

**AGREEMENT**

**between**

**THE NORTHERN VALLEY  
REGIONAL HIGH SCHOOL  
DISTRICT BOARD OF EDUCATION**

**and**

**THE NORTHERN VALLEY  
EDUCATION ASSOCIATION**

**July 1, 2006 – June 30, 2009**

## **PREAMBLE**

This agreement developed and entered into by the Northern Valley Regional High School District Board of Education, hereinafter referred to as the "Board," and the Northern Valley Education Association, hereinafter referred to as the "Association," shall be in force for the period specified in "Duration" (p. 19), unless changed by the procedures provided in the Agreement.

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Salary Guides for the following are attached to the back of the contract

Teacher's Salary Guide 2006-2007

Teacher's Salary Guide 2007-2008

Teacher's Salary Guide 2008-2009

Summer School Salary Schedule 2006-2007

Summer School Salary Schedule 2007-2008

Summer School Salary Schedule 2008-2009

Operations and Maintenance Salary Guide 2006-2007

Operations and Maintenance Salary Guide 2007-2008

Operations and Maintenance Salary Guide 2008-2009

Special Assignments Salary Guide 2006-2007

Special Assignments Salary Guide 2007-2008

Special Assignments Salary Guide 2008-2009

Special Assignments Co-Curricular 2006-2007

Special Assignments Co-Curricular 2007-2008

Special Assignments Co-Curricular 2008-2009

## ARTICLES APPLYING TO ALL EMPLOYEES

### MEMORANDUM OF INTENT

In order to consolidate those items which have been resolved, it is mutually agreed by the Board and the Association that the welfare of the students is of paramount importance and will be the first concern of both parties. It is also agreed that both parties are desirous of formulating an orderly procedure of collective negotiations concerning conditions of employment between the Board and the Association and that mutual understanding and cooperation prevail at all times. Therefore, it is mutually agreed as follows:

#### **Article I RECOGNITION**

A. The Board recognizes the Association as the exclusive representative of the following employees for the purposes of collective negotiations concerning the terms and conditions of employment:

Teachers, including:

- guidance counselors
- librarians
- learning disabilities specialists
- coordinators of trades and industries
- coordinators of distributive education
- coordinators of clerical-secretarial work experience program
- social workers
- school psychologist
- speech/language specialist
- reading specialist
- school nurses
- janitor-maintenance
- maintenance
- occupational therapists
- physical therapists
- summer school

B. Any change in job title will not exclude that employee from the membership unit provided there are no changes in duties.

C. All other employees of the Northern Valley Regional High School District are specifically excluded from the provisions of this Agreement.

D. The parties agree that the Board reserves all rights, authority and responsibilities, in accordance with applicable laws and regulations including but not limited to New Jersey Statutes Annotated Title 18A, Education and New Jersey Administrative Code, Title 6, Education.

E. The Association recognizes the Board of Education as the public agency charged by the Legislature, under the mandate of the Constitution, with the management and organization of the Northern Valley Regional High Schools.

**Article II**  
**NEGOTIATION OF SUCCESSOR AGREEMENTS**

- A. The Board agrees to negotiate with the Association over a Successor Agreement. Any agreement so negotiated shall apply to all members of the negotiating unit and shall be reduced to writing and signed by the parties.
- B. During discussions, the Board and the Association shall continue to present relevant data, exchange points of view and make proposals and counter-proposals of mutual interest. Upon request from the Association, the Board will make available for inspection to the Association's negotiating unit all information from its public records relevant to the subject matter of the negotiating session.
- C. Neither party of any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power to consider proposals and make counter proposals in the course of negotiations. Final acceptance of the proposed contract is subject to majority approval of the voting membership of both parties.
- D. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- E. Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement shall continue to be so applicable during the term of this Agreement.

**Article III**  
**GRIEVANCE PROCEDURE**

A. Definitions

1. Grievance

A "grievance" is a claim by an employee or the Association based upon the interpretation, application or violation of this agreement, policies or administrative decisions affecting an employee or a group of employees.

2. Aggrieved Person

An "aggrieved person" is the person or persons on behalf of whom the Association is making the claim.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting employees. At all levels, the grievance procedure shall include only such parties in interest and their designated or selected representatives.

C. Time Limits

- 1. The number of days indicated at each level shall be considered as a maximum and every effort shall be made to expedite the process. The time limits specified may, however, be extended by mutual agreement in writing.
- 2. In the event a grievance is filed at such a time that it cannot be processed through all the stages in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

D. Outline of Procedures

Level One

Any employee who has a grievance shall, within fifteen days, discuss it first with his principal (or immediate supervisor) in an

attempt to resolve the matter informally at that level (Schedule I, entitled "Order of Appeals," is attached hereto and made a part hereof).

If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five school days, he shall set forth his complaint, in writing, to the principal and his supervisor. The principal shall communicate his decision to the employee in writing within five school days of receipt of the written complaint.

#### Level Two

The employee may, within five school days, appeal the principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and must set forth the grounds upon which the grievance is based. The Superintendent shall request a report on the grievance from the principal and shall confer with the concerned parties or, upon request, with the aggrieved party or principal separately. He shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten school days. The Superintendent shall communicate his decision in writing, along with supporting reasons to the aggrieved party, the supervisor and the principal.

#### Level Three

In the event that any supervisor, principal or superintendent shall fail to act in accordance with these regulations, or in the further event that said employee is dissatisfied with the supervisor's, principal's, or superintendent's determination, the employee may submit his grievance in writing to the Teacher-Board Committee, setting forth each step taken, the result achieved at each level and the reason for the employee's dissatisfaction with the earlier determination.

### **TEACHER-BOARD COMMITTEE**

1. Composition of Committee—A Teacher-Board Committee composed of three members designated by the local Education Association and four members of the Board of Education shall be created for the purpose of conducting professional discussions in good faith on grievances involving salaries, personnel policies, working conditions, fringe benefits and other conditions.

2. Responsibilities and duties of the Teacher-Board Committee shall be to:

- a. Elect a chairman;
- b. Evaluate the problems presented to the committee;
- c. Gather facts to provide for a complete understanding of these problems;
- d. Discuss and attempt to arrive at a solution in keeping with the philosophies of each organization;
- e. Present conclusions and recommendations to the aggrieved.

3. The Duties of the Chairman shall be to:

- a. Convene meetings:
  - (1) at the request of the Association representatives;
  - (2) at the request of the Board of Education;
  - (3) at the discretion of the Superintendent.
- b. act as Chairman of all meetings of the Teacher-Board Committee;
- c. notifies all interested parties of the determination made by the Committee.

#### Level Four

- A. If the Teacher-Board Committee determines that the grievance has or may have merit, it shall recommend that the grievance be heard by the Board of Education or a committee of the Board. The Teacher-Board Committee shall take steps as deemed necessary and desirable to affect an equitable determination of the grievance and shall within twenty school days from the receipt of said grievance, submit its findings to the Board of Education.
- B. If the Board is required to make an independent determination, it shall invite the grievant to present his/her case to the entire Board, and it shall approve or reject the Teacher-Board Committee's determination at its next monthly meeting or within thirty days, and shall provide for notification to all interested parties of its determination.

- C. The determination and decision of the Board of Education is final unless and until this decision is set aside by higher authority.
- D. In cases where an employee is dissatisfied with the outcome of the grievance, the Board agrees to allow the employee a chance to express their concerns in a closed session.

See F. Schedule I – Order of Appeals (Back of contract)

### **Article III-A GRIEVANCE PROCEDURE**

#### **Rights and Protection in Representation**

- A. Pursuant to Chapter 123, Public Laws of 1974, the Board hereby agrees that every employee of the Board shall have and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to form, join, and assist any employee organization or to refrain from any such activity. As a duly elected body exercising governmental power under the laws of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 123, Public Laws 1974 or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of membership in the Association and its affiliates, participation in any activities of the Association and its affiliates, collective negotiations with the Board, or institution of any grievance, complaint or proceeding under this agreement or otherwise with respect to any terms or conditions of employment.
- B. Whenever any teacher is required to appear before the Superintendent or a designee, Board, or any committee, member, representative or agent thereof concerning any matter which could adversely affect the continuation of that teacher in office, position or employment, or the salary or any increments pertaining thereto, then the teacher shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise and represent the teacher during such meeting or interview.
- C. The Board shall not establish any separate personnel file unless it is available for the teacher's inspection, with the exception of personal references solicited by the Board at the time of employment. This provision shall not limit the Board's right to establish personnel files as may be required in the operation of the school system, with the understanding that such files will be available for the teacher's inspection. Teachers shall have the right, upon request at a mutually convenient time to review the contents of these personnel files in the presence of a person authorized by the Board. After an initial review of personnel file, in the presence of a person authorized by the Board of Education a teacher may request a second review of the files accompanied by a representative of the Association, in the presence of the person authorized by the Board of Education.
- D. The Board and the Association agree that there shall be no discrimination in the policies and practices of the District. Said policy of non-discrimination shall be in accordance with Title VI and Title IX and any other applicable State or Federal Legislation.
- E. A full-time tenured teacher in the District shall be entitled to enroll dependent children in either high school at no tuition, provided the children shall not compete in interscholastic activities unless meeting eligibility requirements met by other students and provided the enrollment of such dependent child has no financial impact on the district.

### **Article IV SALARIES**

- A. The 2006-2007 Salary Guide shall be revised by 2.2%.
- B. The 2007-2008 Salary Guide shall be revised by 2.2%.
- C. The 2008-2009 Salary Guide shall be revised by 2.2%.



- D. All employees will be paid not later than their regularly scheduled pay day. In those cases where initial checks may be delayed because of the relationship of employment date to payroll preparation date, the employee may be advanced, on the pay days between employment and the 15th of the succeeding month, an amount up to 99% of the net amount due the employee. Such advances will be deducted from the initial regularly prepared salary check.
- E. Certified employees will be allowed credit on the salary guide as follows:
- 1 Full credit for the year if employee is under contract before November 1 and assigned full teaching assignment.
  - 2 One-half year of credit for full assignment and contract issued between November 1 and February 28 or a contract of one full semester for full assignment.
  - 3 No credit for services on or after March 1.
- F. Part-time certified employees will receive one-half year of credit on the salary guide if their employment is under contract and equals one half of the regular teaching assignment for a full year or equals a full teaching assignment for a minimum of ninety days. No credit will be allowed for substitute teaching unless it is under a long-term substitute contract, in which case it will be equated as explained above.

## Article V

### DEDUCTIONS FROM SALARY

A. The Board agrees to deduct Association dues from the salaries of employees upon request in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 25:14-15.9e).

#### B. Representation Fee

1. **Purpose of Plan:** If a Bargaining Unit Member does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year to offset the costs of services rendered by the Association or majority representation.
2. **Amount of Fee:** Prior to the beginning of each membership year, the Association will notify the Board, in writing, of the amount of the regular membership dues, initiation fees and assessment charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will not exceed 85% of that amount.

The Association will certify to the Board, prior to the start of each membership year, that the amount of the representation fee to be assessed does not exceed 85% of dues, fees and assessments that are expended a) for partisan, political or ideological activities or causes that are only incidentally related to terms and conditions of employment; or b) applied toward the cost of benefits available only to members of the majority representative.

3. **Deduction and Transmission of Fee:** The Board agrees to deduct from the salary of any Bargaining Unit Member who is not a member of the Association for the current membership year the full amount of the representation fee set forth in Section B above and promptly will transmit the amount so deducted to the Association.

The Board agrees to deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each Bargaining Unit Member during the remainder of the membership year in question. The deductions will begin 30 days after the Bargaining Unit Member begins his or her employment in a bargaining unit position.

The Association, before any deductions are made, must first establish a demand and return system. This system will provide that a nonunion member may appeal the amount of the representation fee assessed against him/her. The Association will provide the nonmember with a full and fair hearing, and has the burden of proof in justifying the amount of the fee. Non-members who are dissatisfied with the outcome of their appeal at the local level may appeal further. All funds in this instance will be held in escrow during that period of time.

4. **Indemnification and Save Harmless Provision:** The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this Article, provided that the Board gives the Association timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph.
5. **Termination of Employment:** If a Bargaining Unit Member who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said Bargaining Unit Member during the membership year in question and promptly forward same to the Association.

The procedure explained above will apply to all association members and not just to those who pay a representation fee. This is meant to provide equal treatment for association and non-association members.

6. **Mechanics:** Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

## Article VI

### INSURANCE PROTECTION

A Joint Advisory Board-NVEA Committee shall be established to review Health Insurance Coverage and applicable costs. The Committee shall consist of two members of the Board; two members of the NVEA, Superintendent of Schools and School Business Administrator. The names of the representatives shall be provided by the NVEA to the Superintendent by no later than January 1, 2007.

A. The Board shall provide health-care insurance protection as designated below:

1. The Board will pay 100% of the premium of all employees and dependents (family) in a plan equal to or better than the Horizon Direct Plan. Employees may elect to defer health insurance during the transition to a new plan or at the annual open enrollment. The employee will receive \$3,000 in lieu of benefits. Payment schedule will be determined by the date of election to defer health benefits. Re-entry will be determined by open enrollment or all recognized life changing events.
2. Provisions of the health-care insurance program shall be detailed in master policies and contracts agreed upon by the Board and the Association and shall include:

Hospital room and board and miscellaneous costs

Out-patient benefits

Laboratory fees, diagnostic expenses and therapy treatments

Maternity costs

Surgical costs

Major-medical coverage

B. The Board shall provide to each employee a description of the health-care insurance coverage provided under this Article which shall include a clear description of conditions and limits of coverage as listed above.

C. The Board shall provide and pay the premium for a Dental Insurance Program for the employees and their dependents covered by the agreement during 2006-2009 contract years.

D. The Board shall provide and pay the premium for an Optical Insurance Program for the employees covered by the agreement during the 2006-2009 contract years.

## **Article VII TEMPORARY LEAVES OF ABSENCE**

### **A. Sick Leave:**

1. The sick leave allowance for all 10 month employees will be 10 days annually, cumulative from year to year and 12 days annually for 12 month contract employees, cumulative from year to year.
2. The following absences will not be chargeable to the Sick Leave Allowance:

Absence from school due to being quarantined by the Board of Health for a contagious disease within the employee's household;

Absence from school due to an injury sustained while on official business of the school which is eligible for Workmen's Compensation.

### **B. Discretionary Leave:**

The Superintendent shall grant up to three days a year leave of absence with pay to a Board employee. Application to the employee's principal or other immediate supervisor for personal leave shall be made at least five days before taking such leave except in the case of emergencies. A stated reason shall not be required for such days except for a day immediately before or after a vacation or holiday. A personal day immediately before or after a vacation will require a documented, written reason and the approval of the Superintendent. It is understood that the decision of the Superintendent regarding personal days immediately before or after vacations or holidays will be final and not subject to the grievance procedure.

### **C. Death in Family.**

Three days absence with pay are allowed for death in the "immediate" family. Two day's absence with pay is allowed for "second-degree" relatives. One day's absence with pay is allowed for "third degree" relatives. The "immediate" family is considered to include wife, husband, father, mother, son, daughter, brother, sister, mother-in-law, father-in-law, grandparents, stepmother, stepfather, stepson and stepdaughter. "Second-degree" relatives are considered to be brother-in-law, sister-in-law and spouses grandparents. "Third-degree" relatives are considered to be aunt, uncle and cousin.

### **D. Hardship Cases**

Any unique hardships, caused by circumstances not covered above, may be reviewed by the superintendent upon the request of the employee.

### **E. Paternity Leave**

Three days absence with pay is allowed for immediate paternity leave in case of birth or adoption.

**Article VIII**  
**EXTENDED LEAVES OF ABSENCE**

A. Maternity Leave:

The Board of Education shall grant any request for a maternity/paternity leave of absence. This absence shall be in accordance with the following provisions:

1. A request for maternity/paternity leave must be submitted at least 60 days prior to commencement of such leave. The request for maternity/paternity leave shall state a specific commencement date at any time prior to the expected date of birth and a specific return date which in no case shall be later than the first day of the second September following the beginning of the maternity leave.
2. At the employee's request, or at the request of the Board of education and upon the recommendation of the superintendent, the commencement and/or return dates may be extended or reduced for a reasonable period for medical reasons associated with the pregnancy or the birth. In no case shall the employee on maternity/paternity leave be returned to duty until the Board's contractual obligations for the employee's replacement have been fulfilled and such action is deemed by the Board to be in the best interests of the pupils and the school under the then existing circumstances of any individual case.
3. No salary or other fringe benefits shall be paid to an employee on maternity/paternity leave of absence, and time spent on maternity leave of absence shall not count toward placement on the salary guide or seniority.
4. The Board of Education shall not be obligated to extend the maternity/paternity leave of absence of a non-tenured employee beyond the expiration date of the employment contract in effect at the time the maternity leave of absence commences.
5. Any employee giving notice of intent to adopt an infant child shall receive similar leave which shall commence upon the receipt of **de facto** custody of said infant, or earlier if necessary to fulfill the requirements for the adoption, providing the superintendent received notice at the time of the making of the application for adoption.
6. Notwithstanding the provisions set forth above, upon the recommendation of the superintendent, the Board of Education may require a maternity leave of absence to commence on a date earlier than applied for if the pregnant employee is determined to be not medically able to continue teaching or perform other regular duties by written notice following examination and consultation by employee's physician and Board physician.

However, if there is a difference of medical opinion between the physicians, the two shall in good faith designate a third impartial physician who shall examine the employee, and whose medical opinion shall be conclusive and binding on the medical capacity to continue teaching or other regular duties.

B. General (Extended Leaves)

1. Other leaves of absence without pay may be granted by the Board for good reason.
2. All benefits to which an employee was entitled at the time his leave of absence commenced, including unused accumulated sick leave and longevity credits shall be restored to him upon his return.
3. All extensions or renewals of leaves shall be applied for and granted on the recommendation of the superintendent and approval of the Board.

**Article IX**  
**BONUS FOR ACCUMULATED SICK DAYS**

The employee shall notify the Board of Education of his/her intention to retire by January 1, to be eligible for the bonus for accumulated sick days earned to be paid on July 1st. If the employee notifies the Board of Education after January 1, it will result in the payment of the bonus the following year on July 1st. This is necessary for budgetary purposes.

Upon retirement from the Northern Valley Regional School District an employee must be employed at least fifteen (15) years in the school district to be eligible for the following payment of accumulated sick days:

2006-2007 Teachers \$105 per day  
2007-2008 Teachers \$52.50 per day  
2008-2009 Teachers \$52.50 per day

2006-2007 Custodian and Maintenance \$52.50 per day  
2007-2008 Custodian and Maintenance \$26.25 per day  
2008-2009 Custodian and Maintenance \$26.25 per day

**Article X**  
**MISCELLANEOUS PROVISIONS**

**A. Conflict with Existing Law:**

1. If any provision of the Agreement is held to be contrary to law, then such provision shall be deemed invalid and all other provisions shall continue in full force and effect.
2. The Association and the Board recognizes the strikes and other forms of work stoppages by employees are contrary to public policy. The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association, therefore, agrees that there shall be no strikes, work stoppages, or other concerted refusal to perform work, by the employees covered by this Agreement nor any instigation thereof.

**B. Violation of Contract**

1. Should either the Board of Education or the Northern Valley Education Association feel that a violation of contract has occurred or that an interpretation of a contract is required, then at the request of either party, in writing, setting forth the nature of the alleged violation or misinterpretation and outlining the facts and circumstances, the superintendent shall call a meeting of the respective negotiations committees within fifteen (15) calendar days after receipt of such written notice.
2. In the event the two negotiating committees cannot agree within ten days, either party may appeal to the appropriate agencies or courts.

**C. Printing of Agreement**

Copies of this Agreement shall be printed after agreement between the parties on format, at the expense of both the Board and the Association, cost to be shared equally. The Agreement shall be presented to all persons designated in Article I-A, herein, now employed, hereafter employed, or considered for employment by the Board. The method of reproduction and the selection of the printer will be mutually agreed upon by both parties.

D. Notice:

All communications between the parties relating to this Agreement shall be made in writing, addressed and given to the President and Secretary of the Association and to the Superintendent and Board Secretary on behalf of the Board.

**ARTICLES APPLYING TO  
TEACHING STAFF MEMBERS**

**Article XI**

**IN-SCHOOL WORK YEAR**

A. The in-school work year for the ten (10) month professional staff shall be 185 days and additional days for teachers new to our district for purposes of orientation as the Administration shall determine. The in-school work year schedule shall be published not later than May 1 preceding the school year in which it is to become effective.

B. The superintendent shall prepare a student calendar and shall consult with the Association, other individuals and organizations within the school system, and, as he sees fit, individuals and organizations other than within the school community and shall recommend a student calendar to the Board.

C. The superintendent shall consult with the Association, other individuals and organizations within the school system prior to any modification of the "in-school work year" due to an emergency situation.

D. It is hereby understood that the student calendar is a nonnegotiable item.

**Article XII**

**TEACHER IN-SCHOOL WORK DAY**

The teacher in-school work day shall be seven and one half (7.5) hours of scheduled time. In addition, there will be regular faculty meetings and such other meetings which the administration may consider necessary.

A schedule of teachers meetings will be provided by September 15<sup>th</sup> of each school year. This meeting schedule and references to the agenda and goals of these meetings will be established outside of the contract in a procedure provided by the Superintendent of Schools.

**Article XIII**

**TEACHING WORK LOAD**

The teaching work load shall be:

A. Fourteen to seventeen periods of classroom contact in a four day cycle. One professional period and one lunch period shall be assigned each day and all other periods to be assigned as needed.

B. The instructional period shall be 58 minutes.

C. It is agreed that teachers who travel and lose their lunch period once every four days shall not have duties assigned.

D. It is agreed that under certain circumstances the administration may assign up to 18 instructional periods per cycle when the Board of Education deems it educationally necessary.

E. It is agreed that under certain circumstances a teacher may be assigned a sixth class. Any teacher assigned a sixth class that extends beyond 8 days shall be paid at the rate of \$60 per day beginning with the seventh day retroactive to the first day.

## **Article XV**

### **TUITION AID PROGRAM**

A. The Northern Valley Regional High School Board of Education will provide a Tuition Aid Plan as approved. Paragraph (B) applies to all employed during the 2006-2009 school years.

B. "Generally, the plan contemplates that such study will be in the specific field in which the employee is instructing or such course will improve the job performance and contribute to the individual's professional progress. For professional staff, the studies should be at the graduate level, except in the case in which the subject supervisor, principal, and superintendent consider undergraduate courses to be more beneficial to the District."

All others shall be governed by the following.

B1. "Generally, the plan contemplates that study for a Masters Degree will be in the specific field in which the employee is instructing and courses beyond the Masters Degree will improve the job performance and contribute to the individual's professional progress. For the professional staff, the studies should be at the graduate level, except in the case in which the department chairman, principal, and superintendent consider undergraduate courses to be more beneficial to the district."

C. The plan is subject to the following features:

1. Control of the plan will remain with the Board of Education.
2. Applicant must receive approval to pursue courses from the department chairperson, principal and superintendent prior to two weeks before registration.
3. If the initial request for tuition aid is denied, a tuition-aid committee of one administrator and two teachers will try to resolve the difference.

D. The Board of Education will pay tuition in accordance with the following provisions:

1. Tuition reimbursement will be granted for approved courses to those certified teachers who have completed the first three years of employment and have received tenure.
2. Tuition reimbursement will be granted to all other personnel at the discretion of the superintendent.
3. Tuition reimbursement will not exceed \$1,200 per individual per year. Sixty-two thousand dollars (\$62,000 for 2006-2007), Sixty-four thousand dollars (\$64,000 for 2007-2008) and Sixty-six thousand dollars (\$66,000 for 2008-2009) will be allotted respectively for each contract year. Six hundred dollars (\$600) will be allotted for each custodial and maintenance. This money will be part of the funds allocated in for each year in the overall fund.
4. Tuition reimbursement is not applicable during any leave of absence.

E. All regular full-time employees will be eligible to participate in the plan. Employees granted any form of leave shall not be eligible for tuition reimbursement.

F. The plan will operate July 1 through June 30. Credits earned will be evaluated and, where applicable, applied toward salary improvement, if transcripts are submitted prior to October 1. Transcripts received after this date will be credited to the next annual salary.

G. Professional improvement is expected of employees of the Northern Valley Regional High School District.

H. The annual tuition aid (\$62,000 \$64,000, \$66,000) will be dispensed in two separate times priority, programs e.g., \$31,000; \$32,000 and \$33,000 for summer and fall requests (July 1st to December 31st) and \$31,000; \$32,000 and \$33,000 for spring requests (January 1st to June 30th). Unused monies for the summer/fall will carry over to the spring fund. Unused monies in the spring fund will carryover to the subsequent years in the contract.

## **Article XVI PROFESSIONAL ASSIGNMENTS**

Professional assignments will be made each September, for those activities which have been scheduled, according to the following guidelines:

A. All staff may be required to be present for Back-to School Night and Graduation.

B. All staff may be assigned to chaperone one additional activity.

C. If additional chaperones are needed beyond the three (3) required duties above, these shall be volunteers and shall be compensated at the rate of \$40.00 per activity.

D. With the exceptions of the following assignments (Back to School Night, College Night, and Graduation), guidance counselors will have eight (8) additional working days each school year. Those days must fall between September 1 and June 30 and will be divided as follows: one full day at the start of the school year, one full day at the end of the school year, and not more than 8 guidance sponsored evening programs, each equaling one-half a work day. Counselors will be paid for these days on a per diem basis, thereby increasing their annual salary to reflect the additional 8 working days.

E. The President of the NVEA shall not be assigned any duties.

## **Article XVII CO-CURRICULAR PROGRAM**

A. The Board and the Association agree that co-curricular activities listed in Appendix B, Schedule 7 (B-7) are educationally sound. This list is not intended to restrict the formation of new activities.

B. Teacher participation in co-curricular activities shall be compensated according to the rate of pay in Appendix B, Schedule 7 (B-7).

C. The Board will publish the job descriptions to correspond to the activities listed in Appendix B, Schedule 7.

D. Contracts for such activities will be issued to the individual advisor before the activity begins. If a contract is terminated prior to the stated duration of the contract, the stipend shall be pro-rated for the period of time under which the contract was in effect.



## ARTICLES APPLYING TO OPERATIONS AND MAINTENANCE EMPLOYEES

### Article XVIII

#### WORK SCHEDULE

A. Work Day -the work day will be eight hours exclusive of meal period.

B. Work Week

1. The work week will be forty hours, Monday through Friday.
2. All other scheduled work will be compensated according to the Overtime Schedule.
3. A prior notice of three (3) working days will be given to all employees prior to any shift change. In the case of an emergency situation, the prior notification may be reduced to 24 hours.

C. Overtime

Overtime shall be at the rate of time and one-half for hours worked beyond the forty-hour work week. Unscheduled overtime on Sundays and holidays will be at a double time rate.

1. If overtime is not continuous with the normal shift hours due to an emergency situation, then there will be a guaranteed minimum of four hours of overtime compensation. If an employee is called in before or after his scheduled work hours for continuous hours of work, he will receive overtime compensation for the additional hours.

#### 13-Nov-06HOLIDAYS AND VACATIONS

A. Holidays

1. The work year for all Operations and Maintenance employees shall consist of twelve (12) months. Weekends and the following holidays are excluded as workdays: Independence Day\*, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and the Day after Thanksgiving, Christmas Eve Day", Christmas Day\*\*\*, New Year's Eve Day", New Year's Day\*\*\*, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day. When Columbus Day, Veteran's Day, and Martin Luther King Day are days in which school is in session, "in-lieu of days" will be awarded at the rate of one-to-one. These "in-lieu of days" will be taken by the Operations and Maintenance employees on a date when school is not in session.

(a)\*If Independence Day falls on a Saturday, the Friday before will be granted as a holiday. If this day falls on a Sunday, the Monday after will be granted as a holiday.

(b)\*\*If Christmas Eve Day and New Year's Eve Day and/or Veterans Day fall on a Saturday or Sunday, "in-lieu" of days will be awarded at the rate of one-to-one.

(c)\*\*\*If Christmas Day and New Year's Day fall on a Sunday, the Mondays after will be granted as a holiday.

2. Work Schedules will be arranged to omit the Saturday mornings following (1) Thanksgiving, (2) Good Friday as well as (3) Independence Day, (4) Christmas and (5) New Year's if such days fall on a Friday. Any employee required to work on such Saturdays will be compensated at the rate of one and one half.

The days on which the "in-lieu of" days may be used will be determined by the mutual convenience of the employee and the Building and Grounds Supervisor. If the employee and the Building and Grounds Supervisor cannot agree on an "in-lieu-of" date, the employee and the Building and Grounds Supervisor will appeal to the building Principal and the President of the Northern Valley Education Association who shall together decide when the "in-lieu-of" day shall be taken.

**B. Vacations**

Vacation time is earned from July 1 of each year and granted as follows:

- 1 Two (2) weeks after one (1) year of service.
- 2 Three (3) weeks after five (5) years of service.
- 3 Four (4) weeks after ten (10) years of service.

Those employed on a twelve-month contract with less than one year of service will be granted a vacation on a pro-rated schedule as approved by the Superintendent.

Vacation schedules will be posted no later than May 1. Vacations may be taken between September 1 and June 30 according to the following rules:

- 1. One (1) employee per building may take up to give (5) consecutive vacation days at one time, to be granted on a "first come, first served basis."
- 2. No employee may take vacation days during the first two (2) weeks of September or the last two (2) weeks of June.
- 3. Thirty (30) days advance notice must be given by the employee.

Vacation schedules will be posted no later than May 1.

Vacations may not accrue from year to year and employees will not be paid for vacation time not taken.

**Article XX  
TENURE**

Tenure shall be obtained after five (5) full years and one (1) day of employment.

**Article XXI  
UNIFORMS**

Each employee will be granted \$525 (2006-2007), \$550 (2007-2008) and \$575 (2008-2009) for uniforms in one sum per year payable on the 1st pay period in September. Though no receipts will be required, it is understood that the money will be used for cleaning and maintaining uniforms, purchasing work shoes, safety shoes or work boots, and purchasing a winter coat.

**Article XXII**

**SALARY GUIDE INCENTIVE  
FOR JOB-RELATED EDUCATION**

An additional amount of \$300.00 per annum shall be added to an employee's gross salary in the event that the employee successfully completes a Board-approved job-related educational program of 30 credit hours or its equivalent.

## DURATION

**The provisions of this Agreement will be effective as of July 1, 2006, and will continue and remain in force and effect through June 30, 2009.**

In the event either party herein should desire to amend this Agreement prior to its expiration, such party shall notify the other party in writing and request a meeting for such purpose not less than ten days before the date of such meeting. The notice of the meeting shall set forth an agenda which shall include:

- A. The provisions of the Agreement to be amended;
- B. The proposed amendment;
- C. The reasons, specifically stated, for such amendment.

If the other party, for any reasons whatever, should decline to attend such a meeting, it shall notify in writing the party requesting the same at least two days before the date of such meeting, and the failure of such party to attend such meeting shall not be sufficient grounds to constitute an impasse under the terms of R.S. 34:13A-6 (b). Further, in the event such meeting is held and no agreement is reached between the parties amending the Agreement, then neither party shall be charged with having created an impasse as set forth in said statute. It is understood and agreed that this Agreement shall not be amended except by an instrument in writing duly executed by both parties.

**NEGOTIATIONS COMMITTEE**

**Northern Valley Regional High School Board of Education**

MR. RAYMOND WISS, Chairperson

MS. SALLY SIEBOLD

DR. BARBARA GALTIERI

DR. JAN FURMAN, Superintendent

MR. RAYMOND JACOBUS, School Business Administrator

**Northern Valley Education Association**

JAMES HALL, Chairperson

HILLARY AUMACK

JAMES McGUIRE

STEVE O'NEILL

TOM QUINN

CATHY TERRACIANO

KEVIN WALTER

**WITNESS OF AGREEMENT**

It is further agreed that the terms of this Agreement shall become a part of the employee's contract and such Agreement by reference shall be incorporated in each employee's contract.

In witness thereof the parties have executed this Agreement this day of September 25, 2006.

**Northern Valley Regional High School District District Board of Education**

by ELIZABETH STENERSON \_\_\_\_\_ President

by RAYMOND R. JACOBUS \_\_\_\_\_ Secretary

**Northern Valley Education Association**

by JAMES McGUIRE \_\_\_\_\_ President

by JAMES HALL \_\_\_\_\_ Chairperson

BOARD OF EDUCATION  
 NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
 DEMAREST, NEW JERSEY 07627  
 TEACHERS' SALARY GUIDE 2006-2007

STEP	R	Scale I Bachelors	R	Scale II B+15	R	Scale III Master	R	Scale IV M+15	R	Scale V M+30	R	Scale Va M+45
1	1	\$46,979	1.03	\$48,388	1.11	\$52,147	1.16	\$54,496	1.21	\$56,845	1.26	\$59,194
2	1.05	\$49,328	1.08	\$50,737	1.17	\$54,965	1.22	\$57,314	1.27	\$59,663	1.32	\$62,012
3	1.1	\$51,677	1.13	\$53,086	1.235	\$58,019	1.285	\$60,368	1.335	\$62,717	1.385	\$65,066
4	1.15	\$54,026	1.18	\$55,435	1.3	\$61,073	1.35	\$63,422	1.4	\$65,771	1.45	\$68,120
5	1.2	\$56,375	1.23	\$57,784	1.365	\$64,126	1.415	\$66,475	1.465	\$68,824	1.515	\$71,173
6	1.25	\$58,724	1.28	\$60,133	1.43	\$67,180	1.48	\$69,529	1.53	\$71,878	1.58	\$74,227
7	1.3	\$61,073	1.33	\$62,482	1.495	\$70,234	1.545	\$72,583	1.595	\$74,932	1.645	\$77,280
8	1.35	\$63,422	1.38	\$64,831	1.56	\$73,287	1.61	\$75,636	1.66	\$77,985	1.71	\$80,334
9	1.4	\$65,771	1.43	\$67,180	1.625	\$76,341	1.675	\$78,690	1.725	\$81,039	1.775	\$83,388
10	1.45	\$68,120	1.48	\$69,529	1.69	\$79,395	1.74	\$81,743	1.79	\$84,092	1.84	\$86,441
11	1.5	\$70,469	1.53	\$71,878	1.755	\$82,448	1.805	\$84,797	1.855	\$87,146	1.905	\$89,495
12	1.55	\$72,817	1.58	\$74,227	1.82	\$85,502	1.87	\$87,851	1.92	\$90,200	1.97	\$92,549
13					1.885	\$88,555	1.935	\$90,904	1.985	\$93,253	2.035	\$95,602
14					1.95	\$91,609	2	\$93,958	2.05	\$96,307	2.1	\$98,656
OG		\$75,002		\$76,454		\$94,357		\$96,777		\$99,196		\$101,616

1. Experience credit for military service will be awarded for each full year of military service up to a maximum of four (4) years, e.g. one (1) full year of military service equals one (1) experience step on the salary guide. Five (5) months equals one full year of service.
2. Experienced teachers, new to the district, will be hired in at a negotiated salary determined by the Superintendent and ratified by the Board of Education. In all cases they will be placed on the appropriate educational scale.
3. Increment and adjustments shall be granted only upon the recommendation of the Superintendent of Schools and the approval of the Board of Education.
4. Teachers employed prior to the 1973-74 School Year and who have completed three years of continuous service by the beginning of the school year and who are employed on Scale I or Scale II as of the 1999-2000 school year will receive a long service increment of \$300. There will be an additional long service increment of \$300 to any teacher employed on Scale I or Scale II as of the 1999-2000 school year and who has completed ten (10) years of continuous service by the beginning of the school year.
5. Teachers employed before September 1, 2006 on Scale III, IV, V, & Va who have reached Step 14 of the respective Guide by the beginning of the school year shall receive a long service increment of \$3,300
6. Teachers employed after September 1, 2006 on Scale III, IV, V, & Va who have completed 14 years of service by the beginning of the school year shall receive a long service increment of \$3,300

You may advance on the salary guide a maximum of one step and/or one scale in a complete school year.  
 EXCEPTION: Permission is granted to move two scales when teacher is on a sabbatical.  
 To advance to Scales IV, V, Va, credits must be earned after the Masters Degree has been conferred.

Teacher holding Doctorate Degree will be paid \$600 more than the commensurate step on Scale VA(M+45)

APPROVED: September 25, 2006 R=1976-77 "Ratio Teachers' Salary Guide (1.00-2.10)

BOARD OF EDUCATION  
 NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
 DEMAREST, NEW JERSEY 07627  
 TEACHERS' SALARY GUIDE 2007-2008

STEP	R	Scale I Bachelors	R	Scale II B+15	R	Scale III Master	R	Scale IV M+15	R	Scale V M+30	R	Scale Va M+45
1	1	\$48,013	1.03	\$49,453	1.11	\$53,294	1.16	\$55,695	1.21	\$58,096	1.26	\$60,496
2	1.05	\$50,414	1.08	\$51,854	1.17	\$56,175	1.22	\$58,576	1.27	\$60,977	1.32	\$63,377
3	1.1	\$52,814	1.13	\$54,255	1.235	\$59,296	1.285	\$61,697	1.335	\$64,097	1.385	\$66,498
4	1.15	\$55,215	1.18	\$56,655	1.3	\$62,417	1.35	\$64,818	1.4	\$67,218	1.45	\$69,619
5	1.2	\$57,616	1.23	\$59,056	1.365	\$65,538	1.415	\$67,938	1.465	\$70,339	1.515	\$72,740
6	1.25	\$60,016	1.28	\$61,457	1.43	\$68,659	1.48	\$71,059	1.53	\$73,460	1.58	\$75,861
7	1.3	\$62,417	1.33	\$63,857	1.495	\$71,779	1.545	\$74,180	1.595	\$76,581	1.645	\$78,981
8	1.35	\$64,818	1.38	\$66,258	1.56	\$74,900	1.61	\$77,301	1.66	\$79,702	1.71	\$82,102
9	1.4	\$67,218	1.43	\$68,659	1.625	\$78,021	1.675	\$80,422	1.725	\$82,822	1.775	\$85,223
10	1.45	\$69,619	1.48	\$71,059	1.69	\$81,142	1.74	\$83,543	1.79	\$85,943	1.84	\$88,344
11	1.5	\$72,020	1.53	\$73,460	1.755	\$84,263	1.805	\$86,663	1.855	\$89,064	1.905	\$91,465
12	1.55	\$74,420	1.58	\$75,861	1.82	\$87,384	1.87	\$89,784	1.92	\$92,185	1.97	\$94,586
13					1.885	\$90,505	1.935	\$92,905	1.985	\$95,306	2.035	\$97,706
14					1.95	\$93,625	2	\$96,026	2.05	\$98,427	2.1	\$100,827
OG		\$76,653		\$78,136		\$96,434		\$98,907		\$101,379		\$103,852

1. Experience credit for military service will be awarded for each full year of military service up to a maximum of four (4) years, e.g. one (1) full year of military service equals one (1) experience step on the salary guide. Five (5) months equals one full year of service.
2. Experienced teachers, new to the district, will be hired in at a negotiated salary determined by the Superintendent and ratified by the Board of Education. In all cases they will be placed on the appropriate educational scale.
3. Increment and adjustments shall be granted only upon the recommendation of the Superintendent of Schools and the approval of the Board of Education.
4. Teachers employed prior to the 1973-74 School Year and who have completed three years of continuous service by the beginning of the school year and who are employed on Scale I or Scale II as of the 1999-2000 school year will receive a long service increment of \$300. There will be an additional long service increment of \$300 to any teacher employed on Scale I or Scale II as of the 1999-2000 school year and who has completed ten (10) years of continuous service by the beginning of the school year.
5. Teachers employed before September 1, 2006 on Scale III, IV, V, & Va who have reached Step 14 of the respective Guide by the beginning of the school year shall receive a long service increment of \$3,400
6. Teachers employed after September 1, 2006 on Scale III, IV, V, & Va who have completed 14 years of service by the beginning of the school year shall receive a long service increment of \$3,400

You may advance on the salary guide a maximum of one step and/or one scale in a complete school year.  
 EXCEPTION: Permission is granted to move two scales when teacher is on a sabbatical.  
 To advance to Scales IV, V, Va, credits must be earned after the Masters Degree has been conferred.

Teacher holding Doctorate Degree will be paid \$600 more than the commensurate step on Scale VA(M+45)

APPROVED: September 25, 2006 R=1976-77 "Ratio Teachers' Salary Guide (1.00-2.10)

BOARD OF EDUCATION  
 NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
 DEMAREST, NEW JERSEY 07627  
 TEACHERS' SALARY GUIDE 2008-2009

STEP	R	Scale I Bachelors	R	Scale II B+15	R	Scale III Master	R	Scale IV M+15	R	Scale V M+30	R	Scale Va M+45
1	1	\$49,069	1.03	\$50,541	1.11	\$54,467	1.16	\$56,920	1.21	\$59,373	1.26	\$61,827
2	1.05	\$51,522	1.08	\$52,995	1.17	\$57,411	1.22	\$59,864	1.27	\$62,318	1.32	\$64,771
3	1.1	\$53,976	1.13	\$55,448	1.235	\$60,600	1.285	\$63,054	1.335	\$65,507	1.385	\$67,961
4	1.15	\$56,429	1.18	\$57,901	1.3	\$63,790	1.35	\$66,243	1.4	\$68,697	1.45	\$71,150
5	1.2	\$58,883	1.23	\$60,355	1.365	\$66,979	1.415	\$69,433	1.465	\$71,886	1.515	\$74,340
6	1.25	\$61,336	1.28	\$62,808	1.43	\$70,169	1.48	\$72,622	1.53	\$75,076	1.58	\$77,529
7	1.3	\$63,790	1.33	\$65,262	1.495	\$73,358	1.545	\$75,812	1.595	\$78,265	1.645	\$80,719
8	1.35	\$66,243	1.38	\$67,715	1.56	\$76,548	1.61	\$79,001	1.66	\$81,455	1.71	\$83,908
9	1.4	\$68,697	1.43	\$70,169	1.625	\$79,737	1.675	\$82,191	1.725	\$84,644	1.775	\$87,097
10	1.45	\$71,150	1.48	\$72,622	1.69	\$82,927	1.74	\$85,380	1.79	\$87,834	1.84	\$90,287
11	1.5	\$73,604	1.53	\$75,076	1.755	\$86,116	1.805	\$88,570	1.855	\$91,023	1.905	\$93,476
12	1.55	\$76,057	1.58	\$77,529	1.82	\$89,306	1.87	\$91,759	1.92	\$94,212	1.97	\$96,666
13					1.885	\$92,495	1.935	\$94,949	1.985	\$97,402	2.035	\$99,855
14					1.95	\$95,685	2	\$98,138	2.05	\$100,591	2.1	\$103,045
OG		\$78,339		\$79,855		\$98,555		\$101,082		\$103,609		\$106,136

1. Experience credit for military service will be awarded for each full year of military service up to a maximum of four (4) years, e.g. one (1) full year of military service equals one (1) experience step on the salary guide. Five (5) months equals one full year of service.
2. Experienced teachers, new to the district, will be hired in at a negotiated salary determined by the Superintendent and ratified by the Board of Education. In all cases they will be placed on the appropriate educational scale.
3. Increment and adjustments shall be granted only upon the recommendation of the Superintendent of Schools and the approval of the Board of Education.
4. Teachers employed prior to the 1973-74 School Year and who have completed three years of continuous service by the beginning of the school year and who are employed on Scale I or Scale II as of the 1999-2000 school year will receive a long service increment of \$300. There will be an additional long service increment of \$300 to any teacher employed on Scale I or Scale II as of the 1999-2000 school year and who has completed ten (10) years of continuous service by the beginning of the school year.
5. Teachers employed before September 1, 2006 on Scale III, IV, V, & Va who have reached Step 14 of the respective Guide by the beginning of the school year shall receive a long service increment of \$3,500
6. Teachers employed after September 1, 2006 on Scale III, IV, V, & Va who have completed 14 years of service by the beginning of the school year shall receive a long service increment of \$3,500

You may advance on the salary guide a maximum of one step and/or one scale in a complete school year.  
 EXCEPTION: Permission is granted to move two scales when teacher is on a sabbatical.  
 To advance to Scales IV, V, Va, credits must be earned after the Masters Degree has been conferred.

Teacher holding Doctorate Degree will be paid \$600 more than the commensurate step on Scale VA(M+45)

APPROVED: September 25, 2006 R=1976-77 "Ratio Teachers' Salary Guide (1.00-2.10)



BOARD OF EDUCATION  
 NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
 DEMAREST, NEW JERSEY 07627

OPERATIONS & MAINTENANCE SALARY GUIDE  
 2006-2007

Years of Employment	Janitor				Matron*
	Janitor	Maintenance	Maintenance		
1	\$37,169	38,581 \$38,230	39,683 \$39,314	40,808 \$30,974	32,151
2	\$38,961	40,442 \$40,194	41,721 \$41,468	43,044 \$32,464	33,698
3	\$40,752	42,301 \$42,159	43,761 \$44,794	46,496 \$33,955	35,245
4	\$42,544	44,161 \$44,121	45,798 \$45,775	47,514 \$35,446	36,793
5	\$44,334	46,019 \$46,086	47,837 \$47,930	49,751 \$36,937	38,341
6	\$46,125	47,877 \$48,050	49,876 \$50,083	51,986 \$38,426	39,887
7	\$47,918	49,739 \$50,015	51,915 \$52,238	54,223 \$39,916	41,433
8	\$49,710	51,599 \$51,979	53,955 \$54,391	56,458 \$41,407	42,981
9	\$51,500	53,457 \$53,943	55,993 \$56,544	58,693 \$42,898	44,528
Increment		\$1,861	\$2,038	\$2,236	\$1,547

\*Ten Month Contract

1. Credit for experience may be granted not to exceed three (3) years upon the recommendation of the Superintendent.
2. Full step credit will be given if employed before November 1.  
 Half step credit if employed prior to March 1.  
 No credit if employed March 1 or after.
3. There will be a long service increments of \$1600 to any employee employed who has completed ten (10) years of continuous service in the Northern Valley Regional High School District by the beginning of the school year.

APPROVED: September 25, 2006

BOARD OF EDUCATION  
 NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
 DEMAREST, NEW JERSEY 07627

OPERATIONS & MAINTENANCE SALARY GUIDE  
 2005-2006

Years of Employment	Janitor				Matron*
	Janitor	Maintenance	Maintenance		
1	\$36,440	37,898 \$37,481	38,994 \$38,543	40,085 \$30,366	31,582
2	\$38,197	40,896 \$39,406	42,064 \$40,655	43,256 \$31,828	34,080
3	\$39,953	42,868 \$41,332	44,225 \$43,916	45,626 \$33,289	35,720
4	\$41,710	44,839 \$43,256	46,386 \$44,877	49,286 \$34,751	37,360
5	\$43,465	46,810 \$45,182	48,545 \$46,990	50,365 \$36,213	39,001
6	\$45,220	48,780 \$47,108	50,707 \$49,101	52,737 \$37,673	40,641
7	\$46,979	50,750 \$49,034	52,869 \$51,214	55,105 \$39,133	42,280
8	\$48,735	52,723 \$50,960	55,030 \$53,325	57,477 \$40,595	43,919
9	\$50,490	54,694 \$52,885	57,192 \$55,435	59,845 \$42,057	45,560
Top of Guide		\$56,664	\$59,352	\$62,214	\$47,200

\*Ten Month Contract

1. Credit for experience may be granted not to exceed three (3) years upon the recommendation of the Superintendent.
2. Full step credit will be given if employed before November 1. Half step credit if employed prior to March 1. No credit if employed March 1 or after.
3. There will be a long service increments of \$150 to any employee employed prior to the 1994-95 School Year who has completed 3 years of continuous service in the Northern Valley Regional High School District by the beginning of the school year. There will be an additional long-service increment of \$150.00 to any employee employed prior to the 1994-95 School Year who has completed ten (10) years of continuous service in the Northern Valley Regional High School District by the beginning of the School Year.

APPROVED: June 16, 2003

BOARD OF EDUCATION  
 NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
 DEMAREST, NEW JERSEY 07627

OPERATIONS & MAINTENANCE SALARY GUIDE  
 2007-2008

Years of Employment	Janitor				Matron*
	Janitor	Maintenance	Maintenance		
1	\$38,581	40,047 \$39,683	41,191 \$40,808	42,359 \$32,151	33,373
2	\$40,442	41,978 \$41,721	43,307 \$43,044	44,679 \$33,698	34,978
3	\$42,301	43,909 \$43,761	45,423 \$46,496	48,263 \$35,245	36,584
4	\$44,161	45,839 \$45,798	47,538 \$47,514	49,320 \$36,793	38,192
5	\$46,019	47,768 \$47,837	49,655 \$49,751	51,642 \$38,341	39,797
6	\$47,877	49,697 \$49,876	51,771 \$51,986	53,962 \$39,887	41,402
7	\$49,739	51,629 \$51,915	53,888 \$54,223	56,284 \$41,433	43,007
8	\$51,599	53,559 \$53,955	56,005 \$56,458	58,603 \$42,981	44,614
9	\$53,457	55,488 \$55,993	58,121 \$58,693	60,923 \$44,528	46,220
Increment		\$1,931	\$2,116	\$2,321	\$1,606

\*Ten Month Contract

1. Credit for experience may be granted not to exceed three (3) years upon the recommendation of the Superintendent.
2. Full step credit will be given if employed before November 1.  
 Half step credit if employed prior to March 1.  
 No credit if employed March 1 or after.
3. There will be a long service increments of \$1600 to any employee employed who has completed ten (10) years of continuous service in the Northern Valley Regional High School District by the beginning of the school year.

APPROVED: September 25, 2006

BOARD OF EDUCATION  
 NORTHERN VALLEY REGIONAL HIGH SCHOOL DISTRICT  
 DEMAREST, NEW JERSEY 07627

OPERATIONS & MAINTENANCE SALARY GUIDE

2008-2009

Years of Employment	Janitor				Matron*
	Janitor	Maintenance	Maintenance		
1	\$40,047	41,569 \$41,191	42,756 \$42,359	43,968 \$33,373	34,641
2	\$41,978	43,574 \$43,307	44,952 \$44,679	46,377 \$34,978	36,308
3	\$43,909	45,577 \$45,423	47,150 \$48,263	50,097 \$36,584	37,975
4	\$45,839	47,581 \$47,538	49,344 \$49,320	51,194 \$38,192	39,643
5	\$47,768	49,583 \$49,655	51,542 \$51,642	53,604 \$39,797	41,310
6	\$49,697	51,585 \$51,771	53,739 \$53,962	56,012 \$41,402	42,976
7	\$51,629	53,591 \$53,888	55,936 \$56,284	58,422 \$43,007	44,641
8	\$53,559	55,595 \$56,005	58,133 \$58,603	60,830 \$44,614	46,309
9	\$55,488	57,597 \$58,121	60,329 \$60,923	63,238 \$46,220	47,976
Increment		\$2,005	\$2,196	\$2,409	\$1,667

\*Ten Month Contract

1. Credit for experience may be granted not to exceed three (3) years upon the recommendation of the Superintendent.
2. Full step credit will be given if employed before November 1.  
 Half step credit if employed prior to March 1.  
 No credit if employed March 1 or after.
3. There will be a long service increments of \$1600 to any employee employed who has completed ten (10) years of continuous service in the Northern Valley Regional High School District by the beginning of the school year.

APPROVED: September 25, 2006