

**MEMORANDUM OF AGREEMENT****between****The Board of Education of the Borough of East Newark****and****The East Newark Education Association**

This Memorandum of Agreement sets forth the understanding of the parties concerning the negotiations for the terms and conditions of employment between the Association and the Board for the period July 1, 2003 to June 30, 2006. The terms and conditions herein shall be incorporated into the formal Collective Bargaining Agreement upon the approval of this document by the Board of Education and its ratification by the Association.

**Preamble:** It is the agreement of the parties that all sections of the Agreement existing between the Board and the Association for the period July 1, 2000 to June 30, 2003, shall remain in full force and effect except for those sections that are specifically addressed in this Memorandum of Agreement.

**Article 1, Recognition** shall be amended to reflect that the following positions are excluded from being included within the bargaining unit represented by the Association:

School Principal  
Business Administrator  
Substitute Teachers

These three position titles shall be added to the existing position titles which are excluded and those are:

Chief School Administrator  
Vice Principal

**Article 15 Dental Plan** shall be modified to reflect that the Board shall permit teachers covered by the plan to elect to have family and dependent coverage, it being understood that all additional costs for family and dependent coverage shall be paid for by the teacher electing this option. The Board will not be obligated to increase its contribution beyond 85% of the single person coverage premium which shall continue to be supplemented by the 15% premium payment by the participating teachers. Teachers electing family or dependent care coverage shall only be entitled to the Board's payment of 85% of the single premium coverage, and such teachers shall be required to contribute the balance for single coverage (15%) plus any additional amount necessitated by the election of family or dependent coverage. Enrollment and

cancellation of enrollment in the plan shall be in accordance with the provisions of the plan.

**Article 16 Prescription Plan** shall be modified to reflect that the Board shall permit teachers covered by the plan to elect to have family and dependent coverage, it being understood that all additional costs for family and dependent coverage shall be paid for by the teacher electing this option. The Board will not be obligated to increase its contribution beyond 85% of the single person coverage premium which shall continue to be supplemented by the 15% premium payment by the participating teachers. Teachers electing family or dependent care coverage shall only be entitled to the Board's payment of 85% of the single premium coverage, and such teachers shall be required to contribute the balance for single coverage (15%) plus any additional amount necessitated by the election of family or dependent coverage. Enrollment and cancellation of enrollment in the plan shall be in accordance with the provisions of the plan. The prescription plan shall continue with the \$5.00 co-pay and the Association shall agree to permit the Board to substitute an equivalent prescription plan.

**Article 14, Credit Union or Summer Payment Deduction**, shall be amended to provide that the teaching staff shall be permitted to have their paychecks delivered by direct deposit to a participating bank.

**Article 18 Duration** shall be amended to reflect an effective date of July 1, 2003, and an end date of June 30, 2006.

**Article 13 Teachers Hours and Year** shall be amended as follows:

Paragraph A shall provide that new teachers shall be required to attend two additional days for orientation, in addition to the 182 pupil contact days plus the regular teacher orientation day which currently exists for regular full-time teachers.

Paragraph C shall be deleted in its entirety and revised as follows:

Teacher meetings shall be conducted after school twice per month for professional purposes. There shall be no more than 20 such meetings, including in-service workshops, per year. Tuesdays will be set aside for after-school teacher meetings, however, the meeting day can take place on other days during the week with advance notice to the teachers at the discretion of the Superintendent.

**Article 7 Salary Guide** shall be revised to reflect the adoption of the salary guides attached as Exhibit A to this Agreement reflecting the periods 2003-2004, 2004-2005 and 2005-2006. Article 7, Section B, Longevity shall be revised to reflect the years for which this Agreement is in effect and that is July 1, 2003 through June 30, 2006.

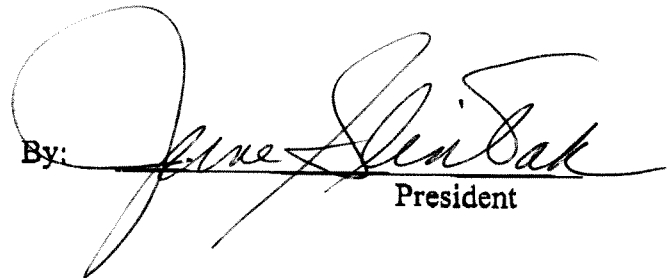
It is further agreed that subsequent to approval by the Association and the Board, that this Memorandum of Agreement shall be used to modify and revise the existing Agreement jointly by counsel to the Board and representatives of the Association.

Approved and accepted:

**East Newark Education Association**

Date:

By:



President

**East Newark Board of Education**

Date:

By:



Eileen Schimenti, President

AGREEMENT BETWEEN  
THE BOARD OF EDUCATION OF EAST NEWARK  
&  
THE EAST NEWARK EDUCATION ASSOCIATION  
For July 1, 2003 to June 30, 2006

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THIS AGREEMENT, made this \_\_\_\_\_ day of \_\_\_\_\_ 2003, to be effective July 1, \_\_\_\_\_ to June 30, \_\_\_\_\_ between:

**THE BOARD OF EDUCATION OF EAST NEWARK**  
(hereinafter referred to as the "Board")

**&**

**THE EAST NEWARK EDUCATION ASSOCIATION**  
(hereinafter referred to as the "Association").

**WITNESSETH THAT:**

The Board and the Association do hereby agree that the welfare of the children of East Newark is paramount in the operation of the school and will be promoted by both parties. The parties do hereby agree as follows:

**ARTICLE I**

**RECOGNITION**

The Board recognizes the Association as the exclusive and sole representative for collective negotiations for all certified teaching personnel employed by the Board with the purpose of negotiations on terms and conditions of employment.

The following positions are excluded:

Chief School Administrator

School Principal

Vice Principal

Business Administrator

Substitute Teachers

## ARTICLE 2

### PRINCIPLES

A. Attaining Objectives: Attainment of objectives of the educational programs of the District requires mutual understanding and cooperation between the Board and the professional teaching personnel. Free and open exchange of views is desirable and necessary.

B. Professional Teaching Personnel: Teaching is a profession requiring specialized qualifications, and the success of the educational program in the District depends upon the maximum utilization of the abilities of the teachers who are satisfied with the conditions under which the services are rendered.

Teachers have the right to join, or not to join, any organization for their professional or economic improvement, and membership in any organization shall not be required as a condition of employment.

C. Representation: The Board, or its designated representatives, shall meet with the representatives of the Association to negotiate and to reach agreement on salaries and terms and conditions of employment.

## ARTICLE 3

### PROCEDURES FOR MEETINGS

- A. Directing Requests: Requests for meetings from the Association normally will be made directly to the Supervising Principal, requests from the Supervising Principal or the Board or their representative will be made to the President of the Association. A mutually convenient meeting date shall be set within thirty (30) days of the date of the request.
- B. Meetings: Meetings composed of members of the Association Negotiating Committee, the Board and their designees shall be mutually scheduled. Teacher members of the committee shall be released from school duties to attend meetings. Meetings shall be scheduled to least interfere with school schedules.
- C. Assistance: The parties may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. Education consultants may be used in the deliberations.



## ARTICLE 4

### NEGOTIATION PROCEDURES

- A. The parties agree to enter into collective negotiations of a Successor Agreement in accordance with Chapter 123, Public Laws of New Jersey 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of teacher employment. Such negotiations shall begin no later than October 15th of the calendar year preceding the calendar year in which this Agreement expires. Any agreement so negotiated shall apply to all teachers, be reduced to writing and, if approved, shall be signed by the Board and the Association and be adopted by the Board and made an official part of the minutes of the Board.
- B. During negotiation, the Board and the Association shall exchange points of view and make proposals and counterproposals.
- C. Neither party in any negotiation 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 and authority to make non-binding proposals, consider proposals and make non-binding counterproposals in the course of negotiations, provided it is expressly understood that such proposals and counter-proposals must be thereupon submitted to the Board and the Association respectively for ratification and approval.
- D. (1) Representatives of the Board and the Association's Negotiating Committee shall meet for the purpose of reviewing the administration of the Agreement, and to resolve problems that may arise.
- (2) All meetings between the parties shall be scheduled, whenever possible, to take place when the teachers involved are free from assigned instructional responsibilities, unless otherwise agreed.
- (3) Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing, to be signed by the Board and the Association, and if approved, shall be adopted by the Board and made a part of the official minutes of the Board.
- E. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement, as established by the rules, regulations - and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement.
- F. The Board agrees not to negotiate concerning said employee in the negotiating unit, as defined in Article I - Recognition - of this Agreement, with any organization other than the Association for the duration of this Agreement.
- G. This Agreement incorporates the entire understanding of the parties on all matters which have been the subject of negotiation.
- H. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing, duly executed by both parties.

## ARTICLE 5

### AUTHORITY OF BOARD

- A. The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations to:
- (1) direct employees of the school district;
  - (2) hire, promote, transfer, assign and retain employees in positions in the school district and for just cause to suspend, to demote, discharge, or take other disciplinary action against employees.
  - (3) relieve employees from duty because of lack of work or for other legitimate reasons;
  - (4) maintain the efficiency of the school district operations entrusted to them;
  - (5) determine the methods, means and personnel by which such operations are to be conducted; and
  - (6) take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.
- B. It is understood by all parties that under the rulings of the Courts of New Jersey and the State Commissioner of Education, the Board is forbidden to waive any rights or powers granted it by law.

## ARTICLE 6

### GRIEVANCE PROCEDURE

It is intended that the Grievance Procedure be in accordance with the requirements of Chapter 303, Public Laws of New Jersey 1968.

#### A. Definition and Purpose

1. A "grievance" is a claim by a teacher or the Association based upon the interpretation, application, or violation of this Agreement, Board policy or administrative decision affecting a teacher or a group of teachers. "Aggrieved person" is the person(s) making the claim
- (2) 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 terms and conditions of employment of teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
- (3) Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement, and that the Association has been given the opportunity to be present at such adjustments and to state its views.
- (4) A grievance must be filed no later than thirty (30) calendar days after the events giving rise to the grievance were made known or should reasonably have been known to the grievant

#### B. Procedure

- (1) Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
- (2) Level One - A teacher with a grievance shall first discuss it with the Chief School Administrator or immediate superior either directly or through the Association's designated representative, with the objective of resolving, the matter informally.
- (3) Level Two - If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, he may file the grievance in writing with the Association within five (5) school days after the decision at Level One or ten (10) school days after the grievance was presented, whichever is sooner, within five (5) school days after receiving the written grievance, the Association shall refer it to the Board.
- (4) Level Three - If the aggrieved person is not satisfied with the disposition of his Grievance by the Board, or if no decision has been rendered within

thirty (30) school days after the grievance was delivered to the Board he may, within five (5) school days after a decision by the Board, or forty (40) calendar days after the grievance was delivered to the Board, whichever is sooner, request in writing that the Association submit his grievance to arbitration. If the Association determines that the grievance is meritorious, it may submit the grievance to arbitration within fifteen (15) school days after receipt of a request by the aggrieved person. The losing party shall pay the administrative and neutral arbitrator's expense incidental to arbitration. However, each party is responsible for its own legal fees and costs of litigation.

- (5) This Grievance procedure shall in no way impair, diminish or preclude any rights of the parties as set forth in Title 18A, New Jersey Statutes. or any other law. A teacher or teachers with a Grievance shall not have the right to refuse to follow an administrative directive or Board policy on the grounds that a grievance has been instituted. All teachers are required to continue under the direction of the Chief School Administrator regardless of the pendency of any grievance until such grievance is properly determined.

**ARTICLE 7**  
**SALARY GUIDE**

A. The salary guides and policy statements attached hereto are made a part of this Agreement.

B. Longevity shall be paid as follows:

July 1, 2003 —  
June 30, 2006

After ten (10) years of continuous service in East Newark

\$500

After fifteen (15) years of continuous service in East Newark

\$600

After twenty (20) years of continuous service in East Newark

\$650

C. It is understood re-employment as a result of termination or resignation shall be deemed an interruption of "continuous service."

## ARTICLE 8

### FULL CREDIT FOR PREVIOUS EXPERIENCE

- A. Full credit for previous teacher experience upon initial employment with the District shall be subject to the discretion of the Chief School Administrator.
- B. No credit will be given to any applicant for any experience prior to their receiving full certification.
- C. All teaching personnel employed as of September, 1975 will maintain current status with respect to previous teaching experience.

## **ARTICLE 9**

### **COACHES**

When a teacher is appointed as a soccer, basketball, baseball, or cheerleading coach, he/she shall be paid at a rate of Six Hundred and fifty (\$650) dollars. Coaching assignments shall be rotated in a reasonable and educationally feasible manner when volunteers are not forthcoming

## ARTICLE 10

### SPECIALISTS. MISSED PREPARATION TIME AND HOME INSTRUCTION

- A. The following are non-binding, non-arbitrable guidelines:
- (1) The Board agrees to provide an Art Teacher three (3) days a week.
  - (2) The Board agrees to the Child Study Team for a minimum of one (1) full day per week.
  - (3) The Board agrees to provide a Gym Teacher for a minimum of two (2) days per week. The Board also agrees, if it is at all possible, to extend our gym program to four (4) days per week.
  - (4) The Board agrees to provide a Music Teacher three (3) days a week.
  - (5) The Board agrees to provide a Remedial Reading Teacher three days (3) a week.
- B. In the event that the Gym Teacher, the Art Teacher, or the Music Teacher are absent and no substitute teacher is obtained, the Board will compensate each teacher who misses a preparation period they would have received had the Gym, Art, or Music Teacher been present at the rate of twenty-one dollars (\$21) per preparation period (single) missed. It is understood that some Art and Gym periods last two class periods and in that event a teacher will be compensated at the rate of forty-two dollars (\$42) for the preparation time (double) missed.
- C. The rate of compensation for home instruction will be equal to the full hourly rate as per the N.J. State reimbursement rate.
- D. In the event a teacher, other than those listed in Section B above, is absent and no substitute teacher is obtained to cover his/her class then any teacher or teachers assigned to receive students from the uncovered class shall share in compensation equal to that of a "Certified Teacher" substitute's regular daily rate of pay.



## ARTICLE 11

### SICK, PERSONAL AND PROFESSIONAL LEAVE

- A. Every full-time five (5) day teacher shall be entitled to twelve (12) sick days per year. All unused sick days will be accumulated without limit. Teachers working less than five (5) days per week shall be entitled to a pro-rated amount of accumulative sick days per year based upon their number of working days per week.
- B. (1) Every full-time five (5) day teacher shall be entitled to three (3) non-accumulative personal days per year with full pay, provided, however, that if none are used, one (1) day shall accumulate as sick leave.
- (2) Three (3) day teachers shall be entitled to two (2) non-accumulative personal days per year with full pay.
- (3) Two (2) day teachers shall be entitled to one (1) non-accumulative personal day per year with full pay.
- C. At least three (3) days' prior notification shall be given to the Chief School Administrator for any request to use personal days. No more than two (2) teachers shall be granted a personal day on the same day; provided, however, the Chief School Administrator may, due to emergency, in his/her sole discretion, approve additional requests for a personal day on the same day.
- D. The Chief School Administrator shall have the discretion to grant requests for professional days. Application shall be made to the Chief School Administrator who shall make recommendations for such leave to the Board of Education. If granted, the employee shall be entitled to time off with pay and reimbursement for actual expenses.
- E. It is expressly understood no personal days shall be granted the day before or the day after the Christmas, Easter, or Thanksgiving holiday break
- F. (1) Teachers will be entitled to a maximum of five (5) consecutive calendar days (including weekends) bereavement leave following the death of a spouse, domestic partner, child, parent, brother, sister, grandparent, father-in-law, or mother-in-law.
- (2) The above leave shall be pro-rated for employees working less than full-time.
- (3) Teachers shall be entitled to one (1) day off from work to attend the funeral of an aunt or uncle.

## ARTICLE 12

### TEACHER RIGHTS

- A. Rights and Protection in Representation: Pursuant to Chapter 123, Public Laws of New Jersey, 1974, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly selected 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 303, Public Laws of New Jersey 1968, or other laws of New Jersey or the Constitution 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 his membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, collective negotiations with the Board or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. Statutory Savings Clause: Nothing contained herein shall be construed to deny or restrict any teacher such rights as he may have under New Jersey Laws or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.
- C. Telephone: The Board of Education shall have installed a non-dial telephone in the teacher's lounge.
- D. Required Meetings or Hearings: Whenever any teacher is required to appear before the Chief School Administrator or his designee, Board or any committee member, representative or agent thereof concerning a 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 given prior written notice of the reason for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview. Any suspension of a teacher pending charges may be made at the discretion of the Board. Such cases shall be considered on an individual basis.
- E. Evaluation of Students: The teacher shall maintain the exclusive right and responsibility to determine the grades and other evaluations of students within the grading policies of the East Newark School District based upon his professional judgment of available criteria, pertinent to any given subject area or activity for which he is responsible. A grade or evaluation may be changed provided a consultation has taken place between the Administrator and Teacher.
- F. Criticism of Teachers: Any question or criticism by the Chief School Administrator or Board member of a teacher and his instructional methodology shall be made in confidence and not in the presence of students, parents or other public gatherings.
- G. Association Identification: No teacher shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.
- H. All job openings shall be posted on a bulletin board in the school.

## ARTICLE 13

### TEACHER'S HOURS AND YEAR

- A. The school year shall consist of one hundred eighty-two 182 pupil contact days plus one (1) teacher orientation day as set forth on the official East Newark Board of Education school calendar. In addition, new teachers shall be required to attend one (1) additional day of orientation.
- B. The normal school work day for teachers is from 8:20 A.M. to 11:35 A.M. and 12:35 P.M. to 3:05 P.M. The normal school work day for three day per week teachers shall be from 8:20 A.M. to 11:35 A.M. and 12:35 P.M. to 4:10 P.M. and the only additional compensation that will be provided to these teachers will be full coverage for health, dental and prescription plans in accordance with this Agreement. All teachers shall continue to report to their classrooms or work stations five (5) minutes before the students are scheduled to report, and shall continue to leave school no earlier than five (5) minutes after student dismissal. All teachers shall give after school help to all students who request it or to those that the Administrator or teacher feels are in need of such assistance. After escorting students out of the building upon dismissal, teachers are to return to the building, for appropriate sign-out at the Board office. Teachers are to sign in at the Board office upon morning arrival.
- C. Teacher meetings shall be conducted after school twice per month for professional purposes. There shall be no more than 20 such meetings, including in-service workshops, per year. Tuesdays will be set aside for after-school teacher meetings, however, the meeting day can take place on other days during the week with advance notice to the teachers at the discretion of the Superintendent.
- D. The Board may schedule Parent/Teacher Conferences and Back to School Night Conferences during the school year as follows:
- Fall
- a. One (1) Back to School Night 7 - 9 p.m.
  - b. Two (2) Evening Parent Teacher Conferences 7 - 9 p.m.
  - c. One (1) afternoon conference 1:40 - 3:00 p.m.
- Spring
- a. Two (2) afternoon Parent/Teacher Conferences 1:40 - 3 p.m.
  - b. One (1) evening Parent/Teacher Conference 7 - 9 p.m.
- E. In addition, all unit members shall attend the Christmas Concert as an additional evening session.
- F. When teachers are required to attend the above evening sessions, there shall be a 12:40 dismissal.
- G. Cafeteria/Playground supervision shall be on a rotating basis by two (2) teachers per day each assigned for one one-half ( $\frac{1}{2}$ ) hour period (11:35 to 12:05 or 12:05 to 12:35). This duty, which shall not be assigned more than every eighth (8th) School day to any individual teachers, and shall be mutually scheduled by a committee consisting of the Chief School Administrator and three (3) teachers. The Board shall pay Thirty Dollars (\$30.00) per hour (\$15.00/  $\frac{1}{2}$  hour) for lunch duty coverage. These position. shall be posted. If there are no applicants for these posted positions they shall be assigned on a rotating basis as stated above.

## ARTICLE 14

### CREDIT UNION OR SUMMER PAYMENT DEDUCTION

Teachers shall have the option to elect either that a deduction be made in their pay for summer payment, pursuant to N.J.S.A. 18A:29-3, or in the alternative, that a deduction from their pay be made for credit union purposes. A teacher desiring to implement one of these deductions must submit a written request for an appropriate form to the Board Office.

The teaching staff shall be permitted to have their paychecks delivered by direct deposit to a participating bank.

## ARTICLE 15

### DENTAL PLAN

During the term of this Contract the Board will provide teachers (covered by this Agreement) who enroll in the dental plan no more than 85% of the current years premium. Any premium costs in excess of this amount shall be borne by the participating teacher. The Association shall designate the dental plan.

In the event that, in any one year, the cost of the dental plan exceeds the negotiated dollar amount and the cost of the prescription plan is less than the negotiated dollar amount, the balance of the negotiated amount for the prescription plan may be used to offset the additional cost of the dental plan.

The Board shall permit teachers covered by the plan to elect to have family and dependent coverage, it being understood that all additional costs for family and dependent coverage shall be paid for by the teacher electing this option. The Board will not be obligated to increase its contribution beyond 85% of the single person coverage premium which shall continue to be supplemented by the 15% premium payment by the participating teachers. Teachers electing family or dependent care coverage shall only be entitled to the Board's payment of 85% of the single premium coverage, and such teachers shall be required to contribute the balance for single coverage (15%) plus any additional amount necessitated by the election of family or dependent coverage. Enrollment and cancellation of enrollment in the plan shall be in accordance with the provisions of the plan.

## ARTICLE 16

### PRESCRIPTION PLAN

During the term of this Contract the Board will provide teachers (covered by this Agreement) who enroll in the prescription plan (five dollar (\$5) co-pay) no more than 85% of the current years premium Any premium costs in excess of this amount shall be borne by the participating teacher.

In the event that, in any one year, the cost of the prescription plan exceeds the negotiated dollar amount and the cost of the dental plan is less than the negotiated dollar amount, the balance of the negotiated amount for the dental plan may be used to offset the additional cost of the prescription plan.

The Board shall permit teachers covered by the plan to elect to have family and dependent coverage, it being understood that all additional costs for family and dependent coverage shall be paid for by the teacher electing this option. The Board will not be obligated to increase its contribution beyond 85% of the single person coverage premium which shall continue to be supplemented by the 15% premium payment by the participating teachers. Teachers electing family or dependent care coverage shall only be entitled to the Board's payment of 85% of the single premium coverage, and such teachers shall be required to contribute the balance for single coverage (15%) plus any additional amount necessitated by the election of family or dependent coverage. Enrollment and cancellation of enrollment in the plan shall be in accordance with the provisions of the plan. The prescription plan shall continue with the \$5.00 co-pay and the Association shall agree to permit the Board to substitute an equivalent prescription plan.

**ARTICLE 17**

**STATE DISABILITY PLAN**

The Board shall provide the New Jersey State disability plan for each employee covered by this contract. This shall be effective September 1, 1994

**ARTICLE 18**

**DURATION**

The provisions of each Article attached hereto shall be effective as of July 1, 2003, continue in force and effect until June 30, 2006, Either party desiring changes in this Agreement shall notify the other party in writing at least thirty (30) days prior to the date for commencement of negotiations on a renewal agreement. Changes may be made at any time by mutual consent.

IN WITNESS WHEREOF, the parties hereto have executed the Agreement the date and year first above written.

**BOARD OF EDUCATION  
OF EAST NEWARK**

**ATTEST**

*Avelyn Russell*

By

*Julius Schimenti*

**EAST NEWARK  
EDUCATION ASSOCIATION**

**ATTEST:**

*Avelyn Russell*

By:

*John Sindak*



**ARTICLE 18**

**DURATION**

The provisions of each Article attached hereto shall be effective as of July 1, 2003, continue in force and effect until June 30, 2006, Either party desiring changes in this Agreement shall notify the other party in writing at least thirty (30) days prior to the date for commencement of negotiations on a renewal agreement. Changes may be made at any time by mutual consent.

IN WITNESS WHEREOF, the parties hereto have executed the Agreement the date and year first above written.

**BOARD OF EDUCATION  
OF EAST NEWARK**

**ATTEST**

*Walter Rosselli*

By

*John Schimenti*

**EAST NEWARK  
EDUCATION ASSOCIATION**

**ATTEST:**

*Walter Rosselli*

By:

*John Sindak*

Sept. 3 '03

02-03 Salary Guide

03-04 Salary Guide

Step	BA	BA15	BA30	MA	MA30	Step	BA	BA15	BA30	MA	MA30
1	33200	33900	34800	36000	37150	1	34590	35290	36190	37390	38540
2	33400	34100	35000	36200	37350	2	34690	35390	36290	37490	38640
3	33600	34300	35200	36400	37550	3	34890	35590	36490	37690	38840
4	33800	34500	35400	36600	37750	4	35090	35790	36690	37890	39040
5	33901	34601	35501	36701	37851	5	35290	35990	36890	38090	39240
6	34601	35301	36201	37401	38551	6	35590	36290	37190	38390	39540
7	35451	36151	37051	38251	39401	7	36490	37190	38090	38790	40440
8	36538	37238	38138	39338	40488	8	37490	38190	39090	39690	41440
9	37651	38351	39251	40451	41601	9	38790	39490	40390	40690	42740
10	39048	39748	40648	41848	42998	10	40140	40840	41740	41990	44090
11	40441	41141	42041	43241	44391	11	41440	42140	43040	43140	45390
12	41791	42491	43391	44591	45741	12	43540	44240	45140	45540	47490
13	43900	44600	45500	46700	47850	13	45390	46090	46990	48190	49340
14	46000	46700	47600	48800	49950	14	47190	47890	48790	49990	51140
15	48601	49301	50201	51401	52551	15	47690	49320	50220	51420	52570
16	50900	51600	52500	53700	54850	16	50800	51800	52700	53900	55050
17	52900	53600	54500	55700	56850	17	53000	53900	54800	56000	57150
18	54800	55500	56400	57600	58750	18	55300	56000	56900	58100	59250
19	56400	57100	58000	59200	60350	19	57400	58300	59000	60200	61350
20	57900	58600	59500	60700	61850	20	59500	60200	61100	62300	63450
21	59800	60500	61400	62600	63750	21	60000	62100	62200	63400	64550
22						22					

Sept. 3 '03

04-05 Salary Guide

Step	BA	BA15	BA30	MA	MA30
1	36115	36815	37715	38915	40065
2	36215	36915	37815	39015	40165
3	36315	37015	37915	39115	40265
4	36515	37215	38115	39315	40465
5	36715	37415	38315	39515	40665
6	<del>36915</del>	<del>37615</del>	<del>38515</del>	<del>39715</del>	<del>40865</del>
7	37215	37915	38815	40015	41165
8	38115	38815	39715	40915	42065
9	39115	39815	40715	41915	43065
10	40415	41115	42015	42715	44365
11	41765	42465	43365	44015	45715
12	43700	44400	45000	45100	47650
13	45900	46600	47500	48700	49850
14	48100	48800	49700	50900	52050
15	49800	51000	51900	53100	54250
16	49900	53200	54100	55300	56450
17	53200	55400	56300	57500	58650
18	55400	56300	58500	59700	60850
19	58600	58400	60700	61900	63050
20	60700	60700	62900	64100	65250
21	62030	63715	64100	65300	66750
22					

05-06 Salary Guide

Step	BA	BA15	BA30	MA	MA30
1	37600	38300	39200	40400	41550
2	37700	38400	39300	40500	41650
3	37800	38500	39400	40600	41750
4	38000	38700	39600	40800	41950
5	38200	38900	39800	41000	42150
6	<del>38400</del>	<del>39100</del>	<del>39900</del>	<del>41200</del>	<del>42350</del>
7	38700	39400	40300	41500	42650
8	39440	40140	41040	42100	43390
9	40600	41300	42200	42840	44550
10	41900	42600	43500	44000	45850
11	43250	43950	44850	45300	47200
12	44950	45650	46550	46650	48900
13	46400	47100	48000	48100	50350
14	48600	49300	50200	51400	52550
15	50500	51500	52400	53600	54750
16	52200	53700	54600	55800	56950
17	52300	55900	56800	58000	59150
18	55600	57800	59000	60200	61350
19	58700	59600	61200	62400	63550
20	61900	61700	63400	64600	65750
21	63000	64000	65600	66800	67950
22	64000	65300	66600	67800	68950