

Contract no. 1109

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INSTITUTE OF MANAGEMENT  
AND LABOR RELATIONS

JUL 7 1992

RUTGERS UNIVERSITY

AGREEMENT

BETWEEN

THE BOARD OF EDUCATION OF THE BOROUGH OF MENDHAM

AND

THE MENDHAM BOROUGH EDUCATION ASSOCIATION

JULY 1, 1991 - JUNE 30, 1993

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## AGREEMENT

This agreement, made this            day of            , 1992 between:

- THE BOARD OF EDUCATION OF THE BOROUGH OF MENDHAM IN THE COUNTY OF MORRIS, NEW JERSEY, a body corporate of the State of New Jersey, hereinafter called the BOARD;

and

- THE MENDHAM BOROUGH EDUCATION ASSOCIATION, the representative for collective negotiations concerning terms and conditions of employment for all teaching personnel under the contract, including teachers, librarians, social workers, and learning consultants of the Mendham Borough Schools, hereinafter called the ASSOCIATION and whose members are called TEACHERS. Specifically excluded are all Administrators, Psychologists, Clerical, Custodial/Maintenance, Aides, Teaching Assistants and all other support staff.

### WITNESSETH:

WHEREAS, this agreement is subject to the provisions of Chapter 123 of New Jersey Public Laws of 1974, and

WHEREAS, the BOARD and the ASSOCIATION, in accordance with Chapter 123 of the Public Laws of 1974, have met and negotiated in good faith the terms and conditions of employment of the teachers in the Borough of Mendham; and

WHEREAS, as a result of the aforesaid negotiations, be it

RESOLVED, that the following provisions hereinafter set forth have been agreed upon:

### ARTICLE I - SALARY SCHEDULE

1. The Board and the Association hereby agree that the following salary schedules shall be used in determining teachers' salaries for the school years, 1991-92 and 1992-93.
2. STRUCTURE - The salary schedule is structured to provide for movement in two directions, vertical, referred to as steps; and horizontal, referred to as levels.
  - A. STEPS - Advancement at each step on the salary schedule shall be as prescribed in 18A:29-8 through 29-14. Steps shall correspond to years of accredited service in Mendham Borough Schools.

B. LEVELS - Teachers shall be placed on the salary schedule according to six training levels as follows:

Level I Bachelor's degree

Level II Bachelor's degree plus fifteen (15) approved credit points

Level III Bachelor's degree plus thirty (30) approved credit points

Level IV Master's degree

Level V Master's degree plus fifteen (15) approved credit points

Level VI Master's degree plus thirty (30) approved credit points

3. Conditions for Employment and Advancement on the Salary Schedule

A. The Board will allow credit of up to four years of military service.

B. Increments on the salary schedule may be withheld for unsatisfactory performance based on evaluation of professional personnel. Such evaluation is to be made on a regular basis by the administration. Salary increments may also be withheld for other just cause in accordance with law.

C. Teachers who have been employed by the Mendham Borough Board of Education on or before January 31st will be eligible to move to the next step on the salary schedule if they are appointed for the following school year. Those teachers entering after January 31st will not be given credit for one year's service if reemployed.

4. Criteria for Establishment of Approved Credit Points

A. A teacher must hold a regular certificate in order to earn approved credit points.

B. Credit for a course will be given automatically if it meets any one of the following criteria and providing that the teacher attains a final grade of at least a B or equivalent.

1. The course is part of a current and approved

program of courses leading to obtaining a Master's, Professional Diploma, or a Doctor's degree in the teacher's field of specialization.

2. The course or graduate program is needed to obtain additional certification or training required for a change in assignment by the administration or Board of Education.
- C. Courses other than those listed above shall have prior approval in writing from the Superintendent. Included in this category are graduate level courses taken at accredited institutions and/or courses which will aid directly in the improvement of teaching in an area assigned by the principal or in the area of the teacher's specialization.
1. Credit will also be given for in-service courses recommended by the Superintendent in accordance with the following:
    - a. A total of fifteen (15) class hours = one (1) credit point
    - b. A total of thirty (30) class hours = two (2) credit points.
5. Adjustments to new training levels as a result of the completion of approved credits will be made at two times during the school year:
- A. For those applications received by October 1, adjustments will become effective retroactive to September 1.
  - B. For those applications received by March 1, adjustments will become effective retroactive to February 1.
6. Placement on Guide
- Beginning salaries for experienced teachers may reflect prior experience at discretion of the Board.
7. The salary guide for 1991-92 and 1992-93 is attached as Appendix A1 and A2.

## ARTICLE II - HOSPITALIZATION AND DENTAL INSURANCE

1. The Board will continue to provide fully paid health insurance for employees and their families under the State Health Benefits Plan. Part-time employees who meet the minimum hourly requirement of the State Health Benefits Plan will receive coverage (as appropriate) so long as the Board remains in the State Health Benefits Plan.
2. The Board agrees to provide a Dental Plan for all teachers and their eligible dependents. Such Dental Plan will be administered by the New Jersey Dental Service Plan and provide a usual and customary schedule, no deductible, 100\$ preventive, 80% basic, and 50% major services.
3. Any change in these carriers shall be agreed to jointly by the Board and the Association.

## ARTICLE III - STIPEND

The Board agrees to pay any teacher for overnight supervision of students while outside of the Borough of Mendham on a Board approved activity the sum of \$135 per night for the term of this Agreement.

## ARTICLE IV - REVIEW OF ADMINISTRATIVE DECISIONS

Each teacher, group of teachers, or the Association has the right to appeal the application of policies and administrative decisions affecting the terms and conditions of employment. They shall be assured freedom from restraint, coercion, discrimination, or reprisal in presenting their appeal. They shall have the right to present their own appeal through designated administrative channels or to designate another person to appear with them at any step in their appeal.

The following procedure is applicable to an individual teacher, group of teachers, or the Association:

1. Any teacher having a grievance shall discuss it first with his/her principal in an attempt to resolve the matter.
2. If the matter is not resolved to the satisfaction of the teacher, he/she shall set forth the complaint in writing to the principal within five school days. The principal shall communicate the decision to the teacher in writing within five school days of the complaint.

3. The teacher may appeal the principal's decision to the superintendent. The appeal to the superintendent must be made in writing and must set forth the grounds on which the grievance is based. The superintendent shall request a report on the grievance from the building principal, shall confer with the concerned parties and, upon request, the teacher or principal separately. He/she shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten school days. The superintendent shall communicate the decision in writing, along with supporting reasons, to the teacher and his/her building principal.
4. If the grievance is not resolved to the teacher's satisfaction, he/she may request a review by the Board of Education. The request shall be submitted in writing through the superintendent, who shall attach all related papers and forward the request to the president of the Board of Education. The Board shall review the grievance, hold a hearing with the concerned parties, if requested, and render a decision in writing to the teacher, the principal, and the superintendent within thirty calendar days.
5. If the grievant is not satisfied with the decision of the Board, or if no decision has been rendered within the time limit allowed, he/she may request, through the Association, advisory arbitration, on contract language only, pursuant to the rules and regulations established by the Public Employment Relations Commission. A request for arbitration shall be filed not later than ten (10) school days following the determination by the Board. The arbitrator's decision shall be in writing and it shall set forth the reasons and conclusions on the issue or issues submitted. The arbitrator shall be without power or authority to make any decision which shall bind the parties and his/her opinion shall be advisory in nature only. The costs of the arbitrator shall be borne equally by the Board and the employee, or if represented by the Association, by the Board and the Association. Any other expenses incurred shall be paid by the parties incurring the same.

#### ARTICLE V - PERSONAL ILLNESS

1. All teachers shall be entitled to ten days of sick leave paid at each teacher's standard rate, for personal illness during the school year. The number of sick leave days not used by any teacher during a school year, shall be added to the individual teacher's accumulated sick leave. Sick leave days in a given year are defined as

equal to the full time equivalent for which a teacher is employed.

2. When an individual teacher's absence due to personal illness exceeds the teacher's yearly entitlement of paid sick leave plus any accumulated sick leave days as described in the above paragraph, the Board of Education may approve the payment of additional sick leave at full pay for a period of up to, not to exceed forty school days.
3. The Board of Education may, in addition to the paid sick leave provisions for personal illness described in the above two paragraphs, give special consideration to exceptional cases involving extreme hardships.
4. A teacher returning to work after an authorized leave of absence for reasons other than personal illness shall be entitled to any sick leave accumulated prior to the leave.
5. The Board of Education may require any teacher claiming sick leave to file suitable medical evidence of disability with the Secretary of the Board before payment of any sick leave under provisions of this agreement. Suitable medical evidence of disability may also be required from any teacher whose absence extends beyond two school work weeks in duration and therefore as deemed necessary by the Board of Education.
6. When a teacher leaves after ten years of continuous service to this district he/she shall receive a lump sum paid within twelve months equal to \$35 per day times the number of accumulated full time sick leave days accumulated prior to July 1, 1989, and \$40 per day times the number of accumulated full time sick leave days for all full time sick leave days accumulated beginning with the school year 1989-90. For the school year 1991-92, the amount shall not exceed \$6,250, and for 1992-93 the amount shall not exceed \$6,500. All full time accumulated sick leave days prior to July 1, 1989 will be recorded first toward the \$6,250 in 1991-92, \$6,500 in 1992-93 and will be utilized first should a teacher exceed the teacher's current year entitlement of ten days of paid sick leave. The above amounts shall be paid to the teacher's Estate should that teacher die while employed, after 10 years of service.

#### ARTICLE VI - WORK YEAR/WORK LOAD/WORKDAY/RESEARCH/SUMMER WORK

##### 1. WORK YEAR



- A. The in-school work year for teachers employed on a ten-month basis (other than new personnel who shall be required to attend one additional day of orientation) shall not exceed 183 days for the term of the Agreement.
- B. The calendar shall contain three (3) single session days; one (1) before the Thanksgiving break, one (1) before the Christmas break, and one (1) the last day of school. In addition, when an evening parent conference is scheduled there shall also be a single session for that day. During daytime parent-teacher conferences, students will be dismissed at 1:00 p.m.

## 2. WORK LOAD

The administration will make a reasonable effort to schedule the work load of:

- A. The kindergarten teacher to include a one hour duty free lunch period daily and seven preparation periods per week.
- B. Teachers of Grades 1-3 to include daily
  - 1. One team planning period
  - 2. One teacher planning period
  - 3. One duty free lunch period
- C. Teachers of Grades 4-8 to include daily
  - 1. A maximum of six pupil contact time periods
  - 2. One team planning period
  - 3. One teacher planning period
  - 4. One duty free lunch period.

## 3. TEACHING WORK DAY

- A. The scheduled school day for teachers of grades K-3 shall be 6 hours and 35 minutes, which includes 10 minutes prior to the students' arrival and 10 minutes after the end of the students' departure.
- B. The scheduled school day for teachers of grades 4-8 shall be 6 hours and 45 minutes, which includes 10 minutes prior to the students' arrival and 10 minutes after the end of the students' departure.

- C. The scheduled school day for the RDS shall be 6 hours and 35 minutes, which includes a minimum of 10 minutes prior to the students' arrival and a minimum of 10 minutes after the students' departure.
- D. The teachers may be required to remain until 4 p.m. two times per month for meetings as required by the administration.
- E. All teachers shall attend up to two (2) Parent Activity Nights, at the discretion of the Administration, which may include Back to School Night, Festival of the Arts and/or parent conferences. Parent conferences shall be two (2) hours in length; on this day, school dismissal will be 1 p.m. Eighth grade teachers shall attend graduation exercises.

#### 4. RESEARCH SUMMER WORK

- A. The Board agrees to set aside funds in the budget for the purpose of research, consultation, curriculum development, and other tasks assigned by the administration in accordance with the following provision. The Board retains the right to determine the amount to be expended and the nature and extent of the project to be undertaken.
- B. In the event that the Board authorizes a teacher or teachers to perform work under the provisions of this Article, each teacher involved shall be compensated as follows:
  - 1. For less than a full day, at a rate of \$25 per hour for the term of this Agreement.
  - 2. For full day, a prorated amount of the teacher's contractual salary.

#### ARTICLE VII - STAFF ADVISORY FUNCTIONS

- 1. When teachers' working conditions are affected by the development of new rules, regulations, and arrangements for the operation of the school system, the superintendent shall include those who will be affected by such changes early in the planning stage.
- 2. Recognizing that staff morale is dependent on the efficient operation of the schools, the superintendent shall maintain with the administrators and teachers, procedures for the exchange and implementation of ideas and recommendations regarding the operation of the

schools.

3. So that the Mendham Borough School District may benefit from the many and varied talents and abilities of the professional staff and so that advice may be shared and be readily available for the purpose of improving the school system, the staff shall be encouraged to elect advisory committees to work with principals and the superintendent in areas of concern to the staff and administration. Furthermore, the superintendent shall, at his own discretion appoint additional committees for such functions as are not being performed by existing groups.

#### ARTICLE VIII - TESTING FOR TUBERCULOSIS AND PHYSICAL EXAMINATIONS

1. All employees of the Board of Education shall be tested for tuberculosis infection as required by law. The cost of the test and subsequent X-ray, if necessary, shall be borne by the Board of Education. Employees may have these tests done by their family physician, in which case the cost shall be borne by the employee.
2. The Board of Education may require the individual examination at the Board's expense, of any employee whenever there is evidence of physical or mental illness.
3. If the result of the examination indicates a communicable disease or mental abnormality, the employee shall be ineligible for further service until satisfactory proof of recovery is furnished.
4. The Board shall provide at the Board's expense an annual blood chemistry screening profile (SMAC test).

#### ARTICLE IX - PAYMENT OF TUITION FOR COURSES FOR ADVANCE STUDY

1. For those courses which have been approved, the Board will reimburse the teacher at the full current tuition rate established by the New Jersey State College tuition plus 50% of the difference between State College tuition and the actual tuition.
2. To qualify for reimbursement the teacher must complete and submit to the superintendent the appropriate form accompanied by a record of payment and proof of successful completion of the course.
3. Courses required for certification or taken prior to the first day of teaching in Mendham Borough School District

will not be eligible for reimbursement.

4. Courses which are part of an approved Master's Degree, Professional Diploma, or a Doctor's Degree Program in either the teacher's field of specialization or another field approved by the superintendent for that teacher will automatically be eligible for reimbursement.
5. The superintendent may approve other courses if a teacher can show that completion of the course will enhance his/her competence and/or creativity in the teacher's field of specification or in any other reasonable assignments within the district. If approval is denied, the teacher may present his/her argument to the Education Committee of the Mendham Borough Education Association which shall render an opinion. The teacher could then ask the superintendent to reconsider the decision.
6. A grade of at least a B or equivalent shall determine successful completion of the course.
7. Not more than 15 credits during one fiscal year, nor more than six credits during any one session, will be approved for reimbursement.
8. Approval for reimbursement may be at the regular Board meeting following the completion and submission of the required form as outlined above.

#### ARTICLE X - REIMBURSEMENT OF TEACHER'S EXPENSES

1. The Board will reimburse the teachers for expenses incurred in the pursuit of school business. Any teacher anticipating such expense shall first get approval from the administrator. A voucher listing these expenditures shall be submitted to the Board Secretary for payment by the first of each month. The Board will reimburse the teacher for mileage driven in his or her own car for school purposes at the rate determined by the IRS to be proper for tax free reimbursement.

#### ARTICLE XI - PAID ABSENCES FOR PERSONAL OR PROFESSIONAL PURPOSE

1. The Superintendent may recommend or grant requests of teachers to attend local conferences and workshops and to visit other schools when such attendance or visitation will directly benefit the Mendham Borough Schools.
2. Teachers shall be granted two personal days/family illness days annually with full pay without disclosing

the reason; the unused portion of which shall accumulate as sick leave. One additional personal day will be granted, with reasons, upon the approval of the Superintendent, with reasons limited to religious holidays or business that must be conducted during school hours. If this additional day is not used it will roll over into accumulated sick leave. Additional days may be granted by the Board for special or unusual circumstances upon the recommendation of the Superintendent.

#### ARTICLE XII - MATERNITY/ADOPTION LEAVE

1. Any tenured teacher may be granted an unpaid child rearing leave of absence for a basic duration of 18 consecutive months. The Board of Education may, however, grant a longer or shorter child rearing leave to enable a teacher to return to work at a time mutually agreeable.
2. A teacher should normally inform the Board by no later than March 1 that teacher will return for the beginning of the next school year.
3. A teacher requesting a maternity disability leave of absence before the birth of the child should normally submit a written request along with providing suitable medical evidence of pregnancy and the expected date of delivery to the Board of Education sufficiently in advance of the requested starting date of the leave so the Board may act.
4. A teacher requesting a child rearing leave of absence for the purpose of caring for the child following a paid period of personal illness because of childbirth should normally submit a written request in advance of the expected starting date. The starting date of the leave shall generally be the first scheduled working date following the paid period of personal illness because of childbirth. Any teacher under tenure planning to adopt an infant shall inform the Board of such intent at the earliest possible time, and such leave shall commence upon said teacher receiving custody of the child.
5. A teacher returning to work after a child rearing leave of absence shall be placed on the proper place on the latest salary guide, but no credit shall be given for the time covered by the leave of absence.

#### ARTICLE XIII - EXTENDED LEAVE OF ABSENCES

An extended leave, without pay, may be granted to a tenured teacher

subject to the following conditions:

1. Seven years full time consecutive service in this district.
2. A written request for this leave must be received by the superintendent before February 1 of the school year preceding the school year for which the leave is requested. A written response to each request received will be provided by March 1.
3. Such leave shall normally be for a term of 12 months; however, the Board may grant a longer or shorter leave to enable a teacher to return at a time mutually agreeable.
4. The teacher must inform the Superintendent of his/her intention to rejoin the staff by March 1 of the leave year.
5. Upon returning from an extended leave, the teacher shall be placed on the appropriate level and step of the latest salary guide with no credit given for the time covered by the leave.
6. During the period of the leave, a teacher may maintain the group medical and dental benefits with the teacher paying the full cost of these benefits.

#### ARTICLE XIV - PART-TIME TEACHERS

1. Part-time teachers shall be scheduled and assigned duties in all respects based upon the fraction of full time for which they are employed.
2. Tuition reimbursement for part-time teachers, who work at least fifty percent (50%) of the time and who meet all other conditions for tuition reimbursement, shall be the same as for full-time teachers.
3. Part-time teachers shall be paid the same fraction of the salary guide amount for which they are employed.

#### ARTICLE XV - TUITION FREE ENROLLMENT

As a professional courtesy, children of teachers who do not live in the district will be permitted to attend the Mendham Borough Schools so long as there is no additional staffing or transportation necessary and/or required.

ARTICLE XVI - EXTRACURRICULAR POSITIONS

1. Compensation for teacher participation in extracurricular activities which is beyond the scope of the teacher's assignment shall be set forth and specifically listed in schedules B, C and D, with compensation listed therein.
2. All extracurricular activities proposed in the district shall be posted at least ten (10) school days prior to the closing date for application. The posting shall include the following information:
  - A. Job title and job description;
  - B. Location of job;
  - C. Title of immediate supervisor;
  - D. Qualifications needed to apply for posted position;
  - E. Salary.

ARTICLE XVII - ASSOCIATION RIGHTS

1. Representation 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 representation fee will be for the current school year and will not be retroactive. This fee shall be the maximum allowed by law.

2. Mechanics of Deductions and Transmission of Fees

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association. The Board of Education requests that the representation fee be deducted beginning September 1.

3. Indemnification and Save Harmless Provision

A. Liability

The Association agrees to indemnify and hold the Board harmless against any liability which may

arise by reason of any action taken by the Board in complying with the provisions of this Article, provided that:

- (a) The Board gives the Association timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
- (b) If the Association so requests in writing, the Board will cooperate fully with the Association in gathering evidence, securing witnesses, and in all other aspects of said defense.

B. Exception

It is expressly understood that Paragraph A above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

- C. The Association shall maintain a "demand and return" system consistent with the law.

ARTICLE XVIII - BOARD RIGHTS

The Board, on its own behalf and on the behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey and of the United States, including all decisional law and Rules and Regulations of the State Department of Education and Commissioner of Education of the State of New Jersey, and the provisions of this agreement shall be construed in the light of the management prerogatives vested in the Board by the foregoing legal authorities. Such rights include but are not limited to:

- A. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees in the performance of their school assignments.
- B. To hire all employees and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment and to promote and transfer all such employees.



ARTICLE XIX - NEGOTIATIONS

Negotiations should begin no later than January 15th of the year in which this Agreement expires.

This Agreement shall not be modified in whole or in part nor shall additional items be added by the parties except by an amendment in writing approved by the Board and the Association. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be permitted, but all other provisions or applications shall be considered in force and effect.

ARTICLE XX - DURATION OF AGREEMENT

This agreement shall be effective during the school year 1991-92 and 1992-93, commencing July 1, 1991 and terminating on June 30, 1993.

ARTICLE XXI - REPRODUCTION OF AGREEMENT

1. Copies of this agreement shall be provided at the expense of the Board within thirty (30) days after the agreement is signed.
2. A copy of the agreement shall be presented to all teachers now employed by the Board, but in no case shall the number of copies required exceed ninety-four (94).

IN WITNESS WHEREOF the parties, subsequent to ratification and Board Resolution, hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries and their respective corporate seals affixed hereto at Mendham, New Jersey on this \_\_\_\_\_ day of \_\_\_\_\_, 1992.

MENDHAM BOROUGH EDUCATION ASSOCIATION

MENDHAM BOROUGH BOARD OF EDUCATION

By: Marie A. Giffin  
President

By: Anne H. Moore  
President

By: Elizabeth M. Gannon  
Secretary

By: Judith A. Suidas  
Secretary

APPENDIX A-1

TEACHERS' SALARY GUIDE  
1991-92

<u>Step</u>	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>
1	27426	27939	28787	29634	30257	30983
2	27426	27939	28787	29634	30257	30983
3	28011	28255	29237	30219	30793	31568
4	28667	28910	29904	30898	31472	32247
5	29392	29636	30653	31670	32244	33020
6	30188	30432	31484	32536	33110	33886
7	31055	31298	32397	33496	34070	34846
8	31991	32235	33392	34550	35124	35899
9	32998	33241	34508	35697	36271	37046
10	34075	34318	35749	36939	37513	38287
11	35222	35466	37083	38272	38846	39622
12	36439	36683	38512	39696	40275	41050
13	37727	37971	40033	41222	41796	41664
14	39085	39328	41649	42837	43412	44187
15	40513	40768	43358	44547	45215	45897
16	42011	42254	45160	46350	46816	47699
17	45210	45453	48255	49876	50175	51225
18	\$0	\$0	\$0	\$0	\$0	\$0
SM1	\$200	\$200	\$200	\$200	\$200	\$200
SM2	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100

A teacher reaching step 17 shall be placed on the SM1 step.

SM1 SAL=	45410	45653	48455	50076	50375	51425
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A teacher reaching year 22 of accredited service shall be placed on step SM2.

$$SM2 = STEP 17 + SM1\$ + SM2\$$$

SM2 SAL=	47510	47753	50555	52176	52475	53525
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APPENDIX A-2

TEACHERS' SALARY GUIDE  
1992-93

<u>Step</u>	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>
1	28636	29149	29997	30844	31467	32742
2	28636	29149	29997	30844	31467	32742
3	29221	29465	30447	31429	32003	33278
4	29877	30120	31114	32108	32682	33957
5	30602	30846	31863	32880	33454	34729
6	31398	31642	32694	33746	34320	35595
7	32265	32508	33607	34706	35280	36555
8	33201	33445	34602	35760	36334	37609
9	34208	34451	35718	36907	37481	38756
10	35285	35528	36959	38149	38723	39998
11	36432	36676	38293	39482	40056	41331
12	37649	37893	39722	40906	41485	42760
13	38937	39181	41243	42432	43006	44281
14	40295	40538	42859	44047	44622	45897
15	41723	41978	44568	45757	46425	47700
16	43221	43464	46370	47560	48026	49301
17	47410	47653	50455	52076	52375	53650
18	\$0	\$0	\$0	\$0	\$0	\$0
SM1	\$200	\$200	\$200	\$200	\$200	\$200
SM2	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600	\$3,825

A teacher reaching step 17 shall be placed on the SM1 step.

SM1 SAL=	47610	47853	50655	52276	52575	53850
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A teacher reaching year 22 of accredited service shall be placed on step SM2.

$$SM2 = STEP 17 + SM1\$ + SM2\$$$

SM2 SAL=	50210	50453	53255	54876	55175	57675
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APPENDIX B

COACHES' COMPENSATION SCHEDULE  
1991-92

<u>Level</u>	<u>Years</u>	<u>Soccer, Basketball, Baseball, Softball</u>	<u>Cheerleading Cross Country</u>	<u>Tennis</u>
1	1-2	1178.10	706.86	589.05
2	3-4	1413.72	942.48	677.94
3	5-6	1649.34	1178.10	765.77
4	7-8	2002.77	1413.72	913.56
5	9+	2415.11	1649.34	1060.29

COACHES' COMPENSATION SCHEDULE  
1992-93

<u>Level</u>	<u>Years</u>	<u>Soccer, Basketball, Baseball, Softball</u>	<u>Cheerleading Cross Country</u>	<u>Tennis</u>
1	1-2	1259.27	755.56	629.64
2	3-4	1511.13	1007.42	724.65
3	5-6	1762.98	1259.27	818.53
4	7-8	2140.76	1511.13	976.51
5	9+	2581.51	1762.98	1133.34

Athletic Director

1990-91	660.00
1991-92	706.86
1992-93	755.56

APPENDIX C

EXTRA CURRICULAR COMPENSATION SCHEDULE

	<u>1991-92</u>	<u>1992-93</u>
Eighth Grade Advisors	\$ 188.50	\$ 201.48
Eighth Grade Advisors/Coordinator	400.55	428.15
Student Council Activities Advisor	400.55	428.15
Yearbook Advisor	647.95	692.60
District News Advisor	541.93	579.26
Intramural Supervisor	22.38/hr	23.93/hr
Bi-Annual Musical Staff	4176.90	4464.69
Sixth Grade Environmental Camping Trip Coordinator	117.81	125.93
Cafeteria Supervisor	(Time)	(Time)
District Computer Coordinator	542.00	579.26
Teacher-in-Charge	542.00	579.26

APPENDIX D

BAND AND CHORAL/ORCHESTRA DIRECTORS  
COMPENSATION SCHEDULE

<u>Level</u>	<u>Years</u>	<u>Salary</u>	
		<u>1991-92</u>	<u>1992-93</u>
1	1-2	\$706.86	\$ 755.56
2	3-4	942.48	1007.42
3	5-6	1178.10	1259.27
4	7-8	1531.53	1637.05
5	9-10	1767.15	1888.91
6	11-12	2002.77	2140.76
7	13-14	2238.39	2392.62
8	15-16	2356.20	2518.54

SIDE BAR  
ATTACHED TO BUT NOT A PART OF  
THE AGREEMENT BETWEEN  
THE BOARD OF EDUCATION OF THE BOROUGH OF MENDHAM  
AND  
THE MENDHAM BOROUGH EDUCATION ASSOCIATION  
JULY 1, 1991 - JUNE 30, 1993

RDS teachers will be placed on the salary guide at the proper step and column according to their educational preparation and experience. This adjustment shall be made within 2 years of July 1, 1991. Those teachers earning more than guide step and column in 1990-91 shall receive a raise at no less than \$1,000 until their proper step and column "catch-up" to them.