

Item #A6 Continued.

WHEREAS, the Board currently negotiates with two separate unions regarding the salary and benefits for its employees; and

WHEREAS, paid leave is an employee benefit that should be left to the give and take of the collective bargaining process. The proposed legislation mandate an employee benefit that should be the subject of negotiation; and

WHEREAS, the proposed legislation is tantamount to a tax increase for the Board's employees; and should the current system of funding the program be insufficient to support the number of employees taking paid leave, there will be an additional tax increase or, the unions will demand that the employer pay the bill on behalf of unit members; and

WHEREAS, the administrative and logistical challenges inherent in implementing a paid leave system, tracking every hour an employee utilizes paid family leave time, and ensuring that the employee's family member actually suffers a "serious health condition" is yet another unnecessary bureaucratic burden on the employer, and takes away valuable resources from the other education programs.

NOW THEREFORE BE IT RESOLVED, that the Howell Township Board of Education opposes the proposed legislation and encourages each Board of Education to do the same.

Herbert C. Massa
School Business Administrator/Board Secretary

Abstentions: Mrs. Cerretani

A7. Approve the Memorandum of Agreement between the Howell Township Board of Education and the Howell Township Education Association for the school years 2008/2009, 2009/2010 and 2010/2011 along with the appropriate salary guides. The Memorandum of Agreement will be submitted to the H.T.E.A.'s members, and the H.T.B.O.E. will be notified by February 1, 2008 if the Memorandum of Agreement is ratified.

Approve
Memorandum of
Agreement
between the
HTBOE and
HTEA
APPROVED

MOTION TO REMOVE ITEM #300-12
FROM THE TABLE AND PLACE ITEMS
#A5 THRU A7 ON THE AGENDA: Mr. Corato SECOND: Mrs. Roses VOTE: 6-0

MOTION TO APPROVE ITEMS
#300-12 & A5 THRU A7 INCLUSIVE: Mr. Corato SECOND: Mrs. Roses VOTE: 6-0
Mrs. Cerretani abstained on Item #A6

Q. Adjournment: 10:35 P.M.

MOTION TO ADJOURN: Mr. Tanala SECOND: Mrs. Blood VOTE: 6-0



HERBERT C. MASSA
Assistant Superintendent/Board Secretary

/rs
01/27/08

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

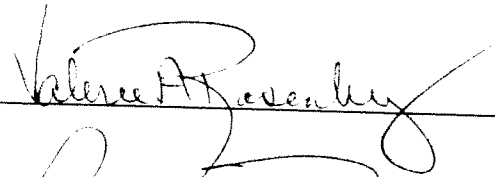
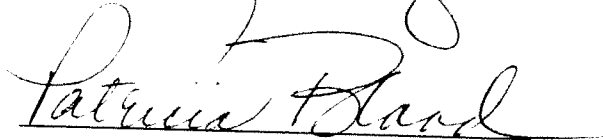
It is agreed between the negotiating committees of the Howell Township Board of Education (“HTBE”) and the Howell Township Education Association (“HTEA”) with respect to the Collective Bargaining Agreement (the “CBA”) that expires June 30, 2008 that:

1. The agreements of the HTBE and HTEA as set forth in this Memorandum of Agreement are subject to ratification by the members of the HTEA and approval by the HTBE.
2. Unless changed in this Memorandum of Agreement, all terms and conditions of the CBA shall remain in full force and effect.
3. The CBA is extended for a three (3) year period commencing July 1, 2008 and ending on June 30, 2011.
4. Teacher maternity leave will be for up to three (3) years and in order to return the teacher must provide the Superintendent with written notice no later than April 15 that they are returning for the following September.

5. Stipends for coaches will be increased by an amount determined by a joint committee of the HTBE and the HTEA by December 1, 2007.
6. Revert to the past practice for release time during parent/teacher conferences for teachers' assistants.
7. The new Collective Bargaining Agreement will be printed in booklet form with the costs shared 50-50 between the HTBE and the HTEA.
8. Article 49 "Temporary Vacancies" of the CBA will be amended to provide for custodians working consecutive days according to the settlement of the pending grievance.
9. Teachers that cover lunch during their lunch period during the 2007-2008 school year will be paid a stipend of \$25 per hour. Article 14 shall be amended to reflect \$25 per hour effective July 1, 2008.
10. The representatives of the HTBE and HTEA will meet to implement changes to the middle school schedule. The HTBE will use its best efforts to implement the changed schedule by November 1, 2007.
11. Special area teachers affected by the schedule will be given two (2) personal days that must be taken in the 2007-2008 school year.
12. Increase the teachers' work day and student contact time 15 minutes per day for a maximum of 6 hours and 45 minutes per day for all teachers to be allocated five (5) minutes in the morning and ten (10) minutes in the afternoon..
13. A 3 ¾% settlement rate for each of the 2008/2009, 2009/2010 and 2010/2011 school years based on the October 15, 2007 scattergram. The salary guides must be mutually agreed to.

14. Article 31 "Tuition Reimbursement" to be amended to limit online courses to a total of 12 credits per school year.

HOWELL TOWNSHIP BOARD OF EDUCATION

Dated October 23, 2007

HOWELL TOWNSHIP EDUCATION ASSOCIATION

Dated October 23, 2007

William J. O'Brien
Gillian K. J.

Eleanor Fusco

Heather Van Thiel
Kathryn Corneil
Michael Sullivan
Jacquelyn Innes

Dia McLaughlin

Rosemarie DePaolis
K. D. J.

Ron Kautz
Mindy Calk
Cynthia M. Turner

James Schaffren

Rick Cade

Diana Foster

Kathleen Bartaglia

Article 49
Support Staff
Temporary Vacancies

- A. Any Support Staff member working in a higher classification on a temporary basis for five (5) consecutive working days or more shall receive the higher rate of pay after the completion of the fifth (5th) full consecutive working day back to day one (1) of the consecutive higher assignment. Any break or inconsistency (such as sick, vacation, personal, bereavement, workers comp, or leave of absence) within the consecutive period except for a scheduled holiday or school closing for inclement weather will terminate the consecutive day schedule. Holidays or school closings do not count towards additional consecutive days in the consecutive period. Once the consecutive day schedule is terminated, it must be restarted from day 1.
- B. Any Support Staff member working in a higher classification on a patterned basis for five (5) consecutive patterns or more, shall receive the higher rate of pay from day one (1) of the consecutive higher patterned assignment. Any break or inconsistency (such as sick, vacation, personal, bereavement, workers comp, or leave of absence) within the consecutive patterned period except for a scheduled holiday or school closing for inclement weather will terminate the consecutive patterned schedule. Consecutive working days in a pattern shall be treated as continuous in the event a holiday or district closing alters the pattern. An example would be three consecutive Mondays followed by a Tuesday due to a Monday holiday, followed by another Monday. This shall be deemed five 'consecutive working days in a pattern'. Holidays or school closings do not count towards additional consecutive patterned days in the patterned period. Once the consecutive patterned days are terminated, it must be restarted from day 1.

1. Definition of pattern is working in the higher classification on the same day or days each week for at least five (5) consecutive weeks. (i.e. every Tuesday and Wednesday for at least five (5) consecutive weeks; every Monday for at least five (5) consecutive weeks; every Friday for at least five (5) consecutive weeks; etc.). The patterned days are approved and scheduled by the Director or Deputy Director of Buildings and Grounds.

C. Consecutive and /or patterned days cannot overlap or be continued from one fiscal year to the next. A fiscal year is defined as July 1st to June 30th.

D. The language in this Article pertains to Full Time Buildings and Grounds personnel only. District Part Time and Hourly positions are excluded in this Article.

E. This is to be effective starting December 1, 2007.

<i>Jeffrey P. Sharp</i>	<i>12/20/07</i>
<i>Ron Kuntal</i>	<i>12/20/07</i>
<i>H. P. [unclear]</i>	<i>12/20/07</i>
<i>Mike [unclear]</i>	<i>12/20/07</i>
<i>Thomas Coppingen</i>	<i>12/20/07</i>
<i>Walter J. [unclear]</i>	<i>12/20/07</i>

Special Education Teacher Assistants

Pursuant to practice, on shortened school days when parent/teacher conferences are being held and pupils are not present, the building principal will determine whether special education teacher assistants are needed for conference or job-related activities. If the building principal determines that the special education assistants are not needed for conferences or job-related activities then the building principal shall release them and they may leave the building.

Special Education Assistants

Step No	2008-09	2009-10	2010-11
1	\$22,250	\$22,250	\$22,250
2	\$24,828	\$22,650	\$22,650
3	\$25,525	\$25,628	\$23,050
4	\$26,131	\$26,400	\$26,463
5	\$27,732	\$28,617	\$29,487

Custodians

Step No	2008-09	2009-10	2010-11
1	\$23,000	\$23,100	\$23,250
2	\$23,150	\$23,500	\$23,750
3	\$23,900	\$23,575	\$24,200
4	\$24,625	\$24,450	\$24,270
5	\$25,480	\$25,225	\$25,165
6	\$26,350	\$26,130	\$26,020
7	\$27,150	\$27,050	\$26,930
8	\$27,980	\$27,900	\$27,900
9	\$29,100	\$28,830	\$28,800
9a	\$29,325	\$29,100	\$28,830
9b	\$34,404	\$34,504	\$34,570
10	\$49,640	\$50,715	\$51,790

** Employees on step 9 in 07-08 will move to 9a 08-09 until 4/1/09 and then will move to step 9b for the remainder of the year and move to step 10 in subsequent year.

Head Custodians

Step No	2008-09	2009-10	2010-11
1	\$27,450	\$27,500	\$27,400
2	\$28,125	\$27,550	\$27,975
3	\$28,725	\$28,925	\$28,600
4	\$29,400	\$29,600	\$29,825
5	\$30,700	\$30,325	\$30,550
6	\$31,500	\$31,700	\$31,300
7	\$32,500	\$32,650	\$32,750
8	\$35,175	\$33,675	\$33,750
9	\$36,225	\$36,525	\$34,875
9a	\$37,255	\$36,225	\$36,525
9b	\$47,645	\$48,203	\$47,308
10	\$58,035	\$60,180	\$62,405

** Employees on step 9 in 07-08 will move to 9a 08-09 until 4/1/09 and then will move to step 9b for the remainder of the year and move to step 10 in subsequent year.

Maintenance

Step No	2008-09	2009-10	2010-11
1	\$29,750	\$30,050	\$30,350
2	\$31,700	\$31,026	\$31,250
3	\$32,750	\$33,200	\$32,267
4	\$33,967	\$34,400	\$33,200
5	\$35,650	\$35,967	\$35,800
5a	\$35,025	\$35,650	\$35,967
5b	\$41,069	\$42,069	\$42,713
6	\$59,200	\$61,325	\$62,950

** Employees on step 5 in 07-08 will move to 5a 08-09 until 4/1/09 and then will move to step 5b for the remainder of the year and move to step 6 in subsequent year.

Grounds

Step No	2008-09	2009-10	2010-11
1	\$26,000	\$26,150	\$26,300
2	\$26,300	\$26,845	\$27,195
3	\$27,195	\$26,900	\$27,750
4	\$27,950	\$27,820	\$28,035
5	\$28,225	\$28,600	\$28,320
6	\$29,320	\$28,900	\$29,300
7	\$30,200	\$30,020	\$29,650
8	\$30,675	\$30,925	\$30,795
9	\$32,225	\$31,425	\$31,725
9a	\$33,100	\$32,225	\$31,425
9b	\$36,950	\$36,125	\$35,425
10	\$53,945	\$55,720	\$57,545

** Employees on step 9 in 07-08 will move to 9a 08-09 until 4/1/09 and then will move to step 9b for the remainder of the year and move to step 10 in subsequent year.

Part-Time Custodial Maintenance

2008-09	2009-10	2010-11
\$10.30	\$10.69	\$11.09

Secretaries

Step No	2008-09	2009-10	2010-11
1	\$25,900	\$26,000	\$26,300
2	\$27,200	\$26,900	\$27,200
3	\$28,125	\$27,200	\$28,000
4	\$28,950	\$29,050	\$28,100
5	\$29,875	\$29,925	\$30,000
6	\$30,715	\$30,875	\$30,925
7	\$30,885	\$31,765	\$31,925
8	\$31,075	\$31,985	\$32,865
9	\$32,000	\$32,275	\$33,135
9a	\$32,722	\$32,000	\$32,275
9b	\$38,000	\$38,273	\$39,502
10	\$54,118	\$55,993	\$57,743

** Employees on step 9 in 07-08 will move to 9a 08-09 until 4/1/09 and then will move to step 9b for the remainder of the year and move to step 10 in subsequent year.

**Office/Media
Office Assistants**

Step No	2008-09	2009-10	2010-11
1	\$17,000	\$17,100	\$17,200
2	\$17,700	\$17,500	\$17,600
3	\$18,175	\$18,400	\$18,000
4	\$18,600	\$18,950	\$19,200
5	\$19,350	\$19,400	\$19,825
6	\$19,950	\$20,225	\$20,300
7	\$20,375	\$20,875	\$21,200
8	\$20,625	\$21,375	\$21,875
9	\$21,095	\$21,650	\$22,400
9a	\$20,795	\$21,095	\$21,650
9b	\$24,719	\$25,238	\$25,948
10	\$36,490	\$37,665	\$38,840

** Employees on step 9 in 07-08 will move to 9a 08-09 until 4/1/09 and then will move to step 9b for the remainder of the year and move to step 10 in subsequent year.

Cafeteria Workers

Step No	2008-09	2009-10	2010-11
1	\$8.65	\$8.80	\$8.95
2	\$8.82	\$8.97	\$9.13
3	\$9.03	\$9.15	\$9.31
4	\$9.20	\$9.36	\$9.49
5	\$9.85	\$9.55	\$9.72
6	\$10.11	\$10.22	\$9.91
6a	\$9.94	\$10.11	\$10.22
6b	\$14.09	\$14.51	\$14.92
7	\$18.92	\$19.63	\$20.37

** Employees on step 6 in 07-08 will move to 6a 08-09 until 4/1/09 and then will move to step 6b for the remainder of the year and move to step 7 in subsequent year.

Bus Drivers

Step No	2008-09	2009-10	2010-11
1	\$12.30	\$12.45	\$12.15
2	\$12.61	\$12.76	\$12.92
3	\$13.03	\$13.08	\$13.24
4	\$13.41	\$13.52	\$13.57
5	\$14.08	\$13.92	\$14.03
5a	\$14.05	\$14.08	\$13.92
5b	\$14.80	\$14.83	\$14.67
6	\$30.00	\$31.16	\$32.36

**** Employees on step 5 in 07-08 will move to 5a 08-09 until 2/1/09 and then will move to step 5b for the remainder of the year and move to step 6 in subsequent year.**

Bus Aides

Step No	2008-09	2009-10	2010-11
1	\$8.20	\$8.35	\$8.50
2	\$8.35	\$8.51	\$8.66
3	\$8.55	\$8.67	\$8.83
4	\$8.76	\$8.87	\$8.99
5	\$9.33	\$9.08	\$9.20
6	\$9.56	\$9.68	\$9.43
7	\$9.81	\$9.91	\$10.04
7a	\$9.64	\$9.81	\$9.91
7b	\$10.14	\$10.31	\$10.41
8	\$24.04	\$24.98	\$25.92

** Employees on step 7 in 07-08 will move to 5a 08-09 until 2/1/09 and then will move to step 7b for the remainder of the year and move to step 8 in subsequent year.

Mechanics

Step No	2008-09	2009-10	2010-11
1	\$28,775	\$29,000	\$29,275
2	\$30,375	\$29,710	\$30,160
3	\$31,260	\$31,575	\$30,898
4	\$31,998	\$32,610	\$33,175
5	\$34,575	\$33,448	\$34,360
5a	\$36,360	\$42,158	\$42,813
5b	\$39,927	\$47,213	\$48,449
6	\$58,140	\$59,850	\$61,625

** Employees on step 5 in 07-08 will move to 5a 08-09 until 4/1/09 and then will move to step 5b for the remainder of the year and move to step 6 in subsequent year.

Teachers 2008 - 2009

Step	Ba	Ba 15	Ba 30	Ma	Ma 15	Ma 30
1	\$43,725	\$44,225	\$44,725	\$45,225	\$45,725	\$46,225
2	\$44,225	\$44,725	\$45,225	\$45,725	\$46,225	\$46,725
3	\$44,825	\$45,325	\$45,825	\$46,325	\$46,825	\$47,325
4	\$45,375	\$45,875	\$46,375	\$46,875	\$47,375	\$47,875
5	\$45,975	\$46,475	\$46,975	\$47,475	\$47,975	\$48,475
6	\$47,235	\$47,735	\$48,235	\$48,735	\$49,235	\$49,735
7	\$48,675	\$49,175	\$49,675	\$50,175	\$50,675	\$51,175
8	\$50,360	\$50,860	\$51,360	\$51,860	\$52,360	\$52,860
9	\$51,425	\$51,925	\$52,425	\$52,925	\$53,425	\$53,925
10	\$52,625	\$53,125	\$53,625	\$54,125	\$54,625	\$55,125
11	\$53,930	\$54,430	\$54,930	\$55,430	\$55,930	\$56,430
12	\$55,375	\$55,875	\$56,375	\$56,875	\$57,375	\$57,875
13a	\$62,785	\$63,285	\$63,785	\$64,285	\$64,785	\$65,285
13b	\$71,210	\$71,710	\$72,210	\$72,710	\$73,210	\$73,710
13c	\$92,575	\$93,075	\$93,575	\$94,075	\$94,575	\$95,075

Teacher at 12 at the end of 2008-09 school year progresses effective 9/1/09 to 13a, 2/1/10 to 13b effective 9/1/10 to 13c

Teachers 2009 - 2010

Step	Ba	Ba 15	Ba 30	Ma	Ma 15	Ma 30
1	\$ 44,975	\$ 45,475	\$ 45,975	\$ 46,475	\$ 46,975	\$ 47,475
2	\$ 45,475	\$ 45,975	\$ 46,475	\$ 46,975	\$ 47,475	\$ 47,975
3	\$ 45,975	\$ 46,475	\$ 46,975	\$ 47,475	\$ 47,975	\$ 48,475
4	\$ 46,625	\$ 47,125	\$ 47,625	\$ 48,125	\$ 48,625	\$ 49,125
5	\$ 47,225	\$ 47,725	\$ 48,225	\$ 48,725	\$ 49,225	\$ 49,725
6	\$ 47,875	\$ 48,375	\$ 48,875	\$ 49,375	\$ 49,875	\$ 50,375
7	\$ 49,185	\$ 49,685	\$ 50,185	\$ 50,685	\$ 51,185	\$ 51,685
8	\$ 50,700	\$ 51,200	\$ 51,700	\$ 52,200	\$ 52,700	\$ 53,200
9	\$ 52,510	\$ 53,010	\$ 53,510	\$ 54,010	\$ 54,510	\$ 55,010
10	\$ 53,650	\$ 54,150	\$ 54,650	\$ 55,150	\$ 55,650	\$ 56,150
11	\$ 54,925	\$ 55,425	\$ 55,925	\$ 56,425	\$ 56,925	\$ 57,425
12	\$ 56,280	\$ 56,780	\$ 57,280	\$ 57,780	\$ 58,280	\$ 58,780
13a	\$ 61,248	\$ 61,748	\$ 62,248	\$ 62,748	\$ 63,248	\$ 63,748
13b	\$ 69,453	\$ 69,953	\$ 70,453	\$ 70,953	\$ 71,453	\$ 71,953
13c	\$ 94,675	\$ 95,175	\$ 95,675	\$ 96,175	\$ 96,675	\$ 97,175

Teacher at 12 at the end of 2009-10 school year progresses effective 9/1/11 to 13a, 2/1/12 to 13b effective 9/1/12 to 13c

Teachers 2010 - 2011

Step	Ba	Ba 15	Ba 30	Ma	Ma 15	Ma 30
1	\$44,475	\$44,975	\$45,475	\$45,975	\$46,475	\$46,975
2	\$44,975	\$45,475	\$45,975	\$46,475	\$46,975	\$47,475
3	\$45,475	\$45,975	\$46,475	\$46,975	\$47,475	\$47,975
4	\$47,850	\$48,350	\$48,850	\$49,350	\$49,850	\$50,350
5	\$48,600	\$49,100	\$49,600	\$50,100	\$50,600	\$51,100
6	\$49,300	\$49,800	\$50,300	\$50,800	\$51,300	\$51,800
7	\$49,950	\$50,450	\$50,950	\$51,450	\$51,950	\$52,450
8	\$51,285	\$51,785	\$52,285	\$52,785	\$53,285	\$53,785
9	\$52,850	\$53,350	\$53,850	\$54,350	\$54,850	\$55,350
10	\$54,710	\$55,210	\$55,710	\$56,210	\$56,710	\$57,210
11	\$55,875	\$56,375	\$56,875	\$57,375	\$57,875	\$58,375
12	\$57,200	\$57,700	\$58,200	\$58,700	\$59,200	\$59,700
13a	\$62,158	\$62,658	\$63,158	\$63,658	\$64,158	\$64,658
13b	\$69,852	\$70,352	\$70,852	\$71,352	\$71,852	\$72,352
13c	\$96,775	\$97,275	\$97,775	\$98,275	\$98,775	\$99,275

Teacher at 12 at the end of 2010-11 school year progresses effective 9/1/11 to 13a, 2/1/12 to 13b effective 9/1/12 to 13c

COTA

Step No	2007-08	2008-09	2009-10	2010-11
1	\$28,750	\$29,000	\$29,250	\$29,500
2	\$32,106	\$29,828	\$30,088	\$30,347
3	\$33,228	\$33,310	\$30,947	\$31,216
4	\$34,254	\$34,474	\$34,559	\$32,107
5	\$35,054	\$35,539	\$35,767	\$35,855
6	\$35,680	\$36,369	\$36,871	\$37,108
7	\$36,305	\$37,018	\$37,732	\$38,254
8	\$36,932	\$37,666	\$38,406	\$39,147
9	\$37,620	\$38,317	\$39,079	\$39,846
10	\$38,309	\$39,031	\$40,494	\$42,013

	<u># of</u> <u>Coaches/Advisor</u>	<u>07-08</u> <u>Current Stipend</u> (Each)	<u>08-09</u> <u>Proposed Stipends</u>
Cross Country	6	\$2,669.00	\$3,000.00
Soccer	6	\$2,917.00	\$3,000.00
Field Hockey	3	\$2,917.00	\$3,000.00
Basketball	6	\$3,165.00	\$3,400.00
Wrestling	6	\$3,165.00	\$3,400.00
Cheerleading	3	\$2,917.00	\$3,100.00
Track & Field	9	\$2,917.00	\$3,150.00
Baseball	3	\$2,917.00	\$3,150.00
Softball	3	\$2,917.00	\$3,150.00
Musical Director	6	\$1,715.00	\$2,100.00
Student Council	3	\$1,900.00	\$2,100.00
International	3	\$1,715.00	\$1,800.00
Computer	3	\$1,715.00	\$1,800.00
Literary Art Journal	3	\$1,715.00	\$1,800.00
Art	3	\$1,715.00	\$1,800.00
Yearbook	3	\$3,045.00	\$3,200.00
Chorus	3	\$2,650.00	\$2,800.00
Peer Tutoring/Mentoring	3	\$1,650.00	\$2,000.00
Science	3	\$1,715.00	\$1,800.00
Newspaper	0	\$1,900.00	\$2,000.00 (if reinstated)
TSA	3	\$1,900.00	\$2,000.00

For school years 2009-10 and 2010-11 the above stipends will be increased \$50 per year