

AGREEMENT
BETWEEN
THE ALLOWAY TOWNSHIP BOARD OF EDUCATION
SALEM COUNTY, NEW JERSEY
AND
THE ALLOWAY EDUCATION ASSOCIATION

2006-2007

2007-2008

2008-2009

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PREAMBLE

The Agreement entered into this 25th day of July 2006, by and between the Alloway Township Board of Education, the Township of Alloway, Salem County, New Jersey, hereinafter called the “Board”, and the Alloway Education Association, hereinafter called the “Association”.

ARTICLE 1: RECOGNITION

- A. The Board hereby recognizes the Alloway Education Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all teachers, school nurses, LDT-C, social workers, guidance counselors, and psychologists employed on a full or part-time basis in positions that require certification or licensure.
- B. Unless otherwise indicated, the term “teacher(s)” and “employee(s)”, when used hereinafter in this Agreement, shall refer to all employees represented by the Association as defined in Article 1, Section A, and references made to teacher(s) shall include those of either sex.

ARTICLE 2: NEGOTIATION PROCEDURE

- A. The parties named herein agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws of 1974, in good faith effort to reach agreement on all matters concerning the terms and conditions of teachers’ employment. Such negotiations shall begin no later than prescribed by New Jersey State Law. Any agreement so negotiated and approved by a majority of the entire body of each party shall apply to all teachers, be reduced to writing, and signed by the President and Secretary of each party.
- B. This Agreement shall not be modified in whole or in part by the parties except by an

instrument in writing duly executed and approved by the parties.

ARTICLE 3: GRIEVANCE PROCEDURE

WRITTEN POLICY SETTING FORTH PROCEDURES TO BE FOLLOWED FOR THE PRESENTATIONS, CONSIDERATIONS, AND RESOLUTION OF GRIEVANCES AND PROPOSALS OF EMPLOYEES.

- A. Any individual teachers or group of teachers employed by the Alloway Township Board of Education shall have the right to appeal the application of policies and administrative decisions affecting them or to submit proposals for consideration through clearly defined administrative channels.
- B. A grievance to be considered under this procedure must be initiated by the employee within thirty (30) calendar days of its occurrence.
- C. It is understood that teachers shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.
- D. Failure at any step of this procedure to communicate the decision of a grievance within the specified time limits shall permit the aggrieved teacher to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limit shall be deemed to be acceptance of the decision rendered at that step.
- E. 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 teachers. Both parties agree these proceedings will be kept informal and confidential.
- F. With respect to such grievances or proposals, said teachers shall be assured freedom from

restraint, interference, coercion, discrimination, or reprisal in presenting such appeals or proposals. Such teachers shall have the right to present their own grievances or proposals, or designate representatives of the Alloway Education Association to appear with or for them at any step in this procedure.

G. Procedure:

Level I: Any teacher or group of teachers having a grievance or proposal shall first discuss it with the Principal or Assistant Principal in an attempt to resolve the matter informally at that level.

Level II: If, as a result of this discussion, the matter is not resolved to the satisfaction of the teacher(s) within ten (10) school days, he or they shall set forth the grievance in writing to the Superintendent. Said grievance shall specify the section of the Agreement violated, the issue in dispute, all dates (dates of occurrence, filing, prior decisions and appeals), the disposition desired, and other pertinent data required to process the grievance. The Superintendent shall communicate his decision to the teacher(s) in writing within fifteen (15) school days of receipt of the written grievance and shall supply the Board with copies of such correspondence.

Level III: If the teacher is dissatisfied with the disposition of the grievance by the Superintendent, the grievance may be transmitted to the Board within ten (10) school days after the Superintendent has communicated his decision. The Board, within thirty (30) calendar days, shall hold a hearing with the teacher. The Board shall render a decision within twenty (20) calendar days of the hearing. The Board, through the Superintendent, shall communicate its decision in writing to the Association. If the teacher is not satisfied with the disposition of his grievance by the Board, the teacher may, within five (5) school days, request in writing that the grievance be submitted to arbitration by the Association. If the Association elects to submit the grievance to arbitration, it shall do so within fifteen (15) school days of receipt of the Board's decision and provide notification of the Association's submission of the grievance to arbitration to the Superintendent.

H. Meetings and Hearings

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

I. Arbitration

1. If within ninety (90) days of submission to PERC an arbitrator has not been assigned, then in the alternative, the process will allow for the use of the American Arbitration

Association (AAA). A request shall be made to the AAA to submit a roster of persons qualified to function as an arbitrator in the dispute in question. Thereafter the parties shall be bound by the rules of the AAA.

2. The arbitrator shall be limited to the issues submitted to him and shall consider nothing else. He can add nothing to, or subtract anything from, the Agreement between the parties. The recommendations of the arbitrator shall be final and binding. Only the Board, the aggrieved, and his representatives shall be given copies of the arbitrator's report of the findings and recommendations. This shall be accomplished within thirty (30) calendar days of the completion of the arbitrator's hearings.

J. Cost:

1. Each party shall bear the total cost incurred by themselves.
2. The fees and expenses of the arbitrator are the only costs which shall be shared equally.
3. If time is lost by any teacher due to arbitration proceedings necessitating the retention of a substitute, the Board of Education shall pay only the cost of the substitute. In the case that the grievant prevails, the grievant (and representative, if applicable) shall not be charged a day's wages to attend the arbitration hearing.

K. Rights of Employee to Representation

Any aggrieved person may be represented at all steps of the grievance procedure, by himself, or at his option, by a representative selected or approved by the Association. The Association has a requirement to act when the issue is larger and/or affects more than the individual grievant. The Association shall have the right to be present and to state its view at all stages of the grievance procedure.

ARTICLE 4: TEACHER RIGHTS

- A. Whenever any teacher is required to appear before the Board or any committee or member thereof concerning any matter which could adversely affect the continuation of that teacher in his office, position or employment or the salary or any increments pertaining thereto, then he shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview.
- B. The teacher has the responsibility to determine grades within grading policy of the Alloway

Township School District based upon his professional judgment of available criteria pertinent to any given subject area or activity to which he is responsible. The district wide grading policy shall be established at the sole discretion of the School District. Teachers must be able to verify all grades. Grades are subject to review and modification by the Superintendent.

ARTICLE 5: ASSOCIATION RIGHTS AND PRIVILEGES

- A. Whenever any representative of the Association or any teacher is mutually scheduled by the parties to participate during working hours in negotiations, grievance procedures, conferences, or meetings, he shall suffer no loss of pay.
- B. The Association and its representatives shall have the right to use the school building at all reasonable hours for meetings. The Superintendent's approval for such use shall be granted, having been given 24 hour notification, and providing that there is no conflict with facility use.
- C. The Association shall have the use of a bulletin board in the faculty lounge. The Association may also utilize adequate space on the bulletin board in the central office for Association notices.
- D. The Association shall have the right to use school facilities and equipment at reasonable times. When such equipment is not otherwise in use is the only condition thereof. The items are to be used for educational purposes with the approval of the Superintendent. The Association shall supply its own paper for the copier, typewriters, etc.
- E. The Association shall have the right to use the intra-school mail facilities and school mailboxes as it deems necessary and without the approval of the Superintendent or other members of the administration.
- F. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representatives of the teachers and to no other organizations.
- G. The Board shall submit an updated scattergram at the beginning of each school year to the Association President. The scattergram shall include name, step and salary, minimally.

ARTICLE 6: TEACHING HOURS/TEACHING LOAD

- A. 1. As professionals teachers are expected to devote to their assignments the time necessary to meet their responsibilities, but they shall not be required to “clock in or clock out” by hours and minutes. Teachers shall indicate their presence in the school facility by signing their initials in the appropriate column of the faculty “sign-in” roster.
2. The teacher’s day shall be six hours (6) and fifty-five (55) minutes long. This includes ten (10) minutes of non-instructional time at the beginning of the workday and ten (10) minutes of non-instructional time at the end of the workday. This also includes a duty-free lunch period of thirty (30) minutes.
3. Teachers shall be provided preparation time according to the following:
- a) Teachers assigned to Pre-K and kindergarten shall receive a minimum of 180 minutes, excluding AM and PM homeroom, per week. These preparation periods shall not be less than thirty (30) minutes in length and one of these periods shall occur on at least 4 of 5 days.
 - b) Teachers in grades 1-8 shall be granted conference/preparation periods weekly based on the number of specials. These periods shall be not less than forty-five (45) minutes in length. In no event, shall a teacher receive less than four (4) such periods in any five day, full-day week. Conference/preparation periods shall not be reduced except because of reduction - in force of special teachers or scheduling necessitated by the hiring of additional classroom teachers.
 - c) All other teachers shall receive a minimum of 150 minutes per week. These preparation periods shall not be less than thirty (30) minutes in length and one of

these periods shall occur on at least 4 out of 5 days.

- d) Teachers in grades 1-8 shall be paid \$25 per lost preparation period if the total for the week falls below the scheduled amount; all other teachers shall be so paid if their total falls below the minimum number of minutes provided in paragraph (a) & (c) above.

4. In addition to A-2., there shall be a faculty meeting each month. The faculty meeting shall be scheduled at the discretion of the Superintendent. The faculty meeting schedule for the school year shall be distributed no later than September 15 of the school year. If the scheduled faculty meeting is a snow or other weather related absence, the faculty meeting shall be rescheduled at the Superintendent's discretion. Faculty meetings will not be scheduled after school on Fridays. All faculty meetings shall start no later than fifteen (15) minutes after student dismissal and last no more than sixty (60) minutes. These meetings may be used for information dissemination, professional development, including but not limited to in-service activities, curriculum review and revision, and other professional tasks as determined by the Superintendent. At the discretion of the Superintendent, when matters of an urgent nature warrant, additional faculty meetings may be called. To the extent consistent with applicable federal and New Jersey statutes and New Jersey Department of Education and Salem County Superintendent regulations and policies, teachers shall receive credit toward their New Jersey Department of Education continuing education requirements for attendance at professional development meetings as set forth hereinabove.

- B. Teachers may leave the school grounds during their scheduled duty-free lunch period

upon notification of the office.

C. The work year for teachers shall consist of 184 days as follows:

180 days for pupil instruction

1 day for opening activities for teachers

3 days for in-service instruction or, at the Superintendent's discretion, six "extended days" which commence after student dismissal and extend no later than 5:00 p.m., or some combination of full in-service days and extended days, with each full day being equivalent to two (2) extended days. These days shall be scheduled in the staff calendar at the beginning of the school year, but may be rescheduled by the Superintendent as needed with five (5) working days notice to the affected staff of the revised date.

ARTICLE 7: TEACHER EMPLOYMENT

A. Teachers shall be notified in writing of their contract and salary status for the ensuing year by May 15.

B. 1. Any vacancy during the school year shall be posted on the counter in the main office and on the bulletin board in the teachers' room for a ten (10) working day period after the vacancy is known to the Superintendent.

2. Any vacancy occurring after the last teacher day shall be posted on the counter in the main office and on the bulletin board in the teachers' room for a ten (10) day period after the vacancy is known to the Superintendent. Notification will also be made by a person-to-person telephone call to one of the Alloway Education Association Officers.

3. The AEA President shall be notified in writing of any vacancy.

ARTICLE 8: TEACHER ASSIGNMENT

The Superintendent will notify teachers of their class and/or subject assignment by the last day of the current school year, except where fiscal, educational or staffing changes require assignment to be made over the summer recess. The Superintendent shall give notice to new teachers as soon as possible.

ARTICLE 9: TEACHER SALARY

- A. Teachers employed on a ten-month basis shall be paid in twenty equal semimonthly installments on the 15th and 30th of each month. School ending prior to June 15th, each teacher will receive final installment for the year, providing all work is completed to the satisfaction of the Superintendent, on the last working day. When school extends beyond the 15th of June, the nineteenth installment will be paid on the 15th of the month and the twentieth installment will be paid on the last day worked, providing all work is completed to the satisfaction of the Superintendent.
- B. When payday falls on or during a school holiday, vacation or weekend, teachers shall receive their paychecks on the last previous working day.
- C. Employees may individually elect to have monies deducted from their pay to be placed in the Salem County School Employees Federal Credit Union or other institution authorized by the Board of Education.
- D. Ten-month employees must be employed five (5) months in a contract year to progress to the next vertical step of the salary guide.
- E. The Board of Education shall make available Direct Deposit with no cost to the employee. The funds will be posted to an account of the employee's choice by the 15th and 30th of each month respectively. In the instance of February, by the 15th and the last day of the month.

ARTICLE 10: EVENING SCHOOL, SUMMER SCHOOL,

HOME TEACHING AND FEDERAL PROGRAMS

- A. Teachers of the Alloway Township School District shall have priority for employment in Federally Funded Programs, Evening Schools, Summer Schools and in providing home instruction.
- B. Such employment does not entitle the teacher to greater seniority or any advancement on the pay scale.
- C. Posting of these positions shall be as stated in Article 7B.

ARTICLE 11: TEACHER ABSENCE

- A. All teachers employed shall be entitled to ten sick days each school year as of the first official day of said school year, whether or not the teacher reports on that day. Unused sick days shall be accumulated from year-to-year with no maximum limit.
- B. Three personal days, in addition to sick leave days, shall be granted. Teachers will notify the Superintendent in advance when these days are to be taken. The reasons for these personal days need not be disclosed. Unused personal days are accumulative as accumulated sick leave.
- C. Upon retirement in order to collect a pension, the Board will pay teachers forty dollars (\$40.00) per day for each day of unused accumulated sick leave, to a maximum of seven thousand five hundred dollars (\$7,500.00) per employee.
- D. Upon leaving the Alloway School District before retirement, the Board shall pay teachers at the following rate for each day of unused accumulated sick leave:

15-24 years of Alloway service \$35.00 per day

25 plus years of Alloway service \$40.00 per day

to a maximum of seven thousand five hundred dollars (\$7,500.00) per employee.

- E. With respect to eligibility to be paid for unused accumulated sick leave under Article 12C or 12D, in the event of a teacher's death prior to receiving payment, payment shall be made to the teacher's estate.

ARTICLE 12: TEACHER EVALUATION

- A. Teachers shall be evaluated by persons certified by the New Jersey Board of Examiners to Supervise Instruction.

1. The number of said evaluations shall be at least three times for non-tenure teachers and at least one time for tenure teachers during the school year.
2. The teacher shall be given a copy of any formal class visit or evaluation report prepared by the evaluator(s). No teacher shall be required to sign a blank or incomplete form nor be prevented from making written comments concerning his formal report.
3. There will be no verbal comments relating to the evaluation during the above-mentioned evaluation. A private conference concerning the evaluation shall be held within four school days, except in cases of emergency. A copy of the written evaluation shall be given to the teacher within fifteen (15) working days from the date of the conference.

- B. A teacher shall have the right, upon request, to review the contents of his own personnel folder.

ARTICLE 13: TEACHER FACILITIES

A. The school shall have the following facilities:

1. A serviceable desk and chair for the exclusive use of each teacher.
2. Copies, exclusively for the teacher's use, of all text used in each of the courses he is to teach.
3. A complete dictionary in all classrooms (equivalent to Webster's New Collegiate Dictionary).
4. Adequate books, paper, pencils, pens, chalk, erasers, and other such materials required in daily teaching responsibility.
5. A petty cash fund shall be established for use in purchasing incidental supplies for classroom instructional use. The teacher shall be reimbursed upon presentation of a paid receipt for such expenditures to the Superintendent to the amount of one hundred dollars (\$100.00) per school year.
6. A file cabinet shall be provided exclusively for teachers' use.

ARTICLE 14: TEMPORARY LEAVES OF ABSENCE

A. Bereavement Leave

1. Teachers shall be allowed five (5) consecutive working days leave of absence due to the death of a parent, husband, wife, son (step-son) and/or daughter (step-daughter), three (3) consecutive working days for brother, sister, brother-in-law, sister-in-law, father-in-law, mother-in-law, daughter-in-law, son-in-law, grandfather and/or grandmother, and grandchild. No more than three (3) additional days without pay shall be granted per occurrence.
2. Leaves taken pursuant to Section A shall be in addition to any sick leave or personal

days to which the teacher is entitled.

B. Other Leaves

1. Time for the purpose of visiting other schools or attending meetings or conferences of an educational nature when the Superintendent recommends it.
2. Time necessary for appearances in any legal proceeding connected with the teacher's employment or with the school system if the teacher is required by law to attend.
3. Time necessary for persons called into temporary active duty of any unit of the United States Reserves or the State National Guard, on days when school is in session.
4. Other leaves of absence with pay may be granted by the Board for good reason.
5. Leaves taken pursuant to Article 14.B shall be in addition to any sick leave or personal days to which the teacher is entitled.
6. Any leave granted other than as provided under this Article 14.B.1 through 14.B.4 shall be without pay.

C. Sabbatical Leave

1. A sabbatical year may be granted, after seven consecutive years employment with the Alloway School District, for rest, travel, or research. This leave is without compensation.
2. Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system during the period of his/her absence and he/she shall be credited with all other benefits for which he/she would have been entitled during the period of

his/her leave and continuing thereafter upon his/her return.

D. Leaves in accordance with the Family Leave Act shall be granted upon presentation of information supporting the request.

E. Maternity/Child Care Leave

1. A teacher who anticipates a maternity leave disability shall notify the Superintendent in writing of the anticipated commencement of the maternity leave no later than 60 days prior to the anticipated delivery date.
2. Upon written request from the teacher, the Board shall grant a leave of absence of up to the remainder of the school year of the birth and the following school year. If the teacher wishes to return during the birth year, and after all leave time accorded by statute has been utilized, the Board shall exercise its best effort to approve the requested date of return while maintaining educational continuity. Should the teacher request an extended leave into the next year following the birth, the Board reserves the right to determine the termination of the leave in order to preserve educational continuity. Accumulated sick days may be used during maternity leaves, consistent with Board policy.
3. Child care leave may be utilized for the care of the teacher's natural child or an adopted child and may include time prior to a final court order of adoption.
4. If requested by the teacher, the Superintendent shall exercise his best efforts to reassign a teacher returning from maternity or child care leave to the same grade and/or subject area.

ARTICLE 15: HEALTH PROGRAM

- A. The Board shall provide a medical benefits program to include hospitalization, medical-surgical and Major Medical for all teachers and dependents, and a prescription plan. Teachers newly hired after the 1994-1995 year, shall be insured only individually. A teacher who is covered individually may elect to pay the additional cost for Parent/Child, Husband/Wife (couple) or Family coverage. Upon attaining tenure, said teachers shall be eligible for Parent/Child, Husband/Wife (couple) or Family coverage. In addition, employees hired after July 1, 1997, shall be placed in the Employer's PPO/HMO and may voluntarily transfer to a traditional plan after achieving tenure. Employees electing the traditional health plan shall be responsible payment of the premium differences between the PPO/HMO and the traditional plan. Employees in the traditional plan prior to the execution of this Agreement shall not be responsible for the payment of the premium differences between the PPO/HMO and the traditional plan. The PPO plan previously existing shall be modified to provide: 90% in-network/70% out-of-network and \$10.00 office co-pay.
- B. The prescription drug co-pay shall be \$25.00 brand name/\$10.00 generic and \$25.00 brand name/\$10.00 generic for mail order.
- C. The Board shall reimburse each employee under a section 125 plan to offset expenses as directed by the employee, for example dental/optical. For tenured employees this reimbursement shall be \$800.00 for the first year of the contract, \$850.00 for the second year of the contract, and \$900.00 for the third year of the contract. For non-tenured employees, this reimbursement shall be \$400.00 for the first year of the contract, \$425.00 for the second year of the contract, and \$450.00 for the third year of the contract.
- D. The Employer shall notify the Association a minimum of sixty (60) days in advance of any

change in health carriers. Any change in health care coverage shall be equal to or greater than the existing coverage of the current Agreement.

E. Any employee may elect to receive 25% of the insurance premium as payment for declining health care and/or prescription coverage, upon furnishing proof that they are covered under another health care or prescription plan. Such employees making this election shall be re-enrolled immediately in the health care plan of the employee's choice, as long as it is a plan provided by the Board, upon loss of this duplicate coverage, if one of the seven (7) life changing conditions as specified below occurs:

1. Death of spouse
2. Divorce
3. Change in number of dependents
4. A termination of employment
5. A reduction in hours of employment
6. Reduction of health insurance benefits by spouse's employer to eliminate dependent coverage
7. Cancellation of health insurance benefits by spouse

This 25% stipend shall be paid at the rate of the plan the employee was enrolled in or would be entitled to receive. The 25% stipend shall not exceed a cap of \$5000.00. Payment shall be made in 20 semi-monthly installments.

ARTICLE 16: EDUCATIONAL IMPROVEMENT

- A. A teacher shall be paid under the “Bachelor + 15” salary scale upon satisfactorily completing fifteen additional graduate credits above the “Bachelors’ degree.
- B. A teacher shall be paid under the “Masters” degree salary scale upon receiving a “Masters” degree.
- C. A teacher currently with a Masters degree shall be paid under the “Masters + 15” salary scale upon satisfactorily completing fifteen graduate credits above the Masters degree.
- D. A teacher currently with a Masters degree shall be paid under the “Masters + 30” salary scale upon satisfactorily completing thirty graduate credits above the Masters degree.
- E. All additional credits mentioned in Sections A & C above in this Article must be in teacher-related fields.
- F. Exceptions to Section E of the Article must be approved by the Board.

ARTICLE 17: TUITION REIMBURSEMENT

- A. The Board will pay 75% of the cost of tuition up to six (6) credits per year, equal to the costs of graduate tuition credits at Rowan University. Payment will be made upon submission of a transcript showing successful completion of the course. Reimbursement for courses taken in the spring semester shall be provided only to employees who have been offered and who have accepted a contract to teach in the Alloway School District for the coming school year. Tuition reimbursement is only available to teachers for graduate work taken after they have completed two full years and have begun their third year in the district. All courses must receive prior approval of the Superintendent, and must be related to the teacher's current position in the district.
- B. Tuition reimbursement shall have a district cap of \$10,000.00 per year.

ARTICLE 18
2006-2007 SALARY GUIDE

05-06						
Step	Step	BA	BA+15	MA	MA+15	MA +30
	1	40,184	40,968	42,088	42,873	43,873
1	2	41,005	41,789	42,909	43,694	44,694
2	3	41,857	42,641	43,761	44,546	45,546
3	4	42,742	43,526	44,646	45,431	46,431
4	5	43,623	44,407	45,527	46,312	47,312
5	6	44,417	45,201	46,321	47,106	48,106
6	7	45,507	46,291	47,411	48,196	49,196
7	8	46,489	47,273	48,393	49,178	50,178
8	9	47,266	48,050	49,170	49,955	50,955
9, 10	10	48,031	48,815	49,935	50,720	51,720
11	11	49,632	50,416	51,536	52,321	53,321
12	12	50,880	51,664	52,784	53,569	54,569
13	13	51,866	52,650	53,770	54,555	55,555
14	14	52,777	53,561	54,681	55,466	56,466
15	15	53,722	54,506	55,626	56,411	57,411
16,17	16	54,610	55,394	56,514	57,299	58,299
18	17	56,255	57,039	58,159	58,944	59,944
19,20	18	57,692	58,476	59,596	60,381	61,381

Extended service increases will be provided to individuals who reached the last step of the salary guide by the 2002-2003 school year. These increases shall be equal to the negotiated total dollar increase between BA step 20 of the 2005-06 salary guide and BA step 18 of the 2006-07 salary guide. For 2006-07, teacher's off-guide will receive an increase of \$2,542.00.

ARTICLE 18
2007-2008 SALARY GUIDE

06-07 Step	Step	BA	BA+15	MA	MA+15	MA +30
	1	41,505	42,289	43,409	44,194	45,194
1	2	42,462	43,246	44,366	45,151	46,151
2	3	43,328	44,112	45,232	46,017	47,017
3	4	44,228	45,012	46,132	46,917	47,917
4	5	45,199	45,983	47,103	47,888	48,888
5	6	46,079	46,863	47,983	48,768	49,768
6	7	46,969	47,753	48,873	49,658	50,658
7	8	48,095	48,879	49,999	50,784	51,784
8	9	49,107	49,891	51,011	51,796	52,796
9	10	49,957	50,741	51,861	52,646	53,646
10	11	50,780	51,564	52,684	53,469	54,469
11	12	52,485	53,269	54,389	55,174	56,174
12	13	53,765	54,549	55,669	56,454	57,454
13	14	54,768	55,552	56,672	57,457	58,457
14	15	55,805	56,589	57,709	58,494	59,494
15	16	56,884	57,668	58,788	59,573	60,573
16	17	58,154	58,938	60,058	60,843	61,843
17,18	18	60,306	61,090	62,210	62,995	63,995

Extended service increases will be provided to individuals who reached the last step of the salary guide by the 2002-2003 school year. These increases shall be equal to the negotiated total dollar increase between BA step 18 of the 2006-07 salary guide and BA step 18 of the 2007-08 salary guide. For 2007-08, teacher's off-guide will receive an increase of \$2,614.00.

ARTICLE 18
2008-2009 SALARY GUIDE

07-08							
Step	Step	BA	BA+15	MA	MA+15	MA +30	
	1	43,284	44,068	45,188	45,973	46,973	
1	2	43,883	44,667	45,787	46,572	47,572	
2	3	44,886	45,670	46,790	47,575	48,575	
3	4	45,825	46,609	47,729	48,514	49,514	
4	5	46,736	47,520	48,640	49,425	50,425	
5	6	47,754	48,538	49,658	50,443	51,443	
6	7	48,683	49,467	50,587	51,372	52,372	
7	8	49,607	50,391	51,511	52,296	53,296	
8	9	50,862	51,646	52,766	53,551	54,551	
9	10	51,849	52,633	53,753	54,538	55,538	
10	11	52,757	53,541	54,661	55,446	56,446	
11	12	53,635	54,419	55,539	56,324	57,324	
12	13	55,470	56,254	57,374	58,159	59,159	
13	14	56,816	57,600	58,720	59,505	60,505	
14	15	57,898	58,682	59,802	60,587	61,587	
15	16	59,123	59,907	61,027	61,812	62,812	
16	17	60,347	61,131	62,251	63,036	64,036	
17,18	18	62,891	63,675	64,795	65,580	66,580	

Extended service increases will be provided to individuals who reached the last step of the salary guide by the 2002-2003 school year. These increases shall be equal to the negotiated total dollar increase between BA step 18 of the 2007-08 salary guide and BA step 18 of the 2008-09 salary guide. For 2008-09, teacher's off-guide will receive an increase of \$2,585.00.

ARTICLE 18
EXTRA-CURRICULAR STIPENDS

Except for the Lead Teacher, extra-curricular stipends shall be paid for work performed separately and in addition to the teacher's instructional responsibilities beyond the school day.

	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
Gifted Program			
Coordinator	900.00	950.00	1000.00
Art: Lower	1050.00	1100.00	1150.00
Art: Upper	1050.00	1100.00	1150.00
Drama: Lower	1050.00	1100.00	1150.00
Drama: Upper	1050.00	1100.00	1150.00
Intellectual: Lower	1050.00	1100.00	1150.00
Intellectual: Upper	1050.00	1100.00	1150.00
Leadership: Lower	1050.00	1100.00	1150.00
Leadership: Upper	1050.00	1100.00	1150.00
Psych Motor	1050.00	1100.00	1150.00
Band/Chorus Director	1050.00	1100.00	1150.00
Summer Band Camp	\$25.00hr/\$375max	\$26.00hr/\$390max	\$27.00/hr/\$405 max
Jazz Band Director	1050.00	1100.00	1150.00
Lead Teacher	1050.00	1100.00	1150.00
Science Club Coordinator	1050.00	1100.00	1150.00
Field Hockey Coach	1050.00	1100.00	1150.00
Field Hockey Assistant	500.00	550.00	600.00
School Safety Patrol			
Advisor	700.00	750.00	800.00
Rogate Coordinator	450.00	500.00	550.00
Student Council Advisor	800.00	850.00	900.00
Yearbook Advisor (2)	650.00	700.00	750.00
Science Fair Coordinator	650.00	700.00	750.00
8 th Grade Advisors (2)	750.00	800.00	850.00
Home Instruction	\$25.00 per hour	\$26.00 per hour	\$27.00 per hour
Attend workshops as required by Administrator	\$25.00 per hour	\$26.00 per hour	\$27.00 per hour
Give workshops as required by Administrator	\$25.00 per hour	\$26.00 per hour	\$27.00 per hour
Curriculum revision in summer or after school hours	\$25.00 per hour	\$26.00 per hour	\$27.00 per hour
Scoring-Holistic Writing Samples	\$25.00 per hour	\$26.00 per hour	\$27.00 per hour
Field Trips extending beyond 6:00 p.m.	\$32.00 trip allowance	\$33.00 trip allowance	\$34.00 trip allowance
A Team Committee Member	\$25.00hr/\$600max	\$26.00hr/\$624max	\$27.00hr/\$648max
Technology/Computer District Coordinator	\$40.00 per hour	\$41.00 per hour	\$42.00 per hour

ARTICLE 19: REPRESENTATION FEE

1. Purpose of Fee - If an employee does not become a member of the Association during any membership year 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. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.
2. Amount of Fee/Notification - At the onset of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees, and assessments charged by the Association to its own members for that membership year. The Association shall provide to the Board evidence that the Association has a demand and return system in place.

Deduction and Transmission of Fee

3. Notification - On or about September 15th of each year, the Board will submit to the Association a list of all employees in the bargaining unit. On or about January 1st of each year, the Association shall provide the Board with the names of those employees who are required to pay the representation fee.
4. Payroll Deduction Schedule - The board will deduct from the salaries of the employees referred to in Section 3 the full amount of the yearly representation fee in equal installments beginning with the first paycheck in February, following the January 1 provision by the Association to the Board of the names of those employees who are required to pay the representation fee.
5. Mechanics - Except as otherwise provided in this Article, the mechanics for the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the transmission of regular membership dues to the Association.
6. Changes - The Association will notify the Board in writing of any changes in the list provided for in Paragraph 3 above, and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than thirty (30) days after the Board received said notice.
7. The Association shall indemnify and hold the employer harmless against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses, that may arise out of, or by reason of any action taken or not taken by the Board in conformance with this provision.

ARTICLE 20: MISCELLANEOUS PROVISIONS

- A. Copies of this agreement shall be reproduced at the expense of the Board within thirty days after it is signed and a copy thereof shall be provided to:
1. All teachers now employed.
 2. All teachers hereafter employed.
 3. All teachers considered for employment by the Board.
- B. Whenever any notice is required to be given by either of the parties to this agreement to the other pursuant to the provisions of this agreement, either party shall do so by certified mail, regular mail or hand delivery (but not by fax or E-mail) at the addresses listed below:
1. If by Association to the Board:
Secretary, Alloway Township Board of Education
Alloway Township School
Cedar Street
P.O. Box 327
Alloway, New Jersey 08001
 2. If by the Board to the Association:
President, Alloway Education Association
Alloway Township School
Cedar Street
Alloway, New Jersey 08001

ARTICLE 21: DURATION OF CONTRACT

This agreement shall be effective July 1, 2006, and shall continue in effect until June 30, 2009. In witness whereof, the parties hereto have caused this agreement to be signed by their respective Presidents and attested by their respective Secretaries, all on this 25th day of July, 2006.

ALLOWAY BOARD OF EDUCATION

ALLOWAY EDUCATION ASSOCIATION

Joseph Dyer, Jr., President

Erin Nienstedt, President

Rebecca S. Joyce, Board Secretary
School Business Administrator

Melissa Shimp, Secretary