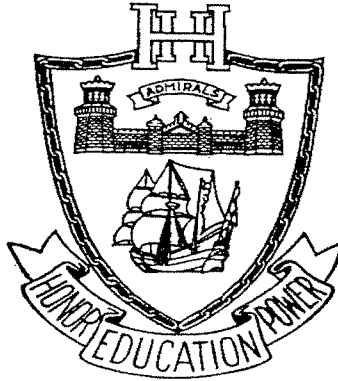


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**HENRY HUDSON REGIONAL SCHOOL DISTRICT
HIGHLANDS, NEW JERSEY 07732**

AGREEMENT FOR 2005-2006, 2006-2007, 2007-2008

HENRY HUDSON REGIONAL SCHOOL DISTRICT
BOARD OF EDUCATION

AND

HENRY HUDSON REGIONAL EDUCATION
ASSOCIATION

Tentative Agreement: November 15, 2005
Ratified: January 25, 2006

TABLE OF CONTENTS

Preamble	1
Article I Recognition	2
Article II Grievance Procedure	3
Article III Employee and Association Rights and Privileges	6
Article IV Salaries	7
Article V Sick Leave	9
Article VI Temporary Leaves of Absence	11
Article VII Personal Days	12
Article VIII Extended Leaves of Absence	13
Article IX Sabbatical Leave	14
Article X Insurance Protection	16
Article XI Credit Reimbursement	18
Article XII Promotions & Vacancies	19
Article XIII Teacher Assignment	20
Article XIV Teacher Evaluation	21
Article XV Extra Curricular Activities	24
Article XVI Calendar	25
Article XVII Thorough & Efficient Assignments	26
Article XVIII Teacher Work Day	27
Article XIX Conference with Administration	31
Article XX Miscellaneous	32
Article XXI Agency Shop	33
Article XXII Duration of Agreement	34
Salary Guides	35-39

PREAMBLE

This agreement is entered into this 25th day of January, 2006 between the BOARD OF EDUCATION OF THE HENRY HUDSON REGIONAL SCHOOL DISTRICT, the Borough of Highlands, New Jersey, hereinafter called the Board and the HENRY HUDSON REGIONAL EDUCATION ASSOCIATION, INC., hereinafter called the Association.

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Association as the executive and sole representative for collective negotiations concerning the terms and conditions of employment for all full time certificated personnel whether under contract, on leave or employed by the Board including:

1. Teachers
2. Librarian
3. Guidance Personnel
4. Nurse
5. Psychologist
6. Social Worker
7. Head Guidance Counselor

but excluding:

1. Superintendent
2. Business Administrator/Board Secretary
3. Director of Student Personnel Services
4. Child Study Team Director
5. Vice Principal
6. Secretary to Business Administrator/Board Secretary
7. Board of Education Bookkeeper
8. Secretary to Superintendent
9. Secretary to Vice Principal
10. Attendance Officer
11. Bus Drivers
12. Supervisors
13. All other secretaries and clerks
14. Substance Awareness Coordinator
15. Substance Awareness Counselor

B. Unless otherwise indicated, the term teacher, when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

ARTICLE II

GRIEVANCE PROCEDURE

A. DEFINITIONS

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

B. PURPOSE

1. 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 the welfare or terms and conditions of employment of employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration, and to have the grievance adjusted without intervention of the Association provided the adjustment is consistent with the terms of this Agreement.

C. PROCEDURE FOR INDIVIDUAL GRIEVANCES

1. Any individual member of the professional staff shall have the right to appeal the application of policies and administrative decisions affecting him through recognized administrative channels.
2. In presenting his grievance, the member of the staff shall be assured freedom from prejudicial action in presenting his appeal.
3. He shall have the right to present his own appeal or to designate a representative of the local education association or other person of his own choosing to appear with him at any step of his appeal. Both the aggrieved person and his representative will be permitted to state their views.
4. Any professional employee who has a grievance shall appeal it orally to his immediate superior and if necessary, continue the appeal to the next person in line until reaching the School Superintendent.

5. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee 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.
6. If, as a result of the discussion with the Superintendent, the matter is not resolved to the satisfaction of the employee, he shall then, within five (5) school days, set forth his grievance in writing to the Superintendent specifying
 - a. the nature of the grievance
 - b. the results of previous discussions
 - c. his dissatisfaction with decisions previously rendered.
7. If the grievance is not resolved to the teacher's satisfaction, he, no later than three (3) school days after receipt of the Superintendent's decision may request a review by the Board. The Board, or a committee thereof, shall render a decision in writing within twenty (20) school days of receipt of the grievance by the Board.
8. Should the Association be dissatisfied with the decision on the grievance rendered by the Board, it may be a written dated notice to the Board not later than ten (10) school days following the rendering of the Board's decision, refer the grievance to binding arbitration.
9. Within ten (10) school days following the reference to arbitration, either party shall have the right to apply to the American Arbitration Association to appoint the arbitrator. Upon such application, the appointment of the arbitrator shall be governed by the rules established by the American Arbitration Association.
10. The arbitrator shall issue his decision not later than thirty (30) days from the date of the closing of the hearings, or, if oral hearings have been waived, then from the date of the transmitting of the final statements and proofs to the arbitrator. The decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decisions
 1. Contrary to, or inconsistent with, or modifying or varying in any way, the terms of this Agreement, or of applicable law or rules or regulations having the force and effect of law;
 2. Limiting or interfering in any way with the powers, duties and responsibilities of the Board under applicable law, and rules and regulations having the force and effect of law.

11. The arbitrator's fee will be shared equally by the parties to the dispute.
12. The filing or pendency of any grievance under the provisions of this Article shall in no way operate to impede, delay or interfere with the right of the Board to take action complained of, subject, however, to the decisions of the arbitrator.
13. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants until final disposition of the grievance.

ARTICLE III

EMPLOYEE AND ASSOCIATION RIGHTS AND PRIVILEGES

A. INFORMATION

The Board agrees to furnish to the Association in response to reasonable requests from time to time, all available public information concerning the educational program and the financial resources of the district.

B. RELEASED TIME FOR MEETINGS

Whenever any representative of the Association or any teacher participates during working hours in mutually scheduled matters concerning the Board and the Association, in negotiating grievance proceedings, conferences, or meeting, he shall suffer no loss in pay.

C. USE OF SCHOOL BUILDINGS

The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings, with prior approval of the Superintendent.

D. USE OF SCHOOL EQUIPMENT

Equipment may be used by the Association within the building with the approval of the Superintendent. All stationery and supplies will be provided at the Association's expenses.

ARTICLE IV

SALARIES

A. EXPERIENCE CREDIT

Up to four years of employment credit will be allowed for military service.

B. PROFESSIONAL GROWTH

Increments are based upon satisfactory performance and professional growth. The Henry Hudson Regional School District Board of Education reserves the right to withhold all or part of the pertinent increment for unsatisfactory conduct or performance of duties. In any event, no teacher may advance to the next category nor receive any increment without the recommendation of the Superintendent and the approval of the Board of Education.

C. MISCELLANEOUS

1. Only the duly attested transcript or other official notice of completed work from the college or educational institution will be accepted for training classifications.
2. The Superintendent shall be notified immediately of any change of training classification; changes will be reported by September 15 and February 15 to take effect the next pay period.
3. A teacher on leave of absence will be classified upon returning on the basis of the years of service at the time the leave began. On the other hand, if the leave is granted for the purpose of further study, the time required therefore will be credited toward the years of experience.

D. The salaries and other remuneration of all teachers covered by this Agreement are set forth in Schedule A and B which are attached hereto and made a part hereof.

E.

1. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments.
2. Teachers, as a group, may elect to have ten (10) percent of their monthly salary deducted from their pay for summer savings.
3. When a pay day falls on or during a school holiday, vacation or weekend, teachers shall receive their paychecks on the last previous working day.

4. Teachers shall receive their final checks on the last working day of June.
5. The Board will reimburse the employees for any interest or penalties accrued as a result of any late payments to MON-OC.
6. The Board agrees to implement the following at the beginning of 1979-80 school year. Pay and expenses for required training; to pay the full cost of tuition and mileage incurred in connection with any courses, seminars, conferences, in-service training sessions or other such sessions which a teacher is required by the administration to complete.

ARTICLE V
SICK LEAVE

- A. As of September 1, 1970, all teachers employed shall be entitled to one day sick leave per month of contract time as of the first official day of the school year, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit. Teachers on leave without pay will not accrue sick leave.
- B. Non-accumulative additional sick leave benefits may be allowed to teachers notifying upon return on the required form and so notifying the department supervisor when calling in accordance with the following schedule:
1. Two (2) days annually, for sickness in the immediate family of the employee limited to mother, father, wife/husband, children or member of household.
- C. Whenever a teacher shall be absent five (5) or more consecutive days because of illness, the Superintendent may request, within three (3) days to the last day of absence, a doctor's certificate as to the reason for the absence.
- D. Teachers shall be given a written notification of accumulated sick days no later than October 15th of each school year.
- E. Cumulative sick leave at TPAF service or early retirement within 15 years in the district will be paid at the per diem rate of 1/200 up to an amount equal to one-half the employee's salary as identified on the applicable salary guide step for 2005-2006.** Payment under these terms shall be made by the Board of Education in three equal installments in July 2006, July 2007, and July 2008.

For the 2005-2006 notification of intention to retire must be given to the Board not later than March 1st for sick leave payments to be made the following July 1st. Failure to notify by March 1st does not forfeit entitlement, but it will defer payment an additional fiscal year. In the event of a full or partial RIF, tenured persons will have the option of being paid for sick leave at the rate of \$75 per day, or retaining the sick leave with recall rights.

For the 2006-2007 school year paid at the rate of \$150/day payable up to an amount equal to one-half of the employee's salary as identified on the applicable salary guide step. Payment under these terms shall be made by the Board of Education in three equal installments in July 2007, July 2008, and July 2009.

For the 2007-2008 school year paid at the rate of \$100/day to a maximum of \$10,000.00. Payment under these terms shall be made by the Board of Education in July 2008.

For the 2006-2008 school years notification of intention to retire must be given to the Board no later than January 1st for the sick leave payments to be made the following July 1st. Failure to notify by January 1st does not forfeit entitlement, but it will defer payment an additional fiscal year. In the event of a full or partial RIF, tenured persons will have the option of being paid for sick leave at the rate of \$75 per day, or retaining the sick leave with recall rights.

- F. To be paid for perfect attendance:
 - \$600 for perfect attendance in 2005-2006
 - \$600 for perfect attendance in 2006-2007
 - \$600 for perfect attendance in 2007-2008

- G. In the event of death of a teacher while under contract, if he or she has served in the district for a minimum of five (5) years, payment for accumulated sick leave at the designated rate shall be made in a lump sum to his or her designated beneficiary.

ARTICLE VI

TEMPORARY LEAVES OF ABSENCE

A. As of the beginning of the 1971-72 school year, teachers shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year:

1. Up to five (5) consecutive school days for absence without loss of pay in the case of death in the teacher's immediate family or household. The administration may grant a like period of time when the presence of a teacher is necessary following the death of a relative not in the immediate family. No deduction in salary shall be made for the attendance at the funeral of a relative not covered in the above paragraph.
2. In case of quarantine on account of a contagious disease in the household of a member of the family other than the employee, no deductions in salary shall be made for such absence during the minimum period of exclusion for contagious diseases, provided that a certificate from the Medical Inspector or Public Health Officer is forwarded to the Superintendent. The minimum period of exclusion shall be determined by the school physician.
3. In case of absence from school by reason of subpoena by the court, no deduction in salary shall be made for such absence, provided the subpoena is recorded with the Superintendent. However, if the teacher is a defendant in a non-job related criminal action and is found guilty by the court, no salary shall be paid for such absence.
4. Permission will not be granted to allow teachers to leave school early to take summer vacations.
5. Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the teacher is entitled.

ARTICLE VII

PERSONAL DAYS

Up to two (2) days annual leave of absence for personal reasons which require absence during school hours may be taken. No statement of reason shall be required for the request but notification to the Superintendent shall be given at least two (2) days before taking such a leave. In case of emergencies, the Superintendent shall have the discretion to waive the two-day notification requirement. Leave may be granted within two (2) days before or after a scheduled holiday at the discretion of the Superintendent. At the end of each school year unused personal leave will be transferred to cumulative sick leave.

Personal leave shall be limited to urgent legal, family or personal matters which necessitate the teacher's absence on a school day. Personal leave shall not be used for recreation, entertainment, or employment, or for matters which can be scheduled outside of school hours.

ARTICLE VIII

EXTENDED LEAVES OF ABSENCE

- A. Any teacher under tenure adopting an infant child may become eligible for maternity leave. This leave shall commence upon the teacher's receiving de facto custody of said infant, or earlier, if necessary, to fulfill the requirements for the adoption. The teacher shall notify the Superintendent at the time the teacher has received approval for adoption of an infant.
- B. Leaves of absence without pay may be granted as the Board of Education may decide.
- C. Any teacher granted a leave of absence for a complete school year (September-June) shall notify the Superintendent in writing by April 30th regarding his intentions for the next school year.
- D. Any teacher granted a leave of absence during a school year must notify the Superintendent in writing 60 days before the expiration of the leave of his intentions of returning to his position.
- E. If notification is not received in accordance with above guidelines it is assumed that the teacher will not be returning to his position.

ARTICLE IX

SABBATICAL LEAVE

A. To secure benefits for the school district, the Board agrees to institute a program of sabbatical leaves subject to the following conditions:

1. Eligibility shall be restricted to faculty members who have completed seven (7) consecutive years full-time service in the district since beginning that service or since the last period of sabbatical leave.
2. Application for sabbatical leave shall be made by letter addressed to the Superintendent no later than December 15th of the academic year prior to the time of the anticipated leave.
3. Letters of application shall state the intended purpose of the sabbatical leave from among the approved purposes:
 - a. advanced study
 - b. educational travel
 - c. related work experience
 - d. education research or other forms of scholarly or creative endeavor
4. Letters of application shall be judged by the Superintendent to determine the benefits which shall accrue to individuals requesting the leave and the school community.
5. The Superintendent shall recommend his choice to the Board not later than February 15th.
6. The Superintendent shall advise the faculty member whom he shall recommend to the Board for consideration not later than March 15th. The Board shall consider the recommendation and make its decision known at the regular public meeting in March.
7. The Board shall grant sabbatical leaves so that no more than one (1) member of the faculty shall be on sabbatical leave status at any given time.
8. Sabbatical leave will be granted for one half ($\frac{1}{2}$) contract year at one half ($\frac{1}{2}$) pay. The leave shall be limited to the length for which the sabbatical leave is approved.

9. Salary shall be paid to faculty member while on approved sabbatical leave on a pro-rated basis for the duration of the leave according to the following schedule:
 - a. One-half pay for the full contract year.
 - B. One-half ($\frac{1}{2}$) contract year at one half ($\frac{1}{2}$) pay
10. All fringe benefits in effect at the time a sabbatical leave commences shall continue in force for all teachers while on approved leaves.
11. Reimbursement will be made to the Board of Education if the faculty member resigns within two (2) years from the date of return for any reason other than disability or death. Such payment shall be made within twenty-four (24) months following termination or separation from the school district and shall be secured by a promissory note originally affected upon entering any period of sabbatical leave.

ARTICLE X
INSURANCE PROTECTION

A. At the beginning of the 1982-83 school year, the Board after consultation and agreement with the Association regarding appropriate insurance carriers, shall provide the health-care insurance protection designated below. The Board shall pay the full family premium for each full-time teacher, employed before July 1, 1993.

1. For each teacher who remains in the employ of the Board the full school year, and is contractually obligated to return the following school year, the Board, shall make payments of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1st and ending August 31st. For teachers not returning the following year, payments for premiums shall terminate on the expiration of their contract. In the event of a full or partial R.I.F. the Board shall continue all dental, prescription and health insurance coverage for affected employees until September first.
2. **The Board will pay for single dental coverage for retirees whose retirement is effective after July 1, 2006.**
The Board will pay for single Dental and Prescription for retiree's whose retirement is effective after June 30, 1986 to June 30, 2005.
3. A health-care insurance program shall be contracted with the Horizon Blue Cross/Blue Shield of New Jersey.
4. If employee waives health benefit coverage, employee will receive 25% cost in a lump payment in June of school year.
5. Effective as soon as possible, Horizon Blue Cross/Blue Shield, Blue Card PPO shall become the benchmark plan. The Board shall provide 100% of the premium cost of the PPO plan with dependent coverage for all tenured employees. All non-tenured employees hired prior to the date of this settlement will maintain full family coverage at the Board's expense. **All employees hired after the date of this settlement will receive PPO employee only coverage of health, dental, and prescription benefits for the first three years.** Employees may purchase dependent coverage at their own expense through payroll deduction. Upon receiving tenure, employees will receive family coverage of health, dental, and prescription benefits at the Board's expense. Employees presently in traditional plan may elect traditional coverage for which the Board shall pay 50% of the difference between traditional and PPO coverage (plus cost of PPO coverage). Employee shall be responsible for remaining 50% of the difference between traditional and PPO by payroll deduction.
6. **Effective as soon as possible doctor office co-payment visit will be \$15.**

- B. The Board shall enter into an agreement with a mutually agreeable company to provide members of the unit and their dependents with dental insurance protection. The Board agrees to contribute to such plan, from the date it becomes effective, the established rate monthly for each member of the unit. Coverage for each member of the unit and his dependents shall commence only after the individual member makes application for said coverage and executes the necessary enrollment card.
- C. Effective as soon as possible the Board shall enter into an agreement with a mutually agreeable company to provide members of the unit and their dependents with **prescription coverage with a \$20 co-payment-brand name, \$10 co-payment-generic, \$10 co-payment-mail order-generic, and \$20 co-payment-mail order-brand name.** The Board agrees to contribute to such plan, from the date it becomes effective, the established rate monthly for each member of the unit. Coverage for each member of the unit and his dependents shall commence only after the individual member makes application for said coverage and executes the necessary enrollment card. The administration of the aforementioned plans shall be controlled by the agreed upon companies in accordance with their rules and regulations.

ARTICLE XI

CREDIT REIMBURSEMENT

Reimbursement for course credits per contract year, will be granted to employees at a maximum of \$400.00 per credit for 2005-2006, \$400.00 per credit for 2006-2007 and \$400.00 per credit for 2007-2008. The unit cap is \$18,000.00 and the individual cap is \$2,400.00 annually (a maximum of \$400.00 per credit for 6 credits). The reimbursement is on a first come, first serve basis. The employee must achieve a 3.0 GPA = B or above grade. Courses must be relevant to current professional assignment. Course descriptions must be submitted and approved by Superintendent prior to course registration. Payment will be authorized and made within six (6) weeks upon presentation of proper receipts and transcripts indicating a 3.0 GPA.

ARTICLE XII

PROMOTIONS AND VACANCIES

A. The Superintendent shall make known in writing to the Association a list of all vacancies and promotions which shall occur in the district.

B. The Association will be consulted for any new positions occurring during the school year without involving the signed contract.

ARTICLE XIII

TEACHER ASSIGNMENT

- A. Teachers will be notified by July 30th of September's teaching assignments and time schedule (1-7 or 2-8).
- B. If there is an involuntary R.I.F. in any subject area, none of the remaining teachers in that subject area will be required to teach more than five (5) periods the next two years.
- C. The person who teaches the Theater Management class would be paid 1/6 of their salary and considered to be working periods 1-8. The teacher of this course would also be responsible for directing the 7/8th Grade play and the Drama Club musical production as part of the additional 1/6 increase of salary.
- Should this class not be offered as an elective at some point in the future, the positions of Theatrical Director - Musical and 7/8th Grade Theatrical Director will again be placed on Schedule B of the salary guide at the rate already negotiated.
- D. The district will not implement block scheduling without negotiating the impact to the association.

ARTICLE XIV

TEACHER EVALUATION

A. Tenured teachers shall be observed at least twice a year - the first of these observations coming before December 1st and the second before April 1st. The observed teacher will be provided with a written evaluation to be signed by the teacher and conference whereby observer and teacher can discuss the observation. The meeting shall be held within forty-eight (48) hours after the day on which the observation took place.

B. Non-tenured teachers shall be observed not less than three times by April 1st. At least one of these shall be by December 1st. Each of these observations shall be followed by a conference with the teacher and the observer within forty-eight (48) hours of the observation date. Non-tenured teachers shall be notified by their employment status by April 30th.

C. Procedure

1. Frequency

- a. Teachers shall be observed through classroom visitation by a certified supervisor at least two (2) times in each school year, to be followed in each instance by a written evaluation report and b a conference between the teacher and his immediate supervisor for the purpose of identifying any deficiencies, and strengths, extending assistance for their correction and improving instruction. Each observation shall consist of at least a full period in the junior/senior high school.
- b. Classroom visitations/observation shall not occur on the same day, nor shall any observation occur prior to the previous evaluation conference. In no case should any observation occur within five (5) school days of the previous evaluation. All visitation/observations shall occur in the same work year.

2. Open Evaluation

All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, public address, cameras, audio systems and similar surveillance devices shall be strictly prohibited.

3. Copies of Evaluations

A teacher shall be given a copy of any class visit evaluation report prepared by his evaluator on the day of the conference to discuss it. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.

4. Right to Representation

A teacher shall have the right to representation in an evaluation conference.

5. Standardized Tests

Results of standardized tests used for evaluating students shall not be used as the sole indicator to evaluate teacher performance.

6. Reports

Evaluation reports shall be presented to each teacher in accordance with the following procedures:

- a. Such reports shall be issued in the name of the evaluator. The evaluator is the person who observed the teaching performance as required.
- b. Such reports shall be addressed to the teacher
- c. Such reports shall be written in narrative form and shall include, when pertinent:
 - (1) Strengths and weaknesses of the teacher since the previous report.
 - (2) Specific suggestions as to measures which the teacher might take to improve his performance in each of the areas wherein weaknesses have been indicated.

D. Personnel Records

1. File

A teacher shall have the right, upon request, to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein. A teacher shall be entitled to have representative(s) of the Association accompany him during such review. At least once every two (2) years, a teacher shall have the right to indicate those documents and/or other materials in his file which he believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the Superintendent or his designee and if, in fact, they are obsolete or otherwise inappropriate to retain, they shall be destroyed.

2. Derogatory Material

No material derogatory to a teacher's conduct, service, character or personality or any material which could have an adverse effect on a teacher's status shall be placed in his personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicated agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and his answer shall be received by the Superintendent or his designee and attached to the file copy.

ARTICLE XV

EXTRA-CURRICULAR ACTIVITIES

No vacancy shall be filled by means of involuntary appointment if in the opinion of the Superintendent there is a qualified volunteer available to fill said position.

ARTICLE XVI

CALENDAR

The Henry Hudson Regional School District Education Association will be consulted when the Board of Education is drawing up the school calendar.

ARTICLE XVII

THOROUGH AND EFFICIENT ASSIGNMENTS

The school administration shall have the right to make any and all work assignments which deal with the state mandated thorough and efficient program during the regular school day. Scheduling of these assignments shall be at the discretion of the administration.

ARTICLE XVIII
TEACHER WORK DAY

For 2005-2006 see attached schedule
For 2006-2007 and 2007-2008 see attached schedule

7 th - 8 th Grade	Breakfast	7:15-7:25
	Period 1	7:28-8:12
	Period 2	8:15-9:00
	Period 3	9:03-9:47
	Period 4	9:50-10:34
	(Lunch)	Period 5A 10:37-11:04
	(Class)	Period 5B 11:07-11:51
	Period 6	11:54-12:38
	Period 7	12:41-1:25
Period 8	1:28-2:12	

9 th - 12 th Grade	Breakfast	7:15-7:25
	Period 1	7:28-8:12
	Period 2	8:15-9:00
	Period 3	9:03-9:47
	Period 4	9:50-10:34
	Period 5	10:37-11:21
	(Lunch)	Period 6A 11:24-11:51
	(Class)	Period 6A 11:24-12:08
	(Class)	Period 6B 11:54-12:38
	(Lunch)	Period 6B 12:11-12:38
	Period 7	12:41-1:25
Period 8	1:28-2:12	

Period One Teachers Check In:	7:17 am
Period One Teachers Check Out:	1:43 pm

Period Two Teachers Check In:	8:05 am
Period Two Teachers Check Out:	2:31 pm

2006-2007 & 2007-2008 Teacher Work Day

7th- 8th Grade

Breakfast	7:15-7:25
Period 1	7:27-8:10
Period 2	8:13-8:58
Period 3	9:01-9:42
Period 4	9:45-10:27
(Lunch)	Period 5A 10:30-10:57
(Class)	Period 5B 11:00-11:42
Period 6	11:45-12:27
Period 7	12:30-1:12
Period 8	1:15-1:57

9th - 12th Grade

Breakfast	7:15-7:25
Period 1	7:27-8:10
Period 2	8:13-8:58
Period 3	9:01-9:42
Period 4	9:45-10:27
Period 5	10:30-11:12
(Lunch)	Period 6A 11:15-11:42
(Class)	Period 6A 11:15-11:57
(Class)	Period 6B 11:45-12:27
(Lunch)	Period 6B 12:00-12:27
Period 7	12:30-1:12
Period 8	1:15-1:57

Period One Teachers Check In: 7:17 am
 Period One Teachers Check Out: 1:43 pm

Period Two Teachers Check In: 8:05 am
 Period Two Teachers Check Out: 2:31 pm

Guidance hours are 7:30 a.m. - 3:30 p.m.

New Guidance Counselors hired after July 1, 2002 will work normal teacher hours with no additional compensation.

New Child Study Team members hired after July 1, 2002 will work normal teacher hours with no additional compensation.

CST: will work seven (7) days beyond teachers work days (190 days). Day assignment will be at the discretion of the CST Director.

- A. Employees will be required to participate in four (4) professional in-service days from the hours of 8:30 a.m. - 3:00 p.m. in addition to the school year (180 days).
- B. Teachers will voluntarily attend "Back to School Night" and one (1) 7th/8th grade "Parents - Teacher Conference Night" with no additional compensation.
- C. Any teacher whose attendance is required by the administration to work beyond the regular teacher in-school day, or beyond his/her total in-school work day as defined, shall be compensated at the rate of \$25.00 per hour, except as noted in A and B.
- D. All teachers will work either periods one (1) through seven (7) or two (2) through eight (8). **Teacher sign in and sign out times are listed on Teacher Work Day schedule.**
- E. All other terms and conditions of employment pertaining to the work day shall continue as in the 1981-82 school year.
- F. Any teacher requested and willing to volunteer and work periods one (1) through eight (8) shall receive an additional stipend of 1/6 of his/her salary. Tenured teachers will be given first preference. This will not affect the terms and conditions of employment of any other staff members.
- G. Curriculum-Course of Study:
Any course of study done before or after regular school work day or during summer recess will be compensated as follows:
Employee will receive \$400.00 for full year course of study update, \$300.00 for half-year course update, \$700.00 for new course of study, and \$400.00 for half-year new course of study.
Compensation will be contingent upon Superintendent's receipt of and approval of a finished hard and disc copy.
- H. Faculty Meetings:
 - 1. Maximum of 10 after work day meetings per school year.
 - 2. Meeting not to exceed 45 minutes.
 - 3. 48 hour pre-meeting notice will be given.
 - 4. Preferably meetings to be held on third Monday of the month.

- I. Any teacher required to teach 6 classes 2 consecutive years will be compensated at a rate of $\frac{1}{6}$ the average teacher salary for year two. This compensation will only take place every other year of teaching 6 classes. (This language does not apply to Special Education Teachers)

ARTICLE XIX

CONFERENCE WITH ADMINISTRATION

Should any administrator find it necessary to have a conference with any member of the unit, and following said conference he/she determines that a written reprimand should be forwarded to the member, or a written recommendation to the Board should be made, and the recommendation concerns any matter which could adversely affect the continuation of that teaching staff member in his office, position or employment or the salary or any increment pertaining thereto, then and in that event, before said written reprimand is forwarded or the recommendation is made, the member shall be notified and given an opportunity for an informal appearance before the Superintendent. At any such appearance, the member shall be entitled to have a representative of the local Association or the New Jersey Education Association present.

If any member of the unit is required to appear before the Board of Education or any committee of the Board, he/she shall be given prior written notice stating the reasons for such meeting and shall be entitled to such a representative present.

ARTICLE XX

MISCELLANEOUS

- A. This Agreement shall constitute a board policy for the term of said Agreement and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.
- B. Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the Henry Hudson Regional Education Association before they are established.
- C. Any individual contract and any job description between the Board and an individual teacher, theretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract or job description contains language inconsistent with this Agreement, this Agreement during its duration shall be controlling.
- D. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer or discipline of teachers or in the application of administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile or marital status.

ARTICLE XXI

AGENCY SHOP

1. NON-ASSOCIATION PAYROLL REPRESENTATION FEE DEDUCTION

If an employee does not become a member of the Association prior to the commencement of a contract year (i.e. from July 1 to the following June 30) 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 contract 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. The fee is not to cover excluded union activities for which payment is not required, i.e. partisan activities, political activities or causes, or ideological positions only incidentally related to terms and conditions of employment, and/or any and all benefits available only to members of the majority representative.

2. AMOUNT OF FEE

a. Notification - Prior to the beginning of each contract year, the Association will notify the Board in writing of the amount of regular membership dues, initiation fees and assessments charged by the Association to its own members for the coming year. A representation fee to be paid by the non-members will be determined by the Association in accordance with the law.

b. Legal Maximum - In order to adequately offset the per capita cost of services rendered by the Association as majority representative, the Association will certify to the Board prior to the start of each contract year the amount of the representation fee to be assessed calculated on an amount equal to the regular membership dues, initiation fees and assessments charged by the Association to its own members and that it does not include any amount of dues, fees and assessments that are expanded: (1) for partisan, political or ideological activities or causes that are only incidentally related to terms and conditions of employment or (2) applied toward the cost of benefits available only to members of the majority representative. The actual representation fee shall be set at no more than 85% of the amount of membership dues, initiation fees and assessments as above defined.

ARTICLE XXII

DURATION OF AGREEMENT

A. The salary guides contained in Schedules A and B **2005-2006** shall be in effect as of **July 1, 2005** and shall continue in effect until **June 30, 2006**. The salary guides contained in Schedules A and B **2006-2007** shall be effective as of **July 1, 2006** and shall continue in effect until **June 30, 2007**. The salary guides contained in Schedules A and B **2007-2008** shall be effective as of **July 1, 2007** and shall continue in effect until **June 30, 2008**.

B. IN WITNESS WHEREOF, the parties have hereunto caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

HENRY HUDSON REGIONAL
EDUCATION ASSOCIATION, INC.

BY Jennifer Raiko
Jennifer Raiko, President

BY Karen Tay
Karen Tay, Secretary

HENRY HUDSON REGIONAL
BOARD OF EDUCATION

BY Charles D. Bennett
Charles D. Bennett
Board President

BY Katherine A. McDonald-Ott
Katherine A. McDonald-Ott
Board Secretary

YEAR 1
2005-2006

OLD STEP	STEP	BA	BA+30	MA	MA+30
1&2	1	39,335	41,335	42,335	44,335
3	2	39,835	41,835	42,835	44,835
4	3	40,235	42,235	43,235	45,235
5	4	40,735	42,735	43,735	45,735
6	5	41,570	43,570	44,570	46,570
7	6	42,130	44,130	45,130	47,130
8	7	43,270	45,270	46,270	48,270
9	8	44,670	46,670	47,670	49,670
10	9	46,050	48,050	49,050	51,050
11	10	47,890	49,890	50,890	52,890
12	11	49,115	51,115	52,115	54,115
13	12	49,985	51,985	52,985	54,985
14	13	50,905	52,905	53,905	55,905
15	14	51,585	53,585	54,585	56,585
16	15	52,395	54,395	55,395	57,395
17	16	53,315	55,315	56,315	58,315
18	17	55,095	57,095	58,095	60,095
19	18	56,955	58,955	59,955	61,955
20	19	58,555	60,555	61,555	63,555
21	20	58,965	60,965	61,965	63,965
22	21	59,265	61,265	62,265	64,265
23	22	60,105	62,105	63,105	65,105
24	23	60,405	62,405	63,405	65,405
25	24	63,320	65,320	66,320	68,320
26	25	67,235	69,555	70,465	72,615
	OG5			77,554	79,754
	OG4	78,154			
	OG3	79,794			
	OG2				87,374
	OG1			86,794	

Anyone over Step 26 add \$1500.00 to the previous year (2004-2005) salary

YEAR 2
2006-2007

OLD STEP	STEP	BA	BA+30	MA	MA+30
1	1	41,095	43,495	44,495	46,495
2 & 3	2	41,595	43,995	44,995	46,995
4 & 5	3	41,995	44,395	45,395	47,395
6	4	42,815	45,215	46,215	48,215
7	5	43,375	45,775	46,775	48,775
8	6	44,575	46,975	47,975	49,975
9	7	45,975	48,375	49,375	51,375
10	8	47,475	49,875	50,875	52,875
11	9	49,150	51,550	52,550	54,550
12	10	50,365	52,765	53,765	55,765
13 & 14	11	51,630	54,030	55,030	57,030
15 & 16	12	52,945	55,345	56,345	58,345
17	13	54,360	56,760	57,760	59,760
18	14	55,875	58,275	59,275	61,275
19	15	57,490	59,890	60,890	62,890
20	16	59,205	61,605	62,605	64,605
21 & 22	17	61,020	63,420	64,420	66,420
23 & 24	18	62,935	65,335	66,335	68,335
25	19	65,335	67,735	68,735	70,735
26	20	68,735	71,135	72,135	74,135
	OG5			79,054	81,254
	OG4	79,654			
	OG3	81,294			
	OG2				88,874
	OG1			88,294	

Anyone over Step 26 add \$1500.00 to the previous year (2005-2006) salary

YEAR 3
2007-2008

OLD STEP	STEP	BA	BA+30	MA	MA+30
1 & 2	1	43,975	46,575	47,775	49,975
3 & 4	2	44,475	47,075	48,275	50,475
5 & 6	3	44,975	47,575	48,775	50,975
7 & 8	4	45,475	48,075	49,275	51,475
9	5	46,760	49,360	50,560	52,760
10	6	48,110	50,710	51,910	54,110
11	7	49,510	52,110	53,310	55,510
12	8	50,960	53,560	54,760	56,960
13	9	52,460	55,060	56,260	58,460
14 & 15	10	54,060	56,660	57,860	60,060
16 & 17	11	55,760	58,360	59,560	61,760
18	12	57,560	60,160	61,360	63,560
19	13	59,460	62,060	63,260	65,460
20	14	61,460	64,060	65,260	67,460
21	15	63,560	66,160	67,360	69,560
22 & 23	16	65,760	68,360	69,560	71,760
24 & 25	17	68,060	70,660	71,860	74,060
26	18	70,460	73,060	74,260	76,460
	OG5			80,779	82,979
	OG4	81,379			
	OG3	83,019			
	OG2				90,599
	OG1			90,019	

Anyone over Step 26 add \$1725.00 to the previous year (2006-2007) salary

HENRY HUDSON REGIONAL SCHOOL
SCHEDULE B

OTHER REMUNERATION 2005-2006, 2006-2007, 2007-2008

ACTIVITY	1	2	3
Athletic Director (2 duty free periods)	7,041	7,626	8,209
Basketball - Varsity (boys & girls)	6,033	7,021	8,009
Basketball - Jr. Varsity (boys & girls)	4,323	5,004	5,685
Basketball - Freshman	3,831	4,372	4,913
Soccer & Field Hockey - Varsity	5,216	6,082	6,948
Soccer & Field Hockey - Jr. Varsity	3,701	4,306	4,913
Baseball/Softball - Varsity	5,216	6,082	6,948
Baseball/Softball - Jr. Varsity	3,701	4,306	4,913
Softball (assistant)	2,666	3,066	3,465
Bowling (boys & girls combined) - Varsity	3,469	4,071	4,671
Chess Advisor - Varsity	2,313	2,678	3,112
Cross Country (boys & girls) - Varsity	6,437	6,692	6,948
Tennis (boys & girls) - Varsity	6,437	6,692	6,948
Cheerleaders - Varsity	3,009	3,639	4,266
Intramurals (boys & girls)	2,120	2,504	2,888
Student Council			2,888
Key Club Advisor			2,888
National Honor Society Advisor			2,888
Journalism Advisor			2,888
Theatrical Director - Musical			6,211
Music Director			6,211
Yearbook Advisor			5,261
Yearbook Business Advisor			3,094
Audio Visual Labs Coordinator			4,950
French Club Advisor			1,114
SADD Club Advisor			1,114
A Cappella Choir			1,114
Site Manager			3,094

Science Club

*1,114 Rem
JK*

ACTIVITY	1	2	3
Set Manager			1,093
Set Construction Manager			1,114
Spanish Club			1,114
Health Careers			1,114
Class Advisors 7-10			1,396
Class Advisors 11-12			3,740
7-8 Basketball (boys & girls)	3,422	3,982	4,541
7-8 Baseball/Softball	2,666	3,065	3,464
7-8 Cheerleader	1,677	1,995	2,398
7-8 Cross Country (boys/girls combined)	3,338	3,779	4,221
7-8 Intramurals	2,120	2,449	2,778
7-8 Soccer	2,466	2,835	3,204
7-8 Theatrical Director	2,283	2,695	3,108
7-8 Field Hockey	2,466	2,835	3,204
Winter Track	4,417	4,992	5,567
Marching Band Director			5,416
Assistant Athletic Director-(maximum of three (3) teaching periods)			16,459
Emergency Medical Services			\$29/hr.
Theater Advisor Facilitator			5,957

Chaperones and Crowd Control	\$50.00 per event,
Overnight Sponsors	100.00 per day
Class Coverage	30.00 per period
Bedside Instruction	35.00 per hour plus out of district mileage
7-8 Sporting Event Clock Operator	30.00 per event
Freshman Sporting Event Clock Operator	30.00 per event
JV Sporting Event Clock Operator	40.00 per event
Varsity Sporting Event Clock Operator	50.00 per event

- A. Salaries of all newly created B guide positions will be negotiated with the Association
- B. Placement on the B guide will be based on years of coaching experience in the particular sport. Three (3) or more years of any coaching experience automatically qualifies the employee to start on the top step of a new sport (changed second to top).
- C. No Staff member will maintain any athletic facility (i.e., line, mow, rake).
- D. A stipend for class advisors listed on B guide will be awarded for each individual class. This stipend will be divided between that class's advisors.
- E. Before any involuntary appointments on the B guide are made, all other avenues will be explored.