificate of illness shall be based on an individual's attendance record and/or observed and documented incidents or patterns of abuse and shall not be required on a collective basis.

B. Personal Leave

1. All employees shall receive an annual allotment of three (3) personal days which may be used to conduct personal business which cannot be conducted during non-working hours.
2. Employees hired after October 1 of any year shall receive a pro-rated allotment of personal days as follows:
 - a. hired on or before October 1: 3 days
 - b. hired after October 1 but on or before April 1: 2 days
 - c. hired after April 1: 1 day
3. Personal days shall require three (3) days notice under normal circumstances and will not be granted for days immediately before or after a school break without prior approval from the Superintendent.
4. In the event that the three (3) day notice requirement cannot be met, an employee may utilize a personal day providing "emergency" or "unanticipated" circumstances exist. Whenever 10% or more of the employees in any bargaining affiliate utilize "emergency" or "unanticipated" (call in) personal days, the Superintendent may challenge the use of personal days for those employees. If dissatisfied with the staff member's response to his/her challenge, the Superintendent may deny payment for the use of that day. Denial for any such day shall not be subject to the grievance procedure.

C. Accumulated Leave

All unused sick and personal days shall accumulate annually as available sick leave, up to a maximum of 15 days per year.

D. Extended Sick Leave

When an employee exhausts his/her annual sick leave and all accumulated sick leave, he/she may request additional sick leave. If the Board of Education grants such a request, the employee will be paid his/her daily rate minus the cost of a substitute for the days approved. The substitute deduction shall be made even if a substitute is not assigned. A day's salary is defined as 1/200ths for ten (10) month employees and 1/240ths for twelve (12) month employees. Employees may also seek unpaid leave, pursuant to the State and Federal Family Medical Leave Acts. (See COBRA - Page 29).

E. Leave due to work related injury

Employees absent from school because of accidental injury arising out of or in the course of employment shall receive for up to one calendar year, full salary and all benefits as if they were present on condition that they turn over to the Board all monies received from the compensation carrier of the Board for temporary disability. It is expressly understood that all money received for permanent disability shall be retained by the employee.

F. Maternity Leave

1. Maternity leave as described in this section shall apply to tenured employees only.

All other non-tenured employees and tenured employees so opting have specific rights to leave for maternity purposes as enumerated in the State and Federal Family Leave Acts.

2. Any pregnant employee may apply to the Board of Education for a disability leave of absence. The disability leave dates shall be supported by a physician's certificate which shall allow for the use of accumulated sick days during the period of twenty (20) work days before and twenty (20) work days after the date of birth.

3. A pregnant employee may request disability leave for more or less than twenty (20) work days before and/or after the anticipated date of birth upon presentation of and approval by the district's Medical Officer of the attending physician's certificate supporting said specific further disability and related complications.

4. Said employees need not apply for a Maternity Leave of Absence but may apply for a Maternity Leave of Absence without pay at their own discretion which will not be denied by the Board upon proof of pregnancy. Said voluntary leave shall be up to two (2) full consecutive school years. (See COBRA - Page 29). An initial leave request must be from the date of commencement until the end of that current school year. A subsequent extension for all of the following school year may be requested and granted. In all such instances, however, a leave and/or extension of a leave must end with the conclusion of a school year and the teacher must return to work at the commencement of the following school year.
5. An employee on maternity leave may be reinstated at any time during the period of her leave provided that a suitable vacancy exists upon her request to the Board.
6. Maternity Leave of Absence without pay may be extended for up to one year provided that the date of return is at the inception of a school year, if requested by the employee.
7. All seniority rights shall be maintained during the period of maternity leave.
8. Any employee who adopts an infant shall be eligible for a child rearing leave if he/she so requests, on the same terms as permitted for the rearing of naturally born children.
This provision can only apply to one member of a family.
9. Any employee who is on an original maternity leave or an extension of an original maternity leave may apply for and obtain a second maternity leave if she becomes pregnant during her leave of absence. No extensions of this second leave of absence shall be granted.

G. Federation Leave

Elected officials or appointed representatives of the Federation (all affiliates) shall be entitled to a total of 24 days annually of leave for Federation business, workshops, conventions, etc.

All such requests shall be made by the Federation (not individuals) to the Superintendent in advance. The total of 24 days may be requested by the Federation to be used by any combination of staff: i.e. 24 staff one day each, four staff six days each, etc. not to exceed a total of 24.

H. Military Leave

The Board shall grant military leave in accordance with prevailing statutes.

I. Sabbatical Leave (certificated staff only)

1. Sabbatical leave shall not be granted for the purpose of engaging in gainful occupations or for the study of another trade or profession.
2. A sabbatical leave of absence may be granted by the Board to any certificated staff member as defined in the salary guide, employed by the Board serving on an annual salary, for the purpose of study or travel in accordance with these rules.
 - (a) Study as here used shall mean study at an institution of higher learning. Evidence of matriculation shall be submitted by applicants to the Superintendent of Schools. Courses to be taken by applicants during their sabbatical leave shall be subject to the approval of the Superintendent of Schools. Not less than eight (8) points of college credit shall be taken during each semester of sabbatical leave beginning September 1st and ending June 30th. A leave may be taken for the purpose of writing a dissertation for a doctor's degree.

- (b) Travel, as used here, requires the applicant to travel for specific educational and cultural purposes. A proposed itinerary shall be submitted for approval of a recommendation to the Board of Education by the Superintendent. A report shall be submitted to the Superintendent after completion of sabbatical leave.
3. In order to be eligible for a first sabbatical leave for study or travel, a certificated staff member shall have served in the Perth Amboy Public Schools for at least seven consecutive years immediately preceding the beginning of the proposed sabbatical leave. A certificated staff member who shall have had a sabbatical leave for study or travel may apply for a second sabbatical leave for study or travel not earlier than seven years from the close of the first sabbatical leave provided these seven years represent seven consecutive years of teaching in the Perth Amboy Public Schools.
4. Application for sabbatical leave shall be submitted to the office of the Superintendent of Schools on official forms provided for that purpose and shall be for a period of not less than three months or more than one year. Applications for sabbatical leave must be submitted to the Superintendent of Schools not later than sixty (60) days prior to the first day of the leave of absence.
5. Applications shall be considered in the order of their receipt in the Superintendent's office; however, not more than three (3) certificated staff members shall be on sabbatical leave during any one semester.

6. Requests for withdrawal of applications for sabbatical leave, must be in the office of the Superintendent of Schools not less than thirty (30) days prior to the first proposed day of the leave of absence.
7. Within one month after the resumption of service following the termination of a sabbatical leave for study or travel, each certificated staff member shall submit to the Superintendent of Schools, on a form provided for that purpose, a report on the manner in which the sabbatical leave was spent.
8. A certificated staff member granted a sabbatical leave shall receive one-half (1/2) of the salary which he or she would have received if working.
9. Any and all rights and privileges including salary increments to which a certificated staff member in regular employment is entitled shall not be forfeited or impaired by reason of a sabbatical leave but shall be in full force and effect.
10. If a sabbatical leave is interrupted by serious accident or illness, this fact shall not prejudice the staff member against receiving all benefits provided for under the terms of the sabbatical provided the Superintendent was notified of the accident or illness by registered mail within ten (10) days of its occurrence.
11. If a staff member on sabbatical leave ascertains she is pregnant, she shall report this fact to the Superintendent immediately and shall be transferred to maternity leave as of the date upon which she would have been required to accept leave of absence under the rules regulating maternity leave.

J. Bereavement Leave

In the case of the death of a member of the immediate family (immediate family as here used means parents, step-parents, brothers, step-brothers, sisters, step-sisters, own children, [including unborn children deceased after 24 weeks of pregnancy], husband or wife, grandparents and grandchildren of any employee, mother-in-law, father-in-law, son-in-law, daughter-in-law, stepchildren or the death of any person who has lived in the home of the employee for some time preceding death, as a member of the household) such employee shall be excused, without loss of pay, for a period of five (5) working days. This allowance shall not extend beyond the fourteenth (14th) calendar day following the date of death.

In the case of aunts, uncles, brother-in-law, sister-in-law, nieces or nephews of any employee, such employee shall be excused without loss of pay for a period not to exceed two (2) school days, provided the two days come within seven (7) days following the date of death.

In the event of exceptional circumstances, the 14 or 7 day periods defined above may be extended, at the sole discretion of the Superintendent or designee. If such exceptional circumstances exist, the employee shall apply to the Board through the Superintendent and permission shall not be unreasonably withheld.

Aunt or Uncle as defined herein refers to a person who is the sister or brother of an employee's mother or father. Aunt or Uncle may also mean the wife or husband of such sister or brother of an employee's mother or father. Niece or nephew as defined herein refers to the child of an employee's brother or sister.

K. Quarantine

Employees absent from school by reason of quarantine by the Board of Health shall not suffer deduction in pay because of such action. In case of inoculations of students with a live virus initiated or administered by either a national, state, county, or local health organization, any pregnant employee, upon submission of a physician's certificate, shall be permitted to leave during the incubation period without any loss of sick leave or pay. The Board shall provide thirty (30) days written notice to the entire staff of pending live virus immunizations to be given at the site. Quarantine coverage outlined herein shall extend to male staff members with pregnant spouses if, in the concurring opinions of the spouse's physician and the district's medical officer, exposure during the immunization and/or incubation period may pose a medical threat to the spouse or the unborn child.

L. Death of a Colleague

Employees may be permitted, with pay, to attend the funeral services of a deceased employee from their own school faculty; however, it shall be the sole discretion of the Superintendent concerning the number released and specific staff members to be released.

M. Professional Days

Employees may be granted professional days to attend meetings, workshops, etc. related to the employee's job description and/or Professional Improvement Plan (PIP) . The Board agrees to provide every reasonable opportunity for certificated staff members to have access to at least one (1) professional day each school year, if requested and approved. Such requests shall be made in writing and must be approved by the building principal and the Superintendent. Reports of such meetings, conferences, visits, etc. must be submitted to the principal and Superintendent within one (1) calendar week after the professional day.

N. Jury Duty

All employees who are ordered to serve jury duty during work days shall not suffer any loss of pay.

O. Reserve Military Duty

The Board agrees to provide leave for reserve military duty in accordance with the applicable statutes.

P. Extension of leaves and leaves without pay

Employees may request a leave without pay for any reason they deem necessary. The Board may grant or deny such requests on their merits. Extensions of leaves may be requested. The Board may grant or deny such requests on their merits.

Q. Cooperating Teachers

1. A classroom teacher who serves as a Cooperating (critic) teacher for a senior student/practice teacher shall receive additional compensation of \$300. per day (for up to two days if assigned as the sole cooperating teacher) up to a maximum of \$600. in additional compensation. The senior student/practice teacher shall be engaged in his/her final field experience prior to the granting of certification and eligibility for employment as a teacher in a New Jersey public school.

R. Reimbursement for Accumulated Sick Leave upon Retirement

The Board agrees to provide reimbursement and vision/dental benefit extension for accumulated sick leave upon retirement, pursuant to the following:

1. Up to two hundred (200) accumulated sick days shall be reimbursed @ \$ 140. per day, up to \$ 28,000. for employees retiring during the term of this Agreement. To be eligible for any reimbursement, retiring employees must have a minimum of fifty (50) accumulated sick days at retirement in '05-'06, fifty-five (55) days in '06-'07 and sixty (60) days in '07-'08. Reimbursement will be paid in July of the school year in which the employee retires. The following options are available to the retiring employee: (a) 100% of payment made to employee in the first July following retirement; (b) 100% of payment made to employee in the second July following retirement; (c) 50% of payment made to employee in the first and second July following retirement. (See examples on Page 28-B) The retiring employee must notify the Benefits Coordinator of his/her choice of payment at the time his/her retirement papers are submitted.
2. Days in excess of the two hundred days (200) needed to reach the maximum prevailing ceiling may, at the employee's option, be "traded-in" for Board-paid vision and dental coverage for the retired employee only, with every fifteen (15) days equal to one (1) year of extended coverage. Extended coverage shall apply to full calendar years only; accumulations of less than fifteen (15) days shall have no value and are forfeited. Should the retiree predecease exhaustion of the accumulation's value, any remaining value expires. Retirees may arrange to purchase vision and dental coverage through the Board for eligible dependents during their own benefit entitlement period and for themselves and their eligible dependents at the conclusion of their benefit entitlement period.
3. Voluntary Deposits to Board-approved 403(b) Tax Shelter Accounts (TSA) and/or 457 Deferred Compensation Plans - See text on Page 28-B)
4. In the event of the death of an employee prior to retirement, reimbursement defined above shall be paid to the estate of the deceased employee, pursuant to the following:
 - (a) The estate of employees with ten (10) or more years of district employment shall be provided reimbursement for seventy-five percent (75%) of the monetary value of the reimbursement that would have been due the deceased employee upon retirement, in accordance with the terms defined above.
 - (b) The estate of employees with twenty (20) or more years of district employment shall be provided reimbursement for one hundred percent (100%) of the monetary value of the reimbursement that would have been due the deceased employee upon retirement, in accordance with the terms defined above.
 - (c) Estates shall not be eligible for any reimbursement compensation for continued benefits that may have been applicable to the employee had he/she lived to retire.
5. The benefits defined above are payable only to employees who retire and are receiving a monthly pension benefit. Persons retiring on a Deferred Retirement shall be reimbursed for unused sick leave and receive benefit extension, if applicable and as defined above, at the time they actually begin to receive a monthly pension benefit.

Article VII - R. Reimbursement for Unused Sick Leave Upon Retirement

R. 1. Examples of Payment Options

(a) Employee 'A' retires in February 2006. Payment options are:
100% payable in July 2006;
100% payable in July 2007;
50% payable in July 2006 and July 2007.

(b) Employee 'B' retires in August 2006. Payment options are:
100% payable in July 2007;
100% payable in July 2008;
50% payable in July 2007 and July 2008

The retiring employee must notify the Benefits Coordinator of his/her choice of payment at the time that his/her retirement papers are submitted.

R. 3. Voluntary Deposits into Board-approved 403(b) Tax-Shelter Accounts and/or 457 Deferred Compensation Plans

Employees may voluntarily deposit the allowable portion of their sick-leave payout into their Board-approved 403(b) Tax-Shelter Accounts (TSA) and/or 457 Deferred Compensation Plans, up to the IRS limits and subject to the following restrictions/conditions:

- (a) Funds can only be deposited into the employee's tax-shelter account in the calendar year in which he/she retires.
- (b) Direct deposits into the retiring employee's tax-shelter account may be made at anytime after the employee retires, subject to the restrictions/conditions identified in (a) above. Direct payment of sick leave payout to the retiring employee will be made in accordance with Article VII - R. 1.
- (c) The retiring employee must provide the Business Administrator with a letter from his/her tax-shelter representative which states: (i) the total amount that the employee is eligible to contribute to his/her tax-shelter account during the year he/she retires, subject to IRS limits; (ii) the total amount that the employee contributed into their tax-shelter account during the year in which he/she retires; (iii) the balance that the employee can contribute to his/her tax-shelter account in the year he/she retires, subject to IRS limits and Section 415 - Coordination of Qualified Contribution limits. No payment will be made to an employee's tax-shelter account without this information.
- (d) Upon confirmation of the allowable amount that the retiring employee is eligible to contribute, the employee must inform the Business Administrator of the total amount that he/she wants to deposit into his/her tax-shelter account.
- (e) The Board and AFT will continue to research the possible implementation of a final-pay agreement.

S. Attendance Incentives

1. Perfect Attendance

Employees achieving perfect attendance in any school year during this Agreement shall be compensated @ \$ 550. for 10 month and \$ 600. for 12 month employees, as per local history with the exception of professional, bereavement, jury service, and approved vacation absences.

2. Exemplary Attendance

Employees achieving exemplary attendance in any school year during this Agreement shall be compensated @ \$ 450. for 10 month and \$ 500. for 12 month employees. Exemplary attendance is earned by those employees who are absent no more than two (2) days in any school year due to illness and/or personal business, but with the exception of professional, bereavement, jury service and approved vacation absences.

T. COBRA Provisions

Any employee on a Board of Education-approved leave of absence shall be provided with health benefits at the same level and, if applicable, contribution rate as if they were actively employed for a period of one year (12 calendar months) from the commencement of the unpaid leave. Thereafter, the employee will be given the opportunity to continue their elected single or family coverage by paying the premium for the coverage according to the guidelines set forth in the Consolidated Omnibus Reconciliation Act (COBRA). Upon return to active duty the employee will be reinstated at their appropriate benefit and, if applicable, contribution level.

If the Board of Education-approved leave of absence is a result of a physician's certified personal medical condition (disability) the employee may petition the Superintendent for a waiver of COBRA premiums for the duration of the disability or part thereof. The Superintendent's decision is neither grievable nor arbitrable but may be appealed to the Personnel Committee of the Board of Education.

ARTICLE VIII

HEALTH BENEFITS

- A. The Board agrees to carry insurance for all legal responsibilities of the Board.
- B. The Board agrees to continue the same or superior health benefits program to the health benefits program that was in effect during the 2004-'05 school year with the following changes:
1. All presently entitled employees with Board-paid single/dependent coverage shall continue to be so entitled during the term of this agreement.
 2. Effective January 1, 2006, the prescription drug co-pay will change to \$ 15. for brand name drugs, \$ 7.00 for generic drugs, and \$ 5.00 for mail order drugs (up to a 90-day supply) for the life of the Agreement.
 3. Birth control medications/devices are recognized as Covered Expenses effective September 1, 2005.
 4. Dependents remain eligible for coverage until age 23, effective September 1, 2005. Dependents who are full-time students remain eligible for coverage regardless of age.
 5. A Flexible Spending Plan may be implemented during the term of this Agreement, allowing employees to authorize pre-tax contributions to be used in payment of anticipated but uncovered expenses, i.e. childcare, eldercare, hearing aids, etc.
 6. The parties agreed to the following terms and conditions concerning the acquisition of dependent healthcare coverage:
 - (a) Employees hired on or after July 1, 2005 shall be bound by the terms, conditions and shared cost schedule presented herein.
 - (b) All employees currently in the shared-cost timetable for dependent coverage established for July 1, 2002 shall remain in that timetable until they have completed year 5 of participation, or until June 30, 2008, whichever is sooner. Those who have not yet completed 5 years on June 30, 2008 shall be subject to the terms and conditions for healthcare benefits identified in the contract beginning July 1, 2008.

(c) Employees hired on or after July 1, 2002 but before July 1, 2005, who have elected to purchase dependent coverage, shall have a one-time only option to select dependent coverage either under the old timetable (established for July 1, 2002) or under the new timetable (established for July 1, 2005 and identified below), as calculated from their date of hire.

(d) All employees shall continue to receive Board-paid healthcare coverage for themselves, and, if presently eligible, dependent healthcare coverage for their eligible dependents at no cost to the employee.

(e) When applying for dependent coverage, employees hired on or after July 1, 2002 but before July 1, 2005, who have not previously elected to purchase dependent coverage, shall enter the shared-cost schedule for dependent coverage relative to their date of hire. As an example, an employee with 1-year of service in the district enters the shared-cost timetable under the terms in place for year 2, etc.

(f) The shared-cost timetable for dependent coverage effective July 1, 2005 shall be:

In years 1 to 3 of participation, the Board pays 75%, the employee pays 25%;
In years 4 to 9 of participation, the Board pays 90%, the employee pays 10%;
In year 10 of participation, the Board pays 100%, the employee pays 0%;

(g) Vision and dental coverage for the employee's eligible dependents shall be provided by the Board after five (5) years of employment in Perth Amboy.

C. Payment for health benefits coverage - In accordance with Chapter 125 Plans as defined by IRS

1. Staff members who are eligible for dependent coverage by virtue of their time served in the district may increase their coverage to include dependent coverage at Board expense.
2. Staff who are affected by a Reduction in Force and are subsequently rehired shall retain a fully-entitled status with respect to health benefits, reflecting resumption of their status as it existed on their final day of employment.
3. Eligible employees may elect to reduce their health insurance coverage provided at Board expense. If so,
 - (a) Qualified employees, with eligible and documented dependents, may reduce coverage from dependent to single and will receive an annual payment of \$ 2,000. or pro-rated portion thereof.
 - (b) Qualified employees may reduce coverage from employee only to no coverage and will receive an annual payment of \$ 1,500. or pro-rated portion thereof.
 - (c) Payment of the above will be made at the end of the school year in which the coverage was waived.

- (d) Dependent coverage shall be made available at any time to employees electing to reduce coverage pursuant to C. 3. a. above. This coverage shall be provided at the employee's expense, subject to insurability.
- (e) Employee-only coverage shall be made available to employees electing to reduce coverage pursuant to C. 3. b. above. This coverage shall be provided at the Board's expense.
- (f) Employee and dependent coverage for current employees shall be reinstated at Board expense at the end of the school year or upon proof of loss of coverage (e.g. spouse's death or loss of job and coverage), provided the carrier accepts the employee and dependents back into the plan.
- (g) The Board will provide employee-only coverage, at the Board's expense, for an employee's last year of employment if the employee has opted to reduce coverage pursuant to C. 3. b. above.

D. Disability Income Insurance

The Board agrees that employees may opt to authorize payroll deductions to purchase disability income protection insurance through a carrier designated by the Board. Such purchase shall be subject to the terms and conditions identified by the carrier.

ARTICLE IX

DUES DEDUCTION

A. The Board agrees to continue the practice of deducting from the salary of its employees dues for the Federation. Such employees must voluntarily authorize the Board to make such deductions on the form provided in subparagraph B, this section, and such monies shall be transmitted to the Federation. In the event dues deduction are not made due to clerical errors, the Board will be so notified by the Federation and proper action will be taken the following month.

In accordance with Chapter 233, Laws of 1969, the following form shall be used for dues check off for the Federation:

TO: Secretary, Board of Education, School District of Perth Amboy

I hereby request and authorize the above named secretary of the Board of Education to deduct from my earnings an amount sufficient to provide one-tenth (1/10) of the yearly membership dues, as certified by Local 857 AFT, to the secretary of the Board of Education, to the treasurer of Local 857, AFT, in equal monthly payments for all or part of the current school year and for succeeding school years. I understand that the secretary of the Board of Education will discontinue such deductions only if I file such notice of withdrawal as of January 1 or July 1 next succeeding the date on which notice of withdrawal is filed. I also agree that upon termination of employment, the secretary of the Board of Education shall deduct any remaining amount due for that school year. I hereby waive all right and claim for said monies so deducted and transmitted in accordance with this authorization, and relieve the Board of Education and all of its officers from any liability therefor.

DATED: _____ SIGNATURE _____

Social Security # _____ SCHOOL _____

Mailing Address _____

B. Effective July 1, 1993, the Board agrees to authorize the payroll department to deduct one dollar (\$1.00) per pay period as a voluntary contribution to the Federation's Local Political Education Fund. Employees wishing to voluntarily contribute must authorize the Board to make such deductions on the form provided and such monies shall be transmitted to the Federation in conjunction with the deducted dues.

ARTICLE X

MISCELLANEOUS

- A. All personnel shall use the AESOP service (Automated Educational Substitute Operator) to report absences. This service is available to you 24 hours a day, 7 days a week. You may interact with the system via the internet @ www.aesoponline.com or by way of a toll-free automated phone line.
1. **Phone Access** - Dial 1-800-942-3767, enter ID and PIN numbers, follow the prompts for the various menu choices. Wait for a confirmation number. Your transaction is not complete until you receive a confirmation number.
 2. **Internet Access** - www.aesoponline.com . You may enter absences, check absence schedule, update personal information as well as other features.
 3. **Difficulties or questions** - Contact the Central Office @ 732-376-6200 or AESOP at support@aesoponline.com .
- B. Upon reasonable notice, the Board shall make available to the Federation material and information in the public domain.
- C. Each employee in September shall receive a statement of his/her unused sick leave.

D. Just Cause Provision

No employees shall be disciplined, reprimanded, reduced in rank, or have their salary reduced without just cause. (Non-renewal of non-tenured teaching staff does not require just cause support). Applicable to non-certificated staff only: A year-end nonrenewal or a Reduction In Force during the year may proceed to the Commissioner of Education but cannot proceed to arbitration. A dismissal for cause during the year other than a Reduction In Force may proceed to arbitration.

E. Seniority Provisions

1. The Board agrees to formulate a seniority list for each specific category of employment represented in each affiliate component.
2. The Board agrees that Reductions In Force that may be necessary shall be made strictly on the basis of categorical district seniority.
3. The Board agrees that staff members affected by a Reduction In Force shall be placed on a Preferred Eligibility List for possible recall when categorical openings occur.

ARTICLE XI

BOARD'S RIGHTS

The Board retains the following rights, except as limited by applicable law and the terms of this Agreement.

- A. The right to direct the employees of the school district.
- B. To hire, promote, transfer, assign and retain employees in position in the school district and to suspend, demote, discharge or take other disciplinary action against employees.
- C. To relieve employees of duty because of lack of work or for other legitimate reasons contained in Title 18A.
- D. To determine the methods, means and personnel by which operations are to be conducted.
- E. To take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

Article XII

AGENCY SHOP

- A. The Board of Education agrees to deduct Agency fees for non-members of the Federation in an amount not to exceed eighty-five (85%) percent of the annual Federation membership dues.
- B. The Federation agrees to provide to the Board of Education a copy of its "demand and return system" required under law.
- C. The Federation agrees to save the Board of Education harmless and to relieve the Board of Education, and all its officers, or agents, from any liability for any transmission of funds from an employee to the Federation in accordance with its obligations under this Article.

ARTICLE XIII

NEGOTIATING PROCEDURE

The parties agree to commence negotiations in accordance with the requirements of Chapter 303 of the Laws of 1968 as amended and supplemented by Chapter 123 of the Laws of 1974.

ARTICLE XIV

CONFORMITY TO LAW

Should any provision hereby be held or determined, by any court or agency having jurisdiction, to be invalid or unenforceable, then same shall not invalidate the other provisions hereof that are severable therefrom.

ARTICLE XV

DURATION

The period covered by this Agreement is from July 1, 2005 to June 30, 2008.

Section 2

Certificated terms and conditions

Schedule 1 2005 - '06

Step	BA	\$1,000 BA+30	\$2,350 MA	\$3,750 MA+30	\$4,900 MA+60	\$6,200 PhD	
1	\$38,800	\$39,800	\$41,150	\$42,550	\$43,700	\$45,000	
2	\$39,300	\$40,300	\$41,650	\$43,050	\$44,200	\$45,500	
3	\$39,900	\$40,900	\$42,250	\$43,650	\$44,800	\$46,100	
4	\$40,600	\$41,600	\$42,950	\$44,350	\$45,500	\$46,800	
5	\$41,700	\$42,700	\$44,050	\$45,450	\$46,600	\$47,900	
6	\$42,900	\$43,900	\$45,250	\$46,650	\$47,800	\$49,100	
7	\$44,100	\$45,100	\$46,450	\$47,850	\$49,000	\$50,300	
8	\$45,400	\$46,400	\$47,750	\$49,150	\$50,300	\$51,600	
9	\$46,600	\$47,600	\$48,950	\$50,350	\$51,500	\$52,800	
10	\$48,000	\$49,000	\$50,350	\$51,750	\$52,900	\$54,200	
12	\$49,850	\$50,850	\$52,200	\$53,600	\$54,750	\$56,050	
13	\$53,950	\$54,950	\$56,300	\$57,700	\$58,850	\$60,150	
14	\$57,900	\$58,900	\$60,250	\$61,650	\$62,800	\$64,100	
15	\$62,650	\$63,650	\$65,000	\$66,400	\$67,550	\$68,850	
16	\$71,650	\$72,650	\$74,000	\$75,400	\$76,550	\$77,850	
1225	+20 years	\$72,875	\$73,875	\$75,225	\$76,625	\$77,775	\$79,075
2650	+25 years	\$74,300	\$75,300	\$76,650	\$78,050	\$79,200	\$80,500
2975	+30 years	\$74,625	\$75,625	\$76,975	\$78,375	\$79,525	\$80,825

(in P.A.)

Schedule 1 Certificated Salary Guide for 2005-'06

Notes:

1. The BA+30 compensation remains frozen at \$ 1,000. and is grandfathered to reflect only those receiving it as of September 1, 1993.
2. Certificated compensation lanes shall recognize in-district credits accumulating toward lane improvement, provided the staff member attains an MA degree. In-district credits earned prior to the acquisition of an MA degree shall be recognized upon attainment of the MA.
3. Persons holding or completing a first MA in a defined content area of English, Foreign Language Study, History, Mathematics, Reading, Science, Social Studies, Language Arts, Visual and Performing Arts, Civics, Government, Geography or Economics shall be compensated in an amount equal to the prevailing MA differential plus \$ 1,000. Persons holding or completing a second MA in an area defined above, regardless of the content of any first MA, i.e. Administration, etc., shall be compensated in an amount equal to the prevailing MA+30 differential plus \$ 1,000. Persons holding or completing a first MA in an area defined above and who complete a second MA in a non-defined content area, i.e. Administration, etc., shall be compensated in an amount equal to the prevailing MA+30 differential plus \$ 1,000., unless their degree program credit accumulation results in movement to the MA+60 or Ph.D. lane compensation.
4. Persons holding a Master's degree in a program requiring the successful completion of forty (40) or more graduate credits shall be entitled to preserve any program credits beyond forty (40) as potentially applicable to advancement to the MA+30 lane, upon completion of a sufficient number of graduate credits that when added to their preserved credits equals thirty (30).
5. The Board agrees to reimburse the tuition but not the application fee, for those staff members who successfully attain National Board for Professional Teaching Standards Certification. The Board agrees to provide a stipend of \$ 3,000. per school year or a pro-rata thereof, for those staff members who successfully attain National Board for Professional Teaching Standards Certification and for whom such certification is in full force and effect.
6. Building Whole School Reform Facilitators shall be compensated @ \$ 77,000. during 2005-'06 or by their placement on the guide, whichever is higher. Facilitators sought, received and accepted appointment to and compensation for a position requiring some measure of extended hours, before and/or after school hours and some evenings. It is expected that facilitators will provide those extended hours services, as appropriate and reasonable, in accordance with the specific needs of the school they serve. Facilitators are authorized to seek and accept additional earning opportunities before and after working hours and during summers, provided such service does not conflict with the performance of their facilitator duties. The Board seeks to be fair in its consideration of the role and typical working hours expected of the facilitators and will, through Central Administration, fully and fairly consider requests for additional compensation by the incumbent facilitators, for extraordinary services above and beyond the normal facilitator workday, on a case by case basis. Any such approved service shall be compensated at the prevailing contractual rate for instruction identified in this agreement. In the event of the resignation, retirement, or reassignment of any current WSR facilitator during the term of this agreement, newly-appointed facilitators shall be compensated by their placement on the prevailing guide plus additional compensation at the prevailing hourly instructional rate for approved extended day and/or evening hours on a case by case basis.
7. Step 11 is eliminated. Persons completing step 10 in 2004-'05 move to step 12 in 2005-'06, step 13 in 2006-'07 and step 14 in 2007-'08.
8. A 30-year longevity lane is introduced in 2005-'06. Persons with 30 or more years of service in Perth Amboy will be compensated @ \$ 2,975. above the maximum (step 16) salary. Persons with 30 or more years of service in New Jersey's TPAF but who have not completed 20 or 25 years in Perth Amboy will be compensated @ \$ 1,000. above their step placement (up to and including 16) on the guide in 2005-'06.

Schedule 2 2006 - '07

		\$1,000	\$2,375	\$3,800	\$5,000	\$6,400	
Step	BA	BA+30	MA	MA+30	MA+60	PhD	
1	\$40,000	\$41,000	\$42,375	\$43,800	\$45,000	\$46,400	
2	\$40,500	\$41,500	\$42,875	\$44,300	\$45,500	\$46,900	
3	\$41,200	\$42,200	\$43,575	\$45,000	\$46,200	\$47,600	
4	\$41,900	\$42,900	\$44,275	\$45,700	\$46,900	\$48,300	
5	\$43,000	\$44,000	\$45,375	\$46,800	\$48,000	\$49,400	
7	\$45,100	\$46,100	\$47,475	\$48,900	\$50,100	\$51,500	
8	\$46,500	\$47,500	\$48,875	\$50,300	\$51,500	\$52,900	
9	\$47,800	\$48,800	\$50,175	\$51,600	\$52,800	\$54,200	
10	\$49,200	\$50,200	\$51,575	\$53,000	\$54,200	\$55,600	
12	\$51,150	\$52,150	\$53,525	\$54,950	\$56,150	\$57,550	
13	\$55,550	\$56,550	\$57,925	\$59,350	\$60,550	\$61,950	
14	\$59,600	\$60,600	\$61,975	\$63,400	\$64,600	\$66,000	
15	\$64,750	\$65,750	\$67,125	\$68,550	\$69,750	\$71,150	
16	\$73,625	\$74,625	\$76,000	\$77,425	\$78,625	\$80,025	
1250	+20 years	\$74,875	\$75,875	\$77,250	\$78,675	\$79,875	\$81,275
2700	+25 years	\$76,325	\$77,325	\$78,700	\$80,125	\$81,325	\$82,725
3150	+30 years	\$76,775	\$77,775	\$79,150	\$80,575	\$81,775	\$83,175
	(in P.A.)	\$76,775					

Schedule 2
Certificated Salary Guide for 2006-'07

Notes:

1. The BA+30 compensation remains frozen at \$ 1,000. and is grandfathered to reflect only those receiving it as of September 1, 1993.
2. Certificated compensation lanes shall recognize in-district credits accumulating toward lane improvement, provided the staff member attains an MA degree. In-district credits earned prior to the acquisition of an MA degree shall be recognized upon attainment of the MA.
3. Persons holding or completing a first MA in the defined content areas of English, Foreign Language Study, History, Mathematics, Reading, Science, Social Studies, Language Arts, Visual and Performing Arts, Civics, Government, Geography or Economics shall be compensated in an amount equal to the prevailing MA differential plus \$ 1,000. Persons holding or completing a second MA in an area defined above, regardless of the content of any first MA, i.e. Administration, etc., shall be compensated in an amount equal to the prevailing MA+30 differential plus \$ 1,000. Persons holding or completing a second MA in a non-defined content area, i.e. Administration, shall be compensated in an amount equal to the prevailing MA+30 differential plus \$ 1,000., unless their degree program credit accumulation results in movement to the MA+60 or Ph.D. lane compensation.
4. Persons holding a Master's degree in a program requiring the successful completion of forty (40) or more graduate credits shall be entitled to preserve any program credits beyond forty (40) as potentially applicable to advancement to the MA+30 lane, upon completion of a sufficient number of graduate credits that when added to their preserved credits equals thirty (30).
5. The Board agrees to reimburse the tuition but not the application fee, for those staff members who successfully attain National Board for Professional Teaching Standards Certification. The Board agrees to provide a stipend of \$ 3,500. per school year or a pro-ration thereof, for those staff members who successfully attain National Board for Professional Teaching Standards Certification and for whom such certification is in full force and effect.
6. Building Whole School Reform Facilitators shall be compensated @ \$ 79,000. during 2006-'07 or by their placement on the guide, whichever is higher. Facilitators sought, received and accepted appointment to and compensation for a position requiring some measure of extended hours, before and/or after school hours and some evenings. It is expected that facilitators will provide those extended hours services, as appropriate and reasonable, in accordance with the specific needs of the school they serve. Facilitators are authorized to seek and accept additional earning opportunities before and after working hours and during summers, provided such service does not conflict with the performance of their facilitator duties. The Board seeks to be fair in its consideration of the role and typical working hours expected of the facilitators and will, through Central Administration, fully and fairly consider requests for additional compensation by the incumbent facilitators, for extraordinary services above and beyond the normal facilitator workday, on a case by case basis. Any such approved service shall be compensated at the prevailing contractual rate for instruction identified in this agreement. In the event of the resignation, retirement, or reassignment of any current WSR facilitator during the term of this agreement, newly-appointed facilitators shall be compensated by their placement on the prevailing guide plus additional compensation at the prevailing hourly instructional rate for approved extended day and/or evening hours on a case by case basis.
7. Step 11 remains eliminated. Persons completing step 10 in 2005-'06 move to step 12 in 2006-'07 and to step 13 in 2007-'08.
8. Step 6 is eliminated in 2006-'07. Persons completing step 5 in 2005-'06 move to step 7 in 2006-'07 and to step 8 in 2007-'08.
9. A 30-year longevity lane continues in 2006-'07. Persons with 30 or more years of service in Perth Amboy will be compensated @ \$ 3,150. above the maximum (step 16) salary. Persons with 30 or more years of service in New Jersey's TPAF but who have not completed 20 or 25 years in Perth Amboy will be compensated @ \$ 1,100. above their placement on the guide (up to and including 16) in 2006-'07.

Schedule 3 2007 - '08

		\$1,000	\$2,400	\$3,850	\$5,150	\$6,700	
Step	BA	BA+30	MA	MA+30	MA+60	PhD	
1	\$40,900	\$41,900	\$43,300	\$44,750	\$46,050	\$47,600	
2	\$41,400	\$42,400	\$43,800	\$45,250	\$46,550	\$48,100	
3	\$42,100	\$43,100	\$44,500	\$45,950	\$47,250	\$48,800	
4	\$42,800	\$43,800	\$45,200	\$46,650	\$47,950	\$49,500	
5	\$43,900	\$44,900	\$46,300	\$47,750	\$49,050	\$50,600	
7	\$46,000	\$47,000	\$48,400	\$49,850	\$51,150	\$52,700	
8	\$47,400	\$48,400	\$49,800	\$51,250	\$52,550	\$54,100	
9	\$48,700	\$49,700	\$51,100	\$52,550	\$53,850	\$55,400	
10	\$50,100	\$51,100	\$52,500	\$53,950	\$55,250	\$56,800	
12	\$52,150	\$53,150	\$54,550	\$56,000	\$57,300	\$58,850	
13	\$56,650	\$57,650	\$59,050	\$60,500	\$61,800	\$63,350	
14	\$61,000	\$62,000	\$63,400	\$64,850	\$66,150	\$67,700	
15	\$66,950	\$67,950	\$69,350	\$70,800	\$72,100	\$73,650	
16	\$75,375	\$76,375	\$77,775	\$79,225	\$80,525	\$82,075	
1250	+20 years	\$76,625	\$77,625	\$79,025	\$80,475	\$81,775	\$83,325
2700	+25 years	\$78,075	\$79,075	\$80,475	\$81,925	\$83,225	\$84,775
3150	+30 years	\$78,525	\$79,525	\$80,925	\$82,375	\$83,675	\$85,225

(in P.A.)

Schedule 3

Certificated Salary Guide for 2007-'08

Notes:

1. The BA+30 compensation remains frozen at \$ 1,000. and is grandfathered to reflect only those receiving it as of September 1, 1993.
2. Certificated compensation lanes shall recognize in-district credits accumulating toward lane improvement, provided the staff member attains an MA degree. In-district credits earned prior to the acquisition of an MA degree shall be recognized upon attainment of the MA.
3. Persons completing a first MA in the defined content areas of English, Foreign Language Study, History, Mathematics, Reading, Science, Social Studies, Language Arts, Visual and Performing Arts, Civics, Government, Geography or Economics shall be compensated in an amount equal to the prevailing MA differential plus \$ 1,000. Persons holding or completing a second MA in an area defined above, regardless of the content of any first MA, i.e. Administration, etc., shall be compensated in an amount equal to the prevailing MA+30 differential plus \$ 1,000. Persons holding or completing a first MA in an area defined above and who complete a second MA in a non-defined content area, i.e. Administration, shall be compensated in an amount equal to the prevailing MA+30 differential plus \$ 1,000., unless their degree program credit accumulation results in movement to the MA+60 or Ph.D. lane compensation.
4. Persons holding a Master's degree in a program requiring the successful completion of forty (40) or more graduate credits shall be entitled to preserve any program credits beyond forty (40) as potentially applicable to advancement to the MA+30 lane, upon completion of a sufficient number of graduate credits that when added to their preserved credits equals thirty (30).
5. The Board agrees to reimburse the tuition but not the application fee, for those staff members who successfully attain National Board for Professional Teaching Standards Certification. The Board agrees to provide a stipend of \$ 4,000. per school year or a pro-ration thereof, for those staff members who successfully attain National Board for Professional Teaching Standards Certification and for whom such certification is in full force and effect.
6. Building Whole School Reform Facilitators shall be compensated @ \$ 80,775. during 2007-'08 or by their placement on the guide, whichever is higher. Facilitators sought, received and accepted appointment to and compensation for a position requiring some measure of extended hours, before and/or after school hours and some evenings. It is expected that facilitators will provide those extended hours services, as appropriate and reasonable, in accordance with the specific needs of the school they serve. Facilitators are authorized to seek and accept additional earning opportunities before and after working hours and during summers, provided such service does not conflict with the performance of their facilitator duties. The Board seeks to be fair in its consideration of the role and typical working hours expected of the facilitators and will, through Central Administration, fully and fairly consider requests for additional compensation by the incumbent facilitators, for extraordinary services above and beyond the normal facilitator workday, on a case by case basis. Any such approved service shall be compensated at the prevailing contractual rate for instruction identified in this agreement. In the event of the resignation, retirement, or reassignment of any current WSR facilitator during the term of this agreement, newly-appointed facilitators shall be compensated by their placement on the prevailing guide plus additional compensation at the prevailing hourly instructional rate for approved extended day and/or evening hours on a case by case basis.
7. Step 11 remains eliminated. Persons completing step 10 in 2006-'07 move to step 12 in 2007-'08.
8. Step 6 remains eliminated in 2007-'08. Persons completing step 5 in 2006-'07 move to step 7 in 2007-'08.
9. A 30-year longevity lane continues in 2007-'08. Persons with 30 or more years of service in Perth Amboy will be compensated @ \$ 3,150. above the maximum (step 16) salary. Persons with 30 or more years of service in New Jersey's TPAF but who have not completed 20 or 25 years in Perth Amboy will be compensated @ \$ 1,100. above their step placement (up to and including 16) on the guide in 2007-'08.

C. Summer work

All certified staff positions are considered to be ten (10) month positions. Days worked beyond the normal work year, between the last day of school and the opening of school, will be compensated as follows:

(excludes summer school)

- a. individual days - 1/200 of annual salary
- b. one month - 10% of annual salary
2 sick days (non-accumulative)

D. Categorical Stipends

Those staff who received stipends as listed below during 1992-'93 shall continue to receive those stipends for the duration of this agreement. No one else may qualify for these stipends.

However, anyone receiving a stipend must be fully certified by September 1, 1994 to continue receiving the amount listed.

Guidance Counselors: \$1,195 per year

Special Services/Bilingual/ESL/School Nurses: \$1,100 per year

E. Extra Compensation

1. Class Coverage:

July 1, 2005 to June 30, 2008: \$ 150. per day or \$ 30. per period.

2. Extra/Extended Period/Day Compensation

a. Extra Period Teaching Assignment (EPTA) - includes all certificated instructional staff. Replaces the term "Sixth Assignment."

b. Extended Day Professional Assignment (EDPA) - includes all certificated non-instructional staff. Extended day earning opportunities may be offered for certified, non-instructional staff on a yearly, monthly, weekly or daily basis. These opportunities will be posted on an as-needed basis and a letter of application must be submitted to the appropriate supervisor/administrator. These positions are only available on an extended day basis, after regular working hours. This provision is not applicable to the Athletic Trainer(s).

Both EPTA and EDPA will be remunerated at an annual rate of \$ 9,250. Only full-year assignments are pensionable. All other assignments, i. e. daily, weekly, monthly, etc. will be remunerated at \$ 46.25 per hour. These rates are in effect from July 1, 2005 to June 30, 2008.

E. 3. Student Instruction, Home Tutoring and Summer School: \$ 33.45 per hour (7/1/05-6/30/08)

E. 4. Curriculum Revision Rate: \$ 26.65 per hour (7/1/05-6/30/08)

E. 5. Teacher Mentor Rate: \$ 1,700. per school year (7/1/05-6/30/08)

E. 6. Cooperating Teacher Rate (7/1/05-6/30-08)

a. \$ 300. if sharing student teacher with 1 other;

b. \$ 600. if solely mentoring student teacher.

The senior student/practice teacher shall be engaged in his/her final field experience prior to the granting of certification and eligibility for employment as a teacher in a New Jersey public school.

E. 7. Professional Development Compensation (7/1/05-6/30/08)

a. Compensation for staff attendance at approved workshops/professional development training during the summer or at times that are not contractually required: \$ 26.65 per hour.

b. Compensation for staff presentation at approved workshops/professional development training: \$ 33.45 per hour.

c. Compensation for staff preparation for approved workshops/professional development training: \$ 33.45 per hour. Preparation hours will be determined in collaboration with the appropriate supervisor or administrator. They are based upon whether or not the workshop has been previously presented or is an updated or new presentation.

d. Holistic Scoring - Staff members who participate in school/building-wide formal trial assessments used for placement and/or scheduling, which require "holistic scoring" input from 2 or more teachers, will be remunerated at \$ 26.65 per hour. "Holistic scoring" will only be done during a staff member's personal time.

Note: Staff members who participate in, present or prepare professional development training and receive the compensation listed above will also receive the appropriate professional development hours in accordance with NJAC: 6A 9-15 and the guidelines established in Professional Development Framework: What Counts.

F. Extracurricular Compensation (cont.)

Position	2005-06	2006-07	2007-08
Stage Director PAHS (1 each)	\$5,165	\$5,360	\$5,550
Performing Arts - Band			
Director PAHS Marching Band (1 each)	\$5,270	\$5,465	\$5,655
Assistant Director PAHS Marching Band (2 each)	\$2,695	\$2,795	\$2,890
PAHS Marching Band Assts (3 each)	\$2,525	\$2,620	\$2,710
Director Marching Band McGinnis (1 each)	\$4,270	\$4,430	\$4,585
Asst Director Marching Band McGinnis (2 each)	\$2,055	\$2,130	\$2,205
Performing Arts - Chorale			
Competition Choir Director (1 each)	\$1,605	\$1,665	\$1,725
Show Choir Director (1 each)	\$1,605	\$1,665	\$1,725
Performing Arts -Dramatics			
Director PAHS Play (1 each)	\$3,215	\$3,335	\$3,450
Stage Director, PAHS Play (1 each)	\$1,640	\$1,700	\$1,760
Technical Stage Director PAHS Play (1 each)	\$1,640	\$1,700	\$1,760
Vocal Director PAHS Play (1 each)	\$1,640	\$1,700	\$1,760
Choreographer PAHS Play (1 each)	\$1,640	\$1,700	\$1,760
Set Designer PAHS Play (1 each)	\$1,640	\$1,700	\$1,760
Music Conductor PAHS Play (1 each)	\$820	\$850	\$880
Sound Technician PAHS Play (1 each)	\$820	\$850	\$880
Costume Designer PAHS Play (1 each)	\$820	\$850	\$880
Publicist PAHS Play (2 each)	\$410	\$425	\$440
Bilingual Program Play Director PAHS (1 each)	\$3,215	\$3,335	\$3,450
Bilingual Program Play Assistants PAHS (2 each)	\$1,640	\$1,700	\$1,760
Advisor Performing Arts Club (1 each)	\$1,605	\$1,665	\$1,725

F. Extracurricular Compensation (cont.)

Position	2005-06	2006-07	2007-08
Fine Arts			
Advisor Art Club (1 each)	\$1,100	\$1,140	\$1,180
Academics			
Academic Director PAHS (1 each)	\$1,945	\$2,020	\$2,090
Academic Team Assts PAHS (1 each)	\$970	\$1,010	\$1,045
Advisor PAHS Mathletes (1 each)	\$1,605	\$1,665	\$1,725
Advisor Chess Club (McGinnis) (1 each)	\$1,605	\$1,665	\$1,725
Other Clubs (as approved by Principal/Supt/Board)	\$1,070	\$1,110	\$1,150
Student Government			
Class Advisor PAHS Freshman (2 each)	\$2,275	\$2,360	\$2,445
Class Advisor PAHS Sophomore (2 each)	\$2,365	\$2,455	\$2,540
Class Advisor PAHS Junior (2 each)	\$2,455	\$2,545	\$2,635
Class Advisor PAHS Senior (2 each)	\$2,540	\$2,635	\$2,725
Class Advisors McGinnis (2 each)	\$1,480	\$1,535	\$1,590
Advisor School Patrols (1 each)	\$850	\$880	\$910
Advisor Student Council PAHS (total for all advisors)	\$5,115	\$5,310	\$5,495
Advisor Student Council (Shull & McGinnis) (1 each)	\$1,110	\$1,150	\$1,190
Advisor Student Council Elementry (1 each)	\$850	\$880	\$910
Advisor National Honor Society PAHS (1 each)	\$740	\$770	\$795
Publications			
Advisors PAHS Yearbook (1 each)	\$5,330	\$5,530	\$5,725
Advisors PAHS Newspaper (1 each)	\$5,330	\$5,530	\$5,725
Publication Advisors (McGinnis and Shull) (1 each)	\$2,955	\$3,065	\$3,170
Publication Advisors (Elementary) (1 each)	\$850	\$880	\$910
Elementary T.V. 34 Coordinator (1 each)	\$850	\$880	\$910

F. Extracurricular Compensation (cont.)

Position	2005-06	2006-07	2007-08
Intra-Mural Athletics			
Coordinator Intra-Mural Program PAHS (1 each)	\$5,705	\$5,920	\$6,125
Advisors Intra-Mural Prg (PAHS, S & McG) 1 per sport	\$1,605	\$1,665	\$1,725
Advisors Intra-Mural Elementary (1 each per season)	\$900	\$933	\$967

G. Coaches Compensation (cont.)

Position	2005-06	2006-07	2007-08
Football			
Head Coach PAHS	\$9,870	\$10,240	\$10,600
Assistant Varsity PAHS	\$5,995	\$6,220	\$6,440
Assistant Coaches PAHS	\$5,755	\$5,970	\$6,180
Coaches McGinnis	\$5,755	\$5,970	\$6,180
Basketball			
Head Coach PAHS Boys	\$8,355	\$8,670	\$8,975
Head Coach PAHS Girls	\$8,355	\$8,670	\$8,975
Assistant Coaches PAHS Boys	\$4,885	\$5,065	\$5,240
Assistant Coaches PAHS Girls	\$4,885	\$5,065	\$5,240
Head Coach McGinnis Boys	\$4,885	\$5,065	\$5,240
Head Coach McGinnis Girls	\$4,885	\$5,065	\$5,240
Baseball			
Head Coach PAHS Boys	\$6,780	\$7,035	\$7,280
Assistant Coaches PAHS Boys	\$4,725	\$4,905	\$5,075
Coaches (2) McGinnis	\$4,725	\$4,905	\$5,075
Softball			
Head Coach PAHS Girls	\$6,780	\$7,035	\$7,280
Assistant Coaches PAHS Girls	\$4,725	\$4,905	\$5,075
Coaches (2) McGinnis	\$4,725	\$4,905	\$5,075
Wrestling			
Head Coach PAHS Boys	\$8,355	\$8,670	\$8,975
Assistant Coaches PAHS Boys	\$4,885	\$5,065	\$5,240
Coaches (2) McGinnis	\$4,885	\$5,065	\$5,240
Tennis			
Head Coach PAHS Boys	\$4,155	\$4,310	\$4,460
Head Coach PAHS Girls	\$4,155	\$4,310	\$4,460
Golf			
Head Coach PAHS	\$4,255	\$4,415	\$4,570

G. Coaches Compensation (cont.)

Position	2005-06	2006-07	2007-08
Track			
Head Coach PAHS Boys	\$6,725	\$6,975	\$7,220
Assistant Varsity PAHS Boys (2)	\$4,290	\$4,450	\$4,605
Head Coach PAHS Girls	\$6,725	\$6,975	\$7,220
Assistant Varsity PAHS Girls (2)	\$4,290	\$4,450	\$4,605
Head Coach Winter Track PAHS Boys	\$6,725	\$6,975	\$7,220
Head Coach Winter Track PAHS Girls	\$6,725	\$6,975	\$7,220
Head Coach Cross Country PAHS Boys	\$4,005	\$4,155	\$4,300
Head Coach Cross Country PAHS Girls	\$4,005	\$4,155	\$4,300
Asst Track Coach Boys/Girls Winter (2)	\$4,290	\$4,450	\$4,605
Coaches (2) McGinnis	\$4,290	\$4,450	\$4,605
Soccer			
Head Coach PAHS Boys	\$6,780	\$7,035	\$7,280
Assistant Coaches PAHS Boys	\$4,725	\$4,905	\$5,075
Head Coach PAHS Girls	\$6,780	\$7,035	\$7,280
Assistant Coaches PAHS Girls	\$4,725	\$4,905	\$5,075
Head Coach McGinnis Boys	\$4,725	\$4,905	\$5,075
Head Coach McGinnis Girls	\$4,725	\$4,905	\$5,075
Bowling			
Head Coach PAHS	\$4,225	\$4,385	\$4,540
Head Coach McGinnis	\$3,580	\$3,715	\$3,845
Weightlifting			
Head Coach PAHS Boys	\$3,815	\$3,960	\$4,100
Power Lifting Coach PAHS	\$3,385	\$3,510	\$3,635
Volleyball			
Head Coach Boys (Spring)	\$4,005	\$4,155	\$4,300
Head Coach Girls (Fall)	\$4,005	\$4,155	\$4,300
Cheerleaders			
Head Varsity Cheerleading Coach (per season)	\$3,025	\$3,140	\$3,250
Head Competitive Cheerleading Coach	\$3,385	\$3,510	\$3,635

G. Coaches Compensation (cont.)

Position	2005-06	2006-07	2007-08
Asst Cheerleading Coaches (per season)	\$2,050	\$2,125	\$2,200
Asst Competitive Cheerleading Coach	\$2,530	\$2,625	\$2,720
Cheerleading Coach McGinnis (per season)	\$2,050	\$2,125	\$2,200
Competitive Cheerleading Coach McGinnis	\$2,530	\$2,625	\$2,720
Other			
Interscholastic Athletic Liaison - High School (1)	\$5,755	\$5,970	\$6,180
Athletic Coordinator - McGinnis (1)	\$7,775	\$8,065	\$8,345

ARTICLE II

LENGTH OF WORKYEAR

Certificated staff shall be required, during each school year of this agreement, to work 181 pupil contact days and three (3) inservice days (pursuant to practice) in accordance with a calendar adopted by the Board.

Article III WORKDAY

- A. As part of their professional obligations and responsibilities, certified staff shall report to and remain in their assigned building for an adequate period of time to allow for the safe arrival and departure of students. An adequate period of time shall not be less than five (5) minutes before and after student arrival/departure. The parties acknowledge and encourage the professional efforts of staff members to provide instructional or other services, guidance, assistance and support to students whenever possible and necessary, before and after the contractual working hours identified in this agreement. The parties recognize that those voluntary efforts can contribute significantly to our shared desire to improve student achievement, while demonstrating the professional commitment of the staff.

The contractual workday during the term of this agreement shall be:

- | | |
|------------------------------|---------------------|
| 1. PreK-Grade 6 | 6 hours, 40 minutes |
| 2. Grades 7-8 | 6 hours, 45 minutes |
| 3. Grades 9-12/
Adult Ed. | 7 hours, 17 minutes |

Operational time schedules at all sites shall be constructed in accordance with the workday definitions identified above. The parties to this agreement shall, by September 15th of each school year, jointly review the established time schedule for each site, to verify its compliance with the contractual workday definition. Staff at all sites are permitted to leave at the conclusion of their defined workday, except in the event of an emergency, meetings with administrators or other professionals and contractually required professional activities or obligations.

B. Preparation Periods

All teaching staff shall be entitled to a minimum of five (5) forty-five (45) minute professional preparation periods per week, scheduled pursuant to contractual history and practice. Compensation for loss of a preparation period for class coverage purposes shall be :

July 1, 2005 - June 30, 2008: \$ 30.00 per period

- C. No secondary (PAHS) teachers shall be required to teach more than twenty-five (25) periods a week inclusive of lab periods. All PAHS secondary teachers shall be assigned five (5) additional periods to supervise study halls or to perform such other duties within his/her job description assigned by the administrator. This provision shall not apply to substitution duties. At locations where secondary staff are assigned duty periods as part of their schedules, volunteers may be sought to provide tutoring or other designated professional obligation services, in lieu of the duty period, on an as-needed basis. These volunteers shall not be compensated additionally.

Any PAHS teacher assigned to teach more than 25 periods per week shall be compensated:

- a. Teachers will be remunerated according to the EPTA rate on a pro-rated scale divided by 5.
26 periods= 1/5, 27 periods=2/5, 28 periods=3/5, 29 periods=4/5, 30 periods=5/5(full rate)
- b. Teachers are assigned preparation periods based upon how many periods they teach per week.
26 periods= 4 preps, 27 periods= 3 preps, 28 periods= 2 preps, 29 periods= 1 prep
- c. A teacher who is asked and agrees to teach more than 30 periods per week shall receive a pro-rated EPTA stipend for every period over 30 as defined in a. above and shall not be assigned duty periods.
- d. Teachers whose schedules result in less than 25 periods per week will be assigned their additional period(s) according to their certification. This may result in a team-teaching situation.

D. After School Meetings/Workshops

The parties agree that unit members shall be required to attend a maximum of three (3) after work meetings/workshops per month that are called by or sanctioned by administrative and supervisory staff. Two (2) meetings may be required for no more than forty-five (45) minutes in duration. One (1) professional development session may also be scheduled each month, for up to sixty (60) minutes in duration, with the understanding that any such session shall be planned to meet continuing education standards and requirements and shall provide to all participants a 1-hour certificate for staff to apply toward the 100-hour requirement in place under current law. The administration may ask unit members to attend meetings voluntarily, providing all such meetings are clearly announced as voluntary. Workshops held on non-school days or hours shall be attended on a completely voluntary basis.

E. Parent Conferences

There shall be five (5) parent conference days per year, three (3) in the evening for a duration of two (2) hours and two (2) in the afternoon for a duration of one and three-quarter (1+3/4) hours. On all five (5) days, pupils shall be dismissed one (1) hour prior to the school's normal dismissal time. On evening conference days, teachers and paraprofessionals shall be dismissed one (1) hour prior to the school's normal dismissal time. For sites operating on a flexible schedule, an equitable early release accomodation shall be implemented.

F. Extra Period Teaching Assignments (EPTA's) and Flex Schedules

- a. May fall between periods 1 and 9 in a facility with a flex schedule.
- b. Teachers who opt to accept an EPTA recognize and accept that this assignment may not fall within their prescribed schedule (1-8) or (2-9).
- c. A teacher without an EPTA shall not be assigned to teach their daily/weekly class periods over the course of a (1-9) schedule, when their defined workday is (1-8) or (2-9).

G. Athletic Trainer(s)

1. The position of Athletic Trainer requires all endorsements as listed in NJAC Title 6A: 9-13.17.
2. The Athletic Trainer(s) shall abide by the conditions in the job description as established by the Perth Amboy Board of Education as well as the negotiated terms of this agreement, which will be held on file by the incumbent Athletic Trainer(s), Athletic Director, Human Resources Director and the PAF-AFT District Representative.

ARTICLE IV

ASSIGNMENTS/TRANSFERS

- A. All presently employed staff members shall know their specific assignments for the following year prior to June 15th. No assignment shall be arbitrarily changed by an administrator, but in the case of undue hardships and/or emergency situations and in cases where administratively necessary, the responsible administrator may reassign a staff member. If such situations should arise after June 15th, the staff member involved shall be notified, in writing, with reasons of any change in his/her assignment immediately.
- B. All schedules for departmentalized teachers shall be available for teacher's information in the principal's office on July 15th or as soon thereafter as practicable. Each principal, in his/her sole discretion, determines the teacher's individual schedule and may make such changes in it as he/she deems necessary.
- C. Whenever a member of the unit is involuntarily assigned to another position within the same school or is involuntarily transferred to a position in another school building, the unit member shall receive written notice of the change fifteen (15) days prior to the effective date of the assignment on or before June 15 for the succeeding school year except in extenuating circumstances as determined by the Superintendent. The written notice shall also provide a statement of reasons for the change from the Building Principal, Department Director, Superintendent or other administrator.
- D. Sixty (60) days notice shall be given to the Band Directors at the High School and McGinnis School prior to any community performance.

Article V

PROFESSIONAL/VOCATIONAL DEVELOPMENT

- A. The Board recognizes the value of the Educational Research and Dissemination Program (ER&D) developed by the national AFT. It is agreed that ER&D courses offered by institutions of higher learning shall be recognized as offering graduate credit applicable on the salary guide. The Board further agrees that the Federation shall have exclusive access to four (4) additional dates on the district's after-school calendar for ER&D Research sessions. The four (4) dates shall be scheduled on a one (1) day per marking period basis.

- B. Staff members who are approved by the Superintendent or his/her designee to participate in district courses offering in-district salary guide credit, shall, upon successful completion of the course, receive a copy of the instructor's verification. When credit accumulation results in a salary adjustment, the employee shall request the salary adjustment in writing. Said adjustment shall take place on the first pay period following the Superintendent/designee/Board approval, provided the payroll department has sufficient time to make the adjustment. No adjustment shall take place later than the second pay period following the Superintendent/designee/Board's approval.

- C. Plan for a Partnership in Academic Excellence
 - 1. The Board and the Federation agree to commit themselves to the process of implementing a teacher/staff accountability system, pursuant to the documents and procedures developed during and after formal negotiations on the 1999-2002 contract.

 - 2. It is further agreed that any subsequent work on the plan must be formally ratified by both parties' respective memberships prior to implementation.

ARTICLE VI

MISCELLANEOUS TEACHER PROVISIONS

- A. Teachers shall continue to be included in the administrative practice involved in recommending textbooks to the Board.
- B. The Board will continue its efforts to keep class size at a reasonable level. It will be the judgement of the Board to determine what is reasonable.
- C. The Board agrees that the State Standardized Testing Program shall not be used by local administrators in the evaluation of classroom teachers.
- D. The Superintendent, after discussion with the Director of Special Services, may, in his sole discretion, approve Child Study Team(s) to work one (1) week in the summer immediately preceding the start of school. It is understood such work shall be at the regular school year working hours, based upon the salary in this Agreement.
- E. Playground duty shall not be required on a regular assigned basis in the morning in any elementary school and may be required only in cases of student health or safety emergency.
- F. Social workers and other members of the Child Study Team may be required, as determined by the Director or Assistant Director of Special Services, to make home visitations at mutually acceptable times and dates. Such visitations beyond the normal workday shall be compensable at the rate of 1/200ths for every six (6) hours so assigned or a pro-rated portion thereof.
- G. Nurses are not to be assigned tasks by school administrators during the first fifteen (15) minutes of the school day except in cases of emergency. At locations where two nurses are assigned, a staggered starting and ending schedule shall be implemented to provide maximum nursing coverage, within contractual parameters.

- H.
 - 1. In accordance with State law, the Board of Education shall appoint two (2) from among the high school guidance counselors applying to work during the summer and who shall receive one (1) month's salary based upon the salary schedule attached to this Agreement.
 - 2. Two (2) Middle School counselors - one at Shull and one at McGinnis will work a minimum of ten (10) days in July and August at the discretion of Administration at a rate of pay of 1/200ths of the individual's salary for each day worked.
- I. No grade will be changed without first discussing such change with the teacher, or if the teacher is unavailable, giving written notice to the teacher when the change is made.
- J. In any school having Industrial Art work, the Industrial Art teacher shall be the last classroom teacher assigned to homerooms.
- K. By September 30th of each year, each certificated staff member shall, through the school and utilizing a customized school form, provide to each of his/her students and their parents/guardians, a listing of the times, locations, school phone numbers and school E-Mail addresses when and where they can be reached for additional assistance, student or parent inquiries or other needed contacts.

Section 3

Custodial terms and conditions

ARTICLE I

GENERAL CUSTODIAL CONDITIONS

- A. At least once each school year, a committee comprised of members of the Custodial Component shall meet at any appropriate time with the School Business Administrator or his/her designee to discuss ordering of supplies.
- B. 1. Any custodial vacancy shall be posted in all buildings for at least one (1) calendar week except in cases of emergency. In the event of an emergency hiring, the Federation shall receive written notification explaining the reasons for the emergency hiring. Such posting does not prohibit the Board from filling the vacancy by means of a new hire or determining that the vacancy need not be filled.
2. In filling any vacancy, the School Business Administrator shall take seniority into consideration if all other factors are equal. Such other factors shall include, but not be limited to, record of attendance, physical condition, and ability to perform the work.
3. Nothing contained in this Section guarantees the appointment of a member of the bargaining unit as opposed to a new hire and all assignment recommendations shall be at the sole discretion of the School Business Administrator.
4. No regular appointment of a custodial employee will be made without a clearance from the Criminal History Review Unit of the New Jersey Department of Education. Substitute custodial employees may work while awaiting the results of the Criminal History Review, as specified in NJSA 18A: 6-7.1 . Any appointment of a custodial employee shall be retroactive to 30 days from the date the employee assumed the position as a substitute custodian in that position and in that location. Health benefits will begin on the day CHR clearance is received. Since the employee candidate alone receives written notification that his/her Criminal History Review has received clearance for possible employment, the responsibility rests solely with the employee candidate to hand-deliver the CHR clearance letter to the Human Resources Department within fourteen (14) calendar days of receipt.

ARTICLE II

CUSTODIAL SALARIES AND OTHER BENEFITS

- A. Annexed hereto and made a part hereof, as if fully set forth, is the custodial salary guide, marked Schedule "1" for the 2005-'06 school year.
- B. Annexed hereto and made a part hereof, as if fully set forth, is the custodial salary guide, marked Schedule "2" for the 2006-'07 school year.
- C. Annexed hereto and made a part hereof, as if fully set forth, is the custodial salary guide, marked Schedule "3" for the 2007-'08 school year.
- D.
 - 1. All custodians who are assigned to a second shift (3 PM to 11 PM) during 2005-'06 or whose regularly assigned hours terminate after 7 PM shall receive an additional one thousand two hundred and twenty-five dollars (\$ 1,225.) over their salary on the appropriate salary guide.

If they are regularly assigned to less than eight (8) hours daily, the employee shall receive an amount in the ratio of their assigned hours to eight (8) hours times one thousand two hundred and twenty-five (\$1,225.) dollars.
 - 2. Since custodians working the second shift are expected to be on duty for eight (8) hours daily, they may not leave the building to which they are assigned, except for an emergency, between the hours of 3 PM to 11PM.
 - 3. Second shift differential to increase to (\$1,275.) during 2006-'07.
 - 4. Second shift differential to increase to (\$1,325.) during 2007-'08.
- E. Annexed hereto and made a part hereof, as if fully set forth, is the additional compensation for Head Custodians and Assistant Head Custodians, marked Schedule "A" for the 2005-'06, 2006-'07, and 2007-'08 school years.

CUSTODIAN GUIDE FOR 2005-06

<u>A Custodians</u>		<u>B Custodians</u>		<u>D Custodial Aides</u>	
1	\$23,450.	1	\$22,480.	1	\$ 17,775.
2	\$24,330.	2	\$23,355.	2	\$ 18,500.
3	\$25,435.	3	\$24,455.	3	\$ 20,920.
4	\$26,780.	4	\$25,745.	4	\$ 23,470.
5	\$28,275.	5	\$27,035.	5	\$ 26,210.
6	\$30,130.	6	\$28,945.		
7	\$32,090.	7	\$31,005.		
8	\$35,550.	8	\$34,925.		
9	\$40,180.	9	\$38,945.		
10	\$41,275.	10	\$39,940.		
15 yrs	\$42,275.	15 yrs	\$40,940.	15 yrs	\$ 27,210.
20 yrs	\$43,475.	20 yrs	\$42,140.	20 yrs	\$ 28,410.
25 yrs	\$44,750.	25 yrs	\$43,415.	25 yrs	\$ 29,685.
(in PA)		(in PA)		(in PA)	

CUSTODIAN GUIDE FOR 2006-07

<u>A Custodians</u>		<u>B Custodians</u>		<u>D Custodial Aides</u>	
1	\$23,455.	1	\$22,485.	1	\$ 18,330.
2	\$24,335.	2	\$23,360.	2	\$ 19,075.
3	\$25,440.	3	\$24,460.	3	\$ 21,495.
4	\$26,785.	4	\$25,750.	4	\$ 24,045.
5	\$28,280.	5	\$27,040.	5	\$ 26,710.
6	\$30,135.	6	\$28,950.		
7	\$32,095.	7	\$31,010.		
8	\$35,555.	8	\$34,930.		
9	\$40,185.	9	\$38,950.		
10	\$42,475.	10	\$40,940.		
15 yrs	\$43,475.	15 yrs	\$41,940.	15 yrs	\$ 27,710.
20 yrs	\$44,675.	20 yrs	\$43,140.	20 yrs	\$ 28,910.
25 yrs	\$45,950.	25 yrs	\$44,415.	25 yrs	\$ 30,185.
(in PA)		(in PA)		(in PA)	

CUSTODIAN GUIDE FOR 2007-08

<u>A Custodians</u>		<u>B Custodians</u>		<u>D Custodial Aides</u>	
1	\$23,460.	1	\$22,490.	1	\$ 18,905.
2	\$24,340.	2	\$23,365.	2	\$ 19,650.
3	\$25,445.	3	\$24,465.	3	\$ 22,070.
4	\$26,790.	4	\$25,755.	4	\$ 24,620.
5	\$28,285.	5	\$27,045.	5	\$ 27,510.
6	\$30,140.	6	\$28,955.		
7	\$32,100.	7	\$31,015.		
8	\$35,560.	8	\$34,935.		
9	\$40,190.	9	\$38,955.		
10	\$42,480.	10	\$40,945.		
11	\$43,775.	11	\$41,940.		
15 yrs	\$44,775.	15 yrs	\$42,940.	15 yrs	\$ 28,510.
20 yrs	\$45,975.	20 yrs	\$44,140.	20 yrs	\$ 29,710.
25 yrs	\$47,250.	25 yrs	\$45,415.	25 yrs	\$ 30,985.
(in PA)		(in PA)		(in PA)	

Head Custodian and Assistant Head Custodian Additional Compensation

<u>Site</u>	<u>2005-'06</u>	<u>2006-'07</u>	<u>2007-'08</u>
PAHS Head	\$5,060.	\$5,260.	\$5,460.
PAHS Asst.	\$3,450.	\$3,585.	\$3,720.
McGinnis, Shull Head	\$4,160.	\$4,325.	\$4,485.
McGinnis, Shull Asst.	\$2,655.	\$2,760.	\$2,865.
Ceres, Patten, Flynn, Wilentz, Richardson, Cruz, ECCII, Seaman Ave. Head	\$2,700.	\$2,850.	\$3,000.
Ceres, Patten, Flynn, Wilentz, Richardson, Cruz, ECC II, Seaman Ave. Asst.	\$ 1,145.	\$ 1,190.	\$ 1,235.
Admin. HQ. Head	\$1,935.	\$2,010.	\$2,085.
Admin. HQ. Asst.	\$ 675.	\$ 700.	\$ 730.
TMP, # 7, St. Mary's Head	\$ 1,385.	\$ 1,440.	\$ 1,495.

ARTICLE III

CUSTODIAL VACATION PROVISIONS

A. Vacation

Custodians and custodial aides shall be entitled to vacation in accordance with the following schedule:

<u>Years of Service</u>	<u>Length of Vacation</u>
Less than one	1 1/4 days for each month worked or major portion thereof
One through 15	15 working days
More than 15	20 working days
More than 25	25 working days

A vacation schedule will be established annually by the Superintendent and School Business Administrator for all custodians. This schedule will be constructed in such a way as to insure, as nearly as possible, a year-round and daily availability of personnel at all vital district facilities.

If the employee is unable to take vacation to which he/she is entitled, he/she shall be compensated for same. In the event of a custodian's death, his/her family shall be paid the vacation earned.

Vacation may not be accrued beyond that permitted above without the approval of the School Business Administrator. Should any custodian covered by the terms of this policy die while in the employ of this District, vacation days earned but unused will be compensated in payment to his/her estate.

ARTICLE IV

MISCELLANEOUS CUSTODIAL PROVISIONS

- A. 1. The Board shall provide each member of the custodial affiliate with three (3) uniforms each year, two (2) of which may be of warm weather style and fabric. The Board shall provide each new custodian A and B with a winter jacket of his/her choice upon employment. Only one (1) jacket shall be provided to each employee and new custodians A and B shall be provided one (1) jacket upon employment. Beginning July 1, 1987, custodians A and B shall have the jacket replaced once every five (5) years. The Board agrees to order and deliver uniform items in a timely manner. The Board also agrees to supply a mid-weight windbreaker or a winter jacket, at the employee's option for custodians A and B, to be replaced every five (5) years in accordance with the next replacement rotation. Beginning in 2005-'06, Custodians A and B shall be entitled to receive one (1) one-piece outdoor cold-weather jumpsuit, to be replaced every five (5) years.
2. Custodians A, B, and D shall be provided in each year of the agreement with work shoes or work boots of an appropriate nature. The Board will identify footwear providers. The Board will identify from each vendor an approved inventory of shoes recommended for selection and the Board will pay the full cost for one (1) pair of those approved inventory shoes, even if its cost exceeds \$ 100. If an employee selects footwear not listed on the recommended approved inventory, the Board will provide up to \$ 100. in each school year for footwear. For selections in excess of the \$ 100. allowance, the employee shall be responsible for the difference between the cost and the \$ 100. allowance. Multiple pairs may be selected as well, subject to the \$ 100. allowance maximum.
- B. During the Christmas and Easter recesses as per the approved school calendar, and on the 4-hour student instruction days prior to Thanksgiving, Christmas and Easter recesses, custodians A, B, and D may work one (1) hour less than normally scheduled on a regular work day.
- C. When summer hours begin, Custodians D may work their six (6) hours earlier in the day upon the approval of the School Business Administrator. Summer hours begin on the first Monday following the closing of schools or July 1, whichever is earlier. Normal hours resume on September 1st.

D. The Board agrees to guarantee the following holidays. If the holiday falls on a Saturday or Sunday, they shall either be granted a floating holiday or get paid extra compensation for the holiday. These holidays are as follows:

New Year's Eve Day*	Columbus Day
New Year's Day	General Election Day
Lincoln's Birthday	Veteran's Day
Washington's Birthday	Thanksgiving Day
Good Friday	Day After Thanksgiving Day
Easter Monday	Christmas Eve
Memorial Day	Christmas Day
July 4**	King's Birthday
Labor Day	

*If this holiday falls on either a Saturday or a Sunday, it shall be enjoyed on the preceding Friday.

**If this holiday falls on Saturday, it shall be enjoyed on the preceding Friday. If it falls on a Sunday, it shall be enjoyed on the following Monday.

***Floating holidays to be identified to applicable staff with sixty (60) days notice and shall be attached to weekends whenever possible.

On these or any other holidays, the Board retains the right to assign one or more individuals to check boilers as required. When an employee is required to work on the holidays enumerated above or on Sunday, he/she shall be entitled to pay at twice his/her normal rate. The employee will be guaranteed a minimum of one hour of overtime at double time for such work.

E. The Board shall provide shields, safety caps and hearing protective devices for employees where necessary.

- F. When a custodian is called in after hours, or on a regular day off, the Board will guarantee said custodian a minimum of two (2) hours overtime pay provided the reason for being called in is not due to the custodians' fault.
- G. When a custodian has to stay after 4 PM with the approval of the principal or the Board office or designee, said custodian shall be compensated for a minimum of one (1) hour overtime pay.
- H. The Board shall provide foul weather gear for all custodians required to work outside. The Federation shall recommend to the School Business Administrator what type of foul weather gear is to be provided. The School Business Administrator will make the final decision concerning the choice of such equipment.
- I. The Board will notify any employee of cancellation of overtime assignment as soon as the Board becomes aware of it. The Board also agrees to address, to the greatest degree possible, the equal availability of overtime opportunities.
- J.
 - 1. A custodian filling in the position of Head Custodian or Assistant Head Custodian shall receive an appropriate pro-rated portion of the existing stipend beginning with the first (1st) week in an acting capacity, provided that the Head Custodian's absence is not due to his/her vacation. If it is known that the Head or Assistant Head Custodian will be out for an extended time period, an Acting Head Custodian will be named immediately.
 - 2. When a custodial aide is the only custodian on duty because of a head custodian's vacation, that aide shall be guaranteed two hours overtime for each day that the head custodian is on vacation.
- K. The Board agrees to provide tuition reimbursement funds for Class B custodians who take classes to achieve their Black Seal Boiler license, up to the prevailing tuition rate for the class conducted at the Middlesex County Vocational School (presently \$ 110. during 2005-'06). The Federation agrees to purchase a quantity of textbooks and/or other materials needed for the class, with said materials to be "on loan" to the custodial employee during the term of the class.

Section 4

Secretarial terms and conditions

ARTICLE I

SECRETARIAL WORKDAY/WORKYEAR

- A. The regular workday for all secretarial personnel shall be seven (7) hours, exclusive of lunch time. If night work is offered and voluntarily accepted, extra compensation shall be provided at prevailing rates. Normal summer work hours will be six (6) hours between the hours of 8:30 AM and 3:00 PM with one-half hour for lunch. Summer hours begin on the Monday following the closing of schools in June or July 1, whichever is earlier. Normal hours resume on September 1.
- B. Any employee required to work more than forty (40) hours per week shall be paid at the rate of one and one-half times the regular rate of pay.
- C. Employees required to work more than thirty-five (35) but not more than forty (40) hours will be paid at straight time. Any employees working on a legal holiday shall be paid at the rate of twice (2x) their regular rate of pay regardless of the total number of hours worked in that week.

Legal holidays shall be:

New Year's Day	Labor Day
King's Birthday	Columbus Day
Memorial Day	Veterans' Day
July 4	Thanksgiving Day
	Christmas Day

- D. On days when the schools are closed early due to an emergency or inclement weather, employees shall be allowed to leave no later than the time when the immediate supervisor leaves. The immediate supervisor shall have the discretion to allow secretaries to leave before the immediate supervisor leaves.

ARTICLE II

SECRETARIAL PROMOTIONS AND VACANCIES

- A. All promotional opportunities, newly created and clerical positions, or any variation in job title shall be handled as follows:
1. All promotional opportunities shall be posted for ten (10) work days. A copy of said notice shall be given to the Federation at the time of posting. Employees shall submit their application in writing to the Superintendent's office. No position shall be filled until all applications submitted within the ten (10) work days have been considered.
 2. Transfers - Any individual interested in a lateral transfer should make her /his interest known by submitting a letter to the office of the Superintendent indicating same.
 3. All promotions and transfers shall be made at the sole discretion of the Board.
 4. Internal candidates shall receive written notice of promotional decision and may request a written statement of reason(s) for non-appointment.
- B. Assignments shall be made at the discretion of the Superintendent, who shall of necessity consider many factors, only one of which shall be seniority. If an assignment is made which is, in effect, an involuntary transfer, the employee so assigned may request and meet with the Superintendent or his/her designee to discuss such assignment.
- C. Duties of Secretarial Employee
- A secretarial employee shall not be required to perform the functions of other certified staff or non-certified staff, although occasional assistance and/or involvement in an emergency situation may be necessary. Secretarial employees shall never be required to cover classes or to initiate assignments to other personnel.

D. The Board shall provide training to employees at Board expense when new technology is integrated into the work placed. Affected employee(s) shall be released from work assignments during the workday to receive said training and, if training occurs outside of the normal workday, employees voluntarily attending shall be compensated pursuant to the terms of this Agreement @: \$18.00 per hour in each year of this Agreement.

E. Secretarial Classification

1. All secretarial employees shall be classified as either Class II (general office secretaries) or Class I (office manager or department/equipment specialist). Secretaries who provide direct secretarial services to a Principal, Director or Supervisor(s) or who serve as an office manager or department/equipment specialist shall be classified as Class I. Any secretary who serves as the sole provider of secretarial services for a given school building shall be defined as an office manager. All others shall be classified as Class II.
2. Any member of the secretarial component who holds a Bachelor's degree in Secretarial Science, Business Administration, Computer Science or Human Resources and Administration shall be entitled to an additional \$1,400. in each year of the Agreement in addition to her/his normal placement on the applicable salary guide. Any member of the secretarial component who holds an Associate's degree or 64 credits toward a BA in the areas identified above shall be entitled to an additional \$ 700. in each year of the Agreement in addition to her/his normal placement on the applicable salary guide.
3. Any member of the secretarial component may petition the Superintendent of Schools at any time during this Agreement to consider a request for a change of classification or step placement. Said request must be supported by documentation from district administration justifying reclassification or step placement within the definitions of same contained in this Agreement.
4. The parties seek to encourage the acquisition and enhancement of secretarial performance skills, and recognize that credits or certifications from reputable technical institutions may be as valuable as credits earned in a traditional college setting. The parties agree to jointly study and determine the credits or certifications of greatest value to the district's needs during the 2005-'06 school year and to establish, for the 2006-'07 and 2007-'08 school years, a skill credit structure which equates with a scale of undergraduate courses and accumulates as college credit toward an Associate's or Bachelor's degree stipend.

Employees who complete fifteen (15) hours of approved professional development training shall receive one (1) salary guide credit, which shall accumulate toward their Associate's or Bachelor's degree stipend.

ARTICLE III

SECRETARIAL HOLIDAYS

- A. The days which shall be considered holidays for secretarial personnel shall be the school closing days as designated in the school calendar for the school term. However, if during this period of time the Superintendent or School Business Administrator determines an office must be covered or specific work must be covered or specific work must meet a deadline, members of the bargaining unit shall accept such assignments at additional compensation.
- B. Additionally, Independence Day and Labor Day will be observed as holidays. When July 4 falls on a Saturday it shall be observed on the preceding Friday; when it falls on a Sunday it shall be observed on the following Monday.
- C. In the case of the Telephone (Switchboard) Operators - days when it is necessary for the switch board to be covered, shall be determined by the School Business Administrator and an alternating basis be established. Such days shall be compensated at one and one-half time (1 1/2x) the individual's salary rate.
- D. Any employee required to work during a holiday period (when that time is normally not worked constitutes several normal workdays including the holiday) shall receive three (3) calendar days notice except it may be less in the event of an emergency, as determined by the Superintendent or his designee.
- E. Time and one-half (1 1/2) the individual employee's regular hourly rate shall be paid for all time worked on school holidays or emergency closing days. Double time (2x) shall be paid for all time worked on the legal holidays listed in this Agreement.

ARTICLE IV

SECRETARIAL VACATIONS

- A. Secretaries shall receive three (3) weeks vacation upon completion of one year. After fifteen (15) years of service in the district, employees shall be entitled to eighteen (18) days of vacation. After twenty (20) years of service in the district, employees shall be entitled to twenty (20) days of vacation. Employees employed for less than one (1) year shall receive pro-rated vacation days.
- B. Vacation schedules are subject to the approval of the Superintendent, or in the case of the Board of Education staff and telephone operators, the School Business Administrator. An employee who is denied a request for vacation from Labor Day through July 1 by the Superintendent/School Business Administrator may not appeal that decision through the grievance procedure. Requests for vacation between Labor Day and July 1 may be granted with the approval of the immediate supervisor and the Superintendent.
- C. Vacation entitlement is effective on the July 1st following the employee's anniversary date.

SECRETARIAL GUIDE FOR 2005-06

<u>CLASS II</u>		<u>CLASS I</u>	
Step		Step	
1	\$22,675.	1	\$24,760.
2	\$23,495.	2	\$25,860.
3	\$24,680.	3	\$26,950.
4	\$25,870.	4	\$28,130.
5	\$27,185.	5	\$29,465.
6	\$28,770.	6	\$30,965.
7	\$30,380.	7	\$32,720.
8	\$33,625.	8	\$35,875.
9	\$38,300.	9	\$41,400.
10	\$41,685.	10	\$45,600.
15 yrs	\$42,210.	15 yrs	\$46,125.
20 yrs	\$42,810.	20 yrs	\$46,725.
25 yrs	\$43,410.	25 yrs	\$47,325.
30 yrs	\$44,185.	30 yrs	\$48,100.
35 yrs	\$45,135.	35 yrs	\$49,050.
(in PA)		(in PA)	

SECRETARIAL GUIDE FOR 2006-07

<u>CLASS II</u>		<u>CLASS I</u>	
Step		Step	
1	\$22,750.	1	\$24,860.
2	\$23,570.	2	\$25,960.
3	\$24,680.	3	\$27,050.
4	\$25,945.	4	\$28,230.
5	\$27,260.	5	\$29,565.
6	\$28,845.	6	\$31,065.
7	\$30,455.	7	\$32,820.
8	\$33,650.	8	\$36,000.
9	\$38,325.	9	\$41,425.
10	\$42,785.	10	\$46,900.
15 yrs	\$43,385.	15 yrs	\$47,500.
20 yrs	\$44,010.	20 yrs	\$48,125.
25 yrs	\$44,635.	25 yrs	\$48,750.
30 yrs	\$45,435.	30 yrs	\$49,550.
35 yrs	\$46,435.	35 yrs	\$50,550.
(in PA)		(in PA)	

SECRETARIAL GUIDE FOR 2007-08

<u>CLASS II</u>		<u>CLASS I</u>	
Step		Step	
1	\$22,825.	1	\$24,960.
2	\$23,645.	2	\$26,060.
3	\$24,830.	3	\$27,150.
4	\$26,020.	4	\$28,330.
5	\$27,335.	5	\$29,665.
6	\$28,920.	6	\$31,165.
7	\$30,530.	7	\$32,920.
8	\$33,675.	8	\$36,125.
9	\$38,339.	9	\$41,450.
10	\$43,885.	10	\$48,200.
15 yrs	\$44,560.	15 yrs	\$48,875.
20 yrs	\$45,210.	20 yrs	\$49,525.
25 yrs	\$45,860.	25 yrs	\$50,175.
30 yrs	\$46,685.	30 yrs	\$51,000.
35 yrs	\$47,735.	35 yrs	\$52,050.
(in PA)		(in PA)	

ARTICLE VI

MISCELLANEOUS SECRETARIAL PROVISIONS

- A. The Board may retain ten (10) month secretaries when conditions warrant the employment of a secretary for ten (10) months and said secretaries shall be compensated at 5/6ths of the annual salary provided for a secretary of the same classification on the salary guide then in effect.

- B. The Board agrees to further a mutual interest in providing professional development for secretarial personnel and in addressing and prioritizing technology issues with secretarial input. Twice per year, a committee of secretarial representatives shall present, in writing, their technology ideas, concerns, recommendations, etc. to the Technology Director. Once per year, the group will meet with the Director for discussion of technology issues affecting secretaries and their daily operations.

Section 5

School-related Personnel terms and conditions

ARTICLE I

GENERAL CONDITIONS - SCHOOL-RELATED PERSONNEL

- A.
- 1.a. Food service drivers and assistant drivers shall be entitled to three (3) uniforms each year and one (1) winter jacket every other year.
 - 1.b. Food service drivers and assistant drivers shall be provided footwear in each year of the agreement. The Board will identify footwear providers. The Board will identify from each vendor an approved inventory of shoes recommended for selection and the Board will pay the full cost of those approved inventory shoes, even if its cost exceeds \$ 100. If an entitled employee selects footwear not listed on the recommended approved inventory, the Board will provide up to \$ 100. in each school year for footwear. For selections in excess of the \$ 100. allowance, the employee shall be responsible for the difference between the cost and the \$ 100. allowance. Multiple pairs may be selected as well, subject to the \$ 100. allowance maximum.
 2. Cafeteria workers will be granted an annual uniform allowance, which may be used for uniforms and/or work shoes. This allowance will be redeemable at vendor(s) of the Board's choosing, in a dollar amount not to exceed \$ 150. in each of the years of this agreement. The procedure for acquiring these items will be in accordance with the procedure as described above.
 3. Law enforcement officers shall receive one winter jacket every five (5) years. In addition, they shall receive three (3) shirts and three (3) pants each year and one (1) pullover or one (1) windbreaker every three (3) years and rain gear, including rain/snow boots every five (5) years, or to be replaced as needed and justified. LEO's shall also receive a work shoe allowance of \$ 100. in each year of this agreement, in accordance with the procedure described above.
 4. Bus drivers and bus attendants shall receive one winter jacket every five (5) years. In addition they shall receive rain gear every five (5) years, or to be replaced as needed and justified.
 5. The Board's mail courier shall receive one winter jacket and one hooded rain suit every five (5) years, replaceable as needed and justified.

Add to page 74 of the contract book:

6. Parent Coordinators shall work thirty-five (35) hours per week (Monday to Friday) on a flexible schedule and shall arrange their schedule in collaboration with their building administrator. The 35 hours per week shall include evening meetings/workshops as well as preparation time for evening meetings/workshops. All overtime hours must be approved by the building administrator, with hours between 36 and 40 to be compensated at straight time and hours in excess of 40 to be compensated at time and one-half (1.5x).

- B. One and one-half times (1 and 1/2 x) the employee's normal hourly rate shall be paid for all time worked in excess of forty (40) hours per week. Employees shall receive two times (2x) the rate of pay for any work they perform on legal holidays regardless of the total number of hours worked that week. Legal holidays shall be:

New Year's Day	Labor Day
King's Birthday	Columbus Day
Memorial Day	Veterans' Day
July 4	Thanksgiving Day
	Christmas Day

- C. Longevity compensation shall be paid to employees covered in Section 5 who have completed years of service with the Perth Amboy school district as follows:

<u>No. of Years</u>	<u>July 1, 2005 through June 30, 2008</u>
*15-19 years	\$695.
*20-24 years	\$1,385.
*25+ years	\$2,115.

(in PA)

*As defined in the rules of the Perth Amboy Board of Education.

- D. 1. All twelve month employees covered by this Agreement shall receive:

<u>Years of Service</u>	<u>Length of Vacation</u>
Less than one	1 and 1/4 days for each month worked or major portion thereof
One through 15	15 working days
More than 15	20 working days
More than 25	25 working days

- D. 2. All twelve month SRP employees will work the custodial work calendar, unless otherwise stipulated by the parties through Sidebar Agreement.

2. A vacation schedule will be established annually by the School Business Administrator for all twelve month unit members. The schedule will be constructed in such a way so as to ensure, as nearly as possible a year-round and daily availability of personnel at all vital district facilities while allowing vacation time to be taken during the school year when a specific request to do so is approved by the School Business Administrator. Vacations will normally not be scheduled during the school year but the employee may make a special request to the School Business Administrator for such a school year vacation.

If a unit member is unable to take vacation to which he/she is entitled, he/she shall be compensated for same. In the event of a unit member's death, his/her family shall be paid the vacation earned. Should any employee covered by the terms of this policy die while in the employ of the Board, the vacation days earned but unused will be compensated in payment to his/her estate.

- E. When it is necessary to reduce the work hours of any unit member, the employee shall receive written notice from the School Business Administrator within seven days of the School Business Administrator learning of such work hour reduction. That notice shall include the reason(s) for the reduction.
- F. Component members shall be entitled to reimbursement for attendance at conferences, including travel expenses, subject to prior approval of the School Business Administrator and so long as the subject of said conferences is related to the employee's field of work.
- G. 1. Acquired Skill Stipends applicable to Technology Support Specialists, TV-34 Production Specialist and the District Printer:

	2005-06	2006-07	2007-08
Level 2 Certification	\$ 750.	\$ 775.	\$ 800.
Level 3 Certification	\$ 1,000.	\$ 1,025.	\$ 1,050.
Associate's Degree	\$ 1,300.	\$ 1,325.	\$ 1,350.
Bachelor's Degree	\$ 1,750.	\$ 1,775.	\$ 1,800.
Master's Degree	\$ 2,350.	\$ 2,375.	\$ 2,400.

- G. 2. As the needs of the district and the technology department change, other certifications may qualify and shall be considered and evaluated based on their merit and relevance to the employee's job responsibility.

- H. Community Agents will work daily from 8:30 AM to 4:00 PM. Overtime opportunities that are offered and voluntarily accepted shall be compensated at the rate of \$ 25.50 per hour from July 1, 2005 through June 30, 2008.

ARTICLE II

MISCELLANEOUS PROVISIONS - SCHOOL-RELATED PERSONNEL

- A. 1. All general elementary cafeteria workers who on a regular basis collect money and keep records in addition to preparing and serving food shall receive a stipend according to the following schedule: \$ 770. per school year from July 1, 2005 through June 30, 2008.
2. The Head Food Service Worker at Shull School shall receive a stipend in addition to his/her annual salary as follows:
\$ 1,545. per school year from July 1, 2005 through June 30, 2008.
- B. The 12 month Head Bus Driver position shall receive a stipend in addition to his/her annual salary as follows:
\$ 935. per school year from July 1, 2005 through June 30, 2008.
- C. If cafeteria workers at PAHS, McGinnis and Shull Schools are regularly assigned to more than six hours daily, the employee shall receive an amount in the ratio of his/her assigned hours to six hours times his/her base salary.
- D. The summer work pay rates for Law Enforcement Officers shall be: \$ 18.50 per hour from July 1, 2005 through June 30, 2008.
- E. The Head Law Enforcement Officer at PAHS shall receive a stipend in addition to his/her annual salary as follows:
\$ 1,000. per school year from July 1, 2005 through June 30, 2008.

ARTICLE III
SALARY PROVISIONS - SCHOOL-RELATED PERSONNEL

		2005-06	2006-07	2007-08
Bus Drivers	(per hour)	\$22.10	\$22.80	\$23.55
Bus Attendants	(per hour)	\$17.05	\$17.60	\$18.20
Law Enforcement Officers	Step 0	\$27,265	\$27,975	\$28,715
	Step 1	\$27,810	\$28,535	\$29,290
	Step 2	\$28,785	\$29,535	\$30,315
	Step 3	\$29,650	\$30,420	\$31,225
	Step 4	\$30,700	\$31,500	\$32,330
	Step 5	\$31,790	\$32,615	\$33,475
	Step 6	\$32,920	\$33,775	\$34,670
Community Agent Title I		\$53,320	\$54,705	\$56,149
Community Agents Special Education/Bilingual/Title I	Step 0	\$21,000	\$21,545	\$22,115
	Step 1	\$22,850	\$23,445	\$24,065
	Step 2	\$24,700	\$25,340	\$26,010
	Step 3	\$26,550	\$27,240	\$27,960
	Step 4	\$28,400	\$29,140	\$29,910
	Step 5	\$30,250	\$31,035	\$31,855
	Step 6	\$32,100	\$32,935	\$33,805
	Step 7	\$33,950	\$34,830	\$35,750
	Step 8	\$35,800	\$36,730	\$37,700
	Step 9	\$37,650	\$38,630	\$39,650
	Step 10	\$39,500	\$40,530	\$41,600
	Step 11	\$41,350	\$42,425	\$43,545
	Step 12	\$43,200	\$44,325	\$45,500
Head Driver	Step 0	\$38,640	\$39,645	\$40,695
	Step 1	\$40,420	\$41,470	\$42,565
	Step 2	\$42,100	\$43,195	\$44,335
	Step 3	\$44,120	\$45,270	\$46,465
Assistant Driver	Step 0	\$28,835	\$29,585	\$30,370
	Step 1	\$30,045	\$30,825	\$31,640
	Step 2	\$31,175	\$31,985	\$32,830
	Step 3	\$32,545	\$33,390	\$34,275
Cafeteria Manager High School/McGinnis		\$43,000	\$44,375	\$45,825
Cafeteria Manager Adult / Ceres		\$28,735	\$29,655	\$30,625
Ass't. Manager High School/McGinnis		\$29,240	\$30,175	\$31,160
Head Cook High School/McGinnis		\$32,005	\$33,030	\$34,105
Asst Cook High School/McGinnis		\$23,215	\$23,960	\$24,745
Cook Ceres		\$23,215	\$23,960	\$24,745

		2005-06	2006-07	2007-08	
General Workers	Step 0	\$14,995	\$15,385	\$15,800	
	Step 1	\$15,615	\$16,020	\$16,445	
	Step 2	\$15,905	\$16,320	\$16,750	
	Step 3	\$16,720	\$17,155	\$17,610	
	Step 4	\$18,505	\$18,990	\$19,500	
Special Workers	Step 0	\$21,810	\$22,380	\$22,970	
	Step 1	\$22,725	\$23,315	\$23,930	
	Step 2	\$23,655	\$24,270	\$24,910	
	Step 3	\$24,620	\$25,260	\$25,930	
Mail Courier & Stockroom Clerk	Step 0	\$30,500	\$31,295	\$32,125	
	Step 1	\$31,900	\$32,730	\$33,595	
	Step 2	\$33,300	\$34,165	\$35,065	
	Step 3	\$34,700	\$35,605	\$36,545	
	Step 4	\$36,100	\$37,040	\$38,025	
	Step 5	\$37,500	\$38,475	\$39,490	
	Step 6	\$38,900	\$39,925	\$40,980	
Attendance Officer / Stockroom (12 month)	Step 1	\$23,575	\$24,615	\$25,570	
	Step 2	\$24,620	\$25,705	\$26,705	
	Step 3	\$25,870	\$27,010	\$28,060	
	Step 4	\$27,050	\$28,240	\$29,335	
	Step 5	\$28,325	\$29,575	\$30,725	
	Step 6	\$28,370	\$29,620	\$30,770	
	Step 7	\$31,075	\$32,445	\$33,705	
Attendance Officer (10 month)	Step 1	\$20,310	\$21,205	\$22,030	
	Step 2	\$21,425	\$22,370	\$23,240	
	Step 3	\$22,560	\$23,575	\$24,490	
	Step 4	\$23,650	\$24,700	\$25,660	
	Step 5	\$24,930	\$26,050	\$27,060	
	Step 6	\$26,450	\$27,625	\$28,700	
	Step 7	\$27,035	\$28,225	\$29,325	
Parent Coordinators	No College/No Experience	Step A	\$31,060	\$32,055	\$33,100
	Less than 15 College credits or 1 - 2 yrs experience	Step B	\$32,925	\$33,980	\$35,090
	Less than 15 College credits and 3 - 5 yrs experience	Step C	\$34,800	\$35,915	\$37,085
	15 - 30 College credits and 3 - 5 yrs experience	Step D	\$36,665	\$37,840	\$39,075
	30 - 60 College credits and/or 5 - 7 yrs experience	Step E	\$38,535	\$39,770	\$41,070
	60 - 90 College credits or 7 - 10 yrs experience	Step F	\$40,400	\$41,695	\$43,055
	BA or 90 College credits and 5 - 10 yrs experience	Step G	\$42,275	\$43,630	\$45,055
	60 - 90 College credits and/or more than 10 years	Step H	\$42,700	\$44,070	\$45,510
	BA or 90 College credits and more than 10years	Step I	\$44,140	\$45,555	\$47,040
District Printer		\$43,219	\$44,605	\$46,060	

	2005-06	2006-07	2007-08	
Technology Specialists	Step 0	\$43,360	\$44,230	\$45,125
& TV34 Production Specialists	Step 1	\$44,700	\$45,595	\$46,520
	Step 2	\$46,090	\$47,015	\$47,965
	Step 3	\$47,515	\$48,465	\$49,445
	Step 4	\$48,985	\$49,965	\$50,975
	Step 5	\$50,500	\$51,510	\$52,550
	Step 6	\$52,015	\$53,055	\$54,130
	Step 7	\$53,575	\$54,650	\$55,755
	Step 8	\$55,180	\$56,285	\$57,425

Section 6

Paraprofessional terms and conditions

ARTICLE I

PARAPROFESSIONAL EMPLOYMENT

- A. The regular work day for all Paraprofessional personnel shall be as follows:
1. At all locations, paraprofessionals will report to work with teachers and will normally be dismissed with teachers but no later than when all their students have been dismissed.
 2. Bus paraprofessionals will work a schedule established by the pick-up and delivery of their assigned pupils. The Board agrees to set up transportation schedules as uniformly as possible. Bus paraprofessionals are those who actually ride the bus with pupils before and/or after normal school hours. Paraprofessionals on bus duty shall receive compensation based upon projected length of the bus route. The bus paraprofessional rate shall be positively or negatively adjusted, if necessary, based upon bus route travel in the months of September and October. Routes of 1 hour before and after shall be compensated at 100% of the prevailing rate. Routes of 45 minutes before and after shall be compensated at 75% of the prevailing rate. Routes of 30 minutes before and after shall be compensated at 50% of the prevailing rate.
 3. All paraprofessionals will be required to be on duty on all teacher workdays, pursuant to the annual school calendar.
 4. Paraprofessionals who work longer than the above-designated times shall be paid overtime at their regular hourly rate for up to forty hours and at one and one-half times (1 and 1/2 x) their hourly rate after forty hours.

B. On days when the schools are closed early due to inclement weather, paraprofessionals shall be allowed to leave at the same time teachers are released. The Board may request volunteers who are needed to remain after dismissal and who will be paid at their individual overtime rate. If no volunteers are available, assignments may be made involuntarily at the individual's overtime rate of pay.

C. Acquisition of educational training

1. Paraprofessionals who attain a passing score on ParaPro, as determined by the NJDOE, shall be compensated according to the ParaPro lane of the prevailing paraprofessional guide.
2. Paraprofessionals who acquire forty-eight (48) undergraduate (including in-district) credits shall be compensated according to the 48 credit lane of the paraprofessional guide. The 48 credit lane will be established for 2005-'06 and 2006-'07 but will be eliminated in 2007-'08.
3. Paraprofessionals who acquire an Associate Degree or sixty (60) undergraduate credits towards an Associate or Bachelor's Degree in a field relevant to education shall be compensated according to the 60 credits lane of the prevailing paraprofessional guide.
4. Paraprofessionals who acquire ninety (90) undergraduate credits toward a Bachelor's Degree in a field relevant to education shall be compensated according to the 90 credit lane of the prevailing paraprofessional guide. The 90 credit lane will be established for 2006-'07 and continued for 2007-'08.
5. Paraprofessionals who acquire or hold a Bachelor's Degree in a field relevant to education and Teacher Certification, (Standard or Certificate of Eligibility with Advanced Standing) shall be compensated according to the BA/ certificate lane of the paraprofessional guide.
6. Paraprofessionals are required to provide the Human Resources Department with official documentation and a written request for a salary adjustment, upon qualifying for an adjustment as identified above.

D. Parent Conferences

1. Paraprofessionals will be permitted to leave one (1) hour prior to the normal dismissal time in the building or 2 PM, whichever is earlier on parent nights. On these nights, three times per year, Paraprofessionals are required to return in the evening for the parent conferences.

- E. After-school meetings
Paraprofessionals shall not be required to attend more than two (2) after-school meetings per month, no more than forty five (45) minutes each in duration.
- F. The Board agrees that assignment of paraprofessionals to lunch or playground duty shall not extend beyond the PreK-4 level. The parties further agree to continue discussions aimed at limiting the school duties to which paraprofessionals may be assigned.
- G. The Board agrees to provide paraprofessionals with two (2) fifteen (15) minute "breaks" each school day, to be scheduled by the Building Principal. If the Principal can schedule one (1) of these breaks during the assigned teacher's preparation period, he/she is permitted and encouraged to do so to facilitate team planning.
- H. Dental Clinic
The Board agrees to assign volunteers first for Dental Clinic escort duty and agrees to continue providing a monetary differential for the temporary dental duty, with a two (2) hour minimum guaranteed per visit. The monetary differential shall be \$6.15 per hour for the period from July 1, 2005 through June 30, 2008.
- I. Longevity Adjustments
The Board agrees that longevity adjustments applicable to paraprofessionals shall be made to coincide, as nearly as possible, with the actual anniversary date.
- J. Paraprofessionals who hold valid Middlesex County Substitute Teacher certificates may be asked to substitute teach in time of need. When a paraprofessional assumes responsibility for a class for a full day (6 instructional periods), the paraprofessional shall receive differential compensation in the amount of an additional \$ 42. for such service and responsibility. Paraprofessionals providing substitute teacher service on a per period basis shall be compensated @ \$ 7.00 per period so assigned. In the event a Paraprofessional serving as a substitute teacher is assigned (due to school absences) to provide substitute instructional service for seven (7) periods, the rate of differential pay shall be \$ 49.00 for the seven (7) period day. Administrators shall be advised to make every effort to utilize paraprofessionals providing such service for a full day, whenever possible and practical.
- K. Rates of pay for Paraprofessionals for after-school and summer school work:

July 1, 2005 through June 30, 2008: \$ 23.15 per hour
- L. All paraprofessionals in this unit shall be considered equal for the purposes of seniority. Seniority for all paraprofessionals shall be determined from the date of hire.
- M. Paraprofessionals delivering Professional Development opportunities approved by the district shall be compensated @ \$ 26.00 per hour from July 1, 2005 through June 30, 2008.

Article II
No Child Left Behind Act of 2002
Reauthorization of the Elementary and Secondary Education Act
(ESEA)

- A. The parties acknowledge passage of the NCLBA (ESEA) and the requirements placed upon paraprofessionals including, but not limited to, the following: (By January, 2006):
- (A) completed at least 2 years of study at an institution of higher learning; or
 - (B) obtained an Associate's (or higher) degree; or
 - (C) met a rigorous standard of quality and can demonstrate, through a formal State or local academic assessment:
 - (i) knowledge of, and the ability to assist in instructing reading, writing, and mathematics; or
 - (ii) knowledge of, and the ability to assist in instructing reading readiness, writing readiness, and mathematics readiness, as appropriate.
- B. The Board shall review the annual progress of paraprofessionals in meeting the requirements set forth above.
- C. The parties agree that they will work collaboratively to address developing compliance issues concerning NCLBA (ESEA) as they arise, including, but not limited to, testing instruments towards ESEA requirements. The parties further agree to be guided by directives from federal and state authorities concerning the applicability of ESEA requirements to paraprofessionals whose duties are not mainly instructional in nature.

Para-Professional Guide for 2005-06

All Para Professionals (Including Pre-K)

		\$2,250 Para Pro	\$2,750 48 credits	\$3,500 60 credits	\$5,000 BA / Certificate	
Step 0	\$22,175	\$24,425	\$24,925	\$25,675	\$27,175	
Step 1	\$22,975	\$25,225	\$25,725	\$26,475	\$27,975	
Step 2	\$23,800	\$26,050	\$26,550	\$27,300	\$28,800	
Step 3	\$24,625	\$26,875	\$27,375	\$28,125	\$29,625	
Step 4	\$25,325	\$27,575	\$28,075	\$28,825	\$30,325	
Step 5	\$25,985	\$28,235	\$28,735	\$29,485	\$30,985	
Step 6	\$26,820	\$29,070	\$29,570	\$30,320	\$31,820	
\$1,350	7 years	\$28,170	\$30,420	\$30,920	\$31,670	\$33,170
\$1,825	10 years	\$28,645	\$30,895	\$31,395	\$32,145	\$33,645
\$4,575	15 years	\$31,395	\$33,645	\$34,145	\$34,895	\$36,395

ParaProfessionals who also serve as bus aides

					\$7,600	
Step 0	\$29,775	\$32,025	\$32,525	\$33,275	\$34,775	
Step 1	\$30,575	\$32,825	\$33,325	\$34,075	\$35,575	
Step 2	\$31,400	\$33,650	\$34,150	\$34,900	\$36,400	
Step 3	\$32,225	\$34,475	\$34,975	\$35,725	\$37,225	
Step 4	\$32,925	\$35,175	\$35,675	\$36,425	\$37,925	
Step 5	\$33,585	\$35,835	\$36,335	\$37,085	\$38,585	
Step 6	\$34,420	\$36,670	\$37,170	\$37,920	\$39,420	
\$1,350	7 years	\$35,770	\$38,020	\$38,520	\$39,270	\$40,770
\$1,825	10 years	\$36,245	\$38,495	\$38,995	\$39,745	\$41,245
\$4,575	15 years	\$38,995	\$41,245	\$41,745	\$42,495	\$43,995

Para-Professional Guide for 2006-07

All Para Professionals (Including Pre-K)

		\$2,500	\$3,250	\$4,000	\$5,000	\$6,000	
		Para Pro	48 credits	60 credits	90 credits	BA / Certificate	
Step 0	\$22,525	\$25,025	\$25,775	\$26,525	\$27,525	\$28,525	
Step 1	\$23,325	\$25,825	\$26,575	\$27,325	\$28,325	\$29,325	
Step 2	\$24,200	\$26,700	\$27,450	\$28,200	\$29,200	\$30,200	
Step 3	\$25,025	\$27,525	\$28,275	\$29,025	\$30,025	\$31,025	
Step 4	\$25,825	\$28,325	\$29,075	\$29,825	\$30,825	\$31,825	
Step 5	\$26,535	\$29,035	\$29,785	\$30,535	\$31,535	\$32,535	
Step 6	\$27,420	\$29,920	\$30,670	\$31,420	\$32,420	\$33,420	
\$1,375	7 years	\$28,795	\$31,295	\$32,045	\$32,795	\$33,795	\$34,795
\$1,875	10 years	\$29,295	\$31,795	\$32,545	\$33,295	\$34,295	\$35,295
\$4,650	15 years	\$32,070	\$34,570	\$35,320	\$36,070	\$37,070	\$38,070

ParaProfessionals who also serve as bus aides

(add \$7,650)

Step 0	\$30,175	\$32,675	\$33,425	\$34,175	\$35,175	\$36,175	
Step 1	\$30,975	\$33,475	\$34,225	\$34,975	\$35,975	\$36,975	
Step 2	\$31,850	\$34,350	\$35,100	\$35,850	\$36,850	\$37,850	
Step 3	\$32,675	\$35,175	\$35,925	\$36,675	\$37,675	\$38,675	
Step 4	\$33,475	\$35,975	\$36,725	\$37,475	\$38,475	\$39,475	
Step 5	\$34,185	\$36,685	\$37,435	\$38,185	\$39,185	\$40,185	
Step 6	\$35,070	\$37,570	\$38,320	\$39,070	\$40,070	\$41,070	
\$1,375	7 years	\$36,445	\$38,945	\$39,695	\$40,445	\$41,445	\$42,445
\$1,875	10 years	\$36,945	\$39,445	\$40,195	\$40,945	\$41,945	\$42,945
\$4,650	15 years	\$39,720	\$42,220	\$42,970	\$43,720	\$44,720	\$45,720

Para-Professional Guide for 2007-08

All Para Professionals (Including Pre-K)

		\$2,750	\$4,500	\$6,000	\$7,000
		Para Pro	60 credits	90 credits	BA / Certificate
Step 0		\$22,975	\$25,725	\$27,475	\$28,975
Step 1		\$23,775	\$26,525	\$28,275	\$29,775
Step 2		\$24,700	\$27,450	\$29,200	\$30,700
Step 3		\$25,525	\$28,275	\$30,025	\$31,525
Step 4		\$26,425	\$29,175	\$30,925	\$32,425
Step 5		\$27,185	\$29,935	\$31,685	\$33,185
Step 6		\$28,120	\$30,870	\$32,620	\$34,120
\$1,425	7 years	\$29,545	\$32,295	\$34,045	\$35,545
\$1,975	10 years	\$30,095	\$32,845	\$34,595	\$36,095
\$4,800	15 years	\$32,920	\$35,670	\$37,420	\$38,920

ParaProfessionals who also serve as bus aides (add \$7,700)

Step 0		\$30,675	\$33,425	\$35,175	\$36,675
Step 1		\$31,475	\$34,225	\$35,975	\$37,475
Step 2		\$32,400	\$35,150	\$36,900	\$38,400
Step 3		\$33,225	\$35,975	\$37,725	\$39,225
Step 4		\$34,125	\$36,875	\$38,625	\$40,125
Step 5		\$34,885	\$37,635	\$39,385	\$40,885
Step 6		\$35,820	\$38,570	\$40,320	\$41,820
\$1,425	7 years	\$37,245	\$39,995	\$41,745	\$43,245
\$1,975	10 years	\$37,795	\$40,545	\$42,295	\$43,795
\$4,800	15 years	\$40,620	\$43,370	\$45,120	\$46,620

Frequently Called Telephone Numbers (continued)

Miscellaneous

New Jersey Division of Pensions and Benefits (TPAF and PERS)

Office of client services

609-292-7524

Automated Information System

609-777-1777

www.state.nj.us/treasury/pensions

Employee Assistance Resources - E.A.R.

1-800-711-8651

www.employee-resources.com

Connecticut General Claims

Cigna - Medical Claims Office

1-800-244-6224

RE: Perth Amboy BOE

www.cigna.com

Account # 3208340

P O Box 5200

Scranton, PA 18505-5200

Cigna - Dental Claims Office

1-800-244-6224

RE: Perth Amboy BOE

www.cigna.com

Account #3208340

P O Box 188037

Chattanooga, Tenn 37422-8037

Have account #3208340 and your "U" ID # handy.

Vision Service Plan (VSP)

1-800-877-7195

RE: Perth Amboy BOE

vsp.com

Account #12266280

P O Box 997105

Sacramento, California 95899-7105

Have account #12266280 and your Social Security # handy.

Health Claims Dispute Intervention

Ms. Denise Thomas

1-888-676-6767

Bank of America

denise.m.thomas@bankofamerica.com

10 Madison Ave

Morristown, NJ 07560