

COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE
FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
BOARD OF EDUCATION
AND THE
FREEHOLD REGIONAL HIGH SCHOOL EDUCATION
ASSOCIATION

July 1, 2009 through June 30, 2012

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PREAMBLE

This Agreement is entered into this 1st day of July, 2009 by the Board of Education of the Freehold Regional High School District, Monmouth County, New Jersey, hereinafter called the "Board", and the Freehold Regional High School Education Association, hereinafter called the "Association".

Except as this Agreement otherwise specifically modifies the contract currently in existence between the parties, such contract and all provisions shall continue in full force and effect.

Both parties acknowledge the Board of Education's obligation under State and Federal law that "all persons, regardless of race, color, age, creed, religion, sex or national origin shall be provided equal access to all categories of employment in the Freehold Regional High School District."

ARTICLE I

RECOGNITION

The Freehold Regional High School Education Association is recognized by the Board of Education as the exclusive representative for collective negotiations concerning terms and conditions of employment and collective agreements and any questions arising thereunder.

This Association is deemed to be the exclusive representative of employees of the Freehold Regional Board of Education hereinafter designated collectively as "employees" specifically including the following positions:

Aides – Teacher and Transportation

Athletic Trainers

Attendance Officers

Computer Technicians

Guidance Counselors

Interpreters

Media Specialists (including one (1) 11 month position)

Nurses

Secretaries

(but excluding the Secretary to the Superintendent of Schools, Secretary to the Assistant Superintendent for Business Administration/Board Secretary, Secretary to the Assistant Superintendents, Insurance Analyst, Payroll Operation Secretary, Information Technology Staff and those employees designated as supervisory personnel);

Security Officers

Special Services Personnel

Student Assistant Counselors

(Excluding Substance Awareness Coordinator)

Teachers (Part-time and Long-term Substitute Teachers)

A supervisory employee is defined as any employee who may have the power to hire, evaluate, discharge, discipline, or effectively recommend the same.

The exclusion or inclusion in the negotiations unit of any new position which may be created hereinafter, failing agreement of the parties, shall be determined through petition to the Public Employment Relations Commission.

ARTICLE II

NEGOTIATION PROCEDURES

A. In accordance with provisions of Chapter 303, Public Laws of 1968 as amended by Chapter 123, Public Laws of 1974, the parties agree to commence collective negotiations on a successor agreement according to a timetable established under the rules and regulations of the Public Employment Relations Commission. Any agreements so negotiated shall apply to all personnel units described in Article I and shall be reduced in writing and signed by the Board and the Association. Requests from the Association will be made through the Superintendent or his/her designee. Requests from the Superintendent or the Board or their representatives will be made to the President of the Association or his/her designee.

B. If the parties are unable to reach an agreement on a successor contract, the request for a mediator shall be made in accordance with the rules and regulations of the Public Employment Relations Commission. If the mediator is not successful in assisting the parties in reaching an agreement, the selection of a Fact-finder shall be in accordance with the rules and regulations of the Public Employment Relations Commission.

C. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definition

"Grievance" shall mean a complaint by an employee or group of employees of the Freehold Regional High School District that there has been a personal loss, injury, or inconvenience because of an interpretation, application, or violation of policies, agreements, and administrative decisions affecting him/her or them. Grievances to be presented to impartial arbitration shall be limited to the application or interpretation of this written agreement. A grievance to be considered under this procedure must be initiated by the employees within thirty (30) calendar days from the time when the employees knew or should have known of its occurrence. A grievant is hereby specifically defined to mean either an employee covered by this bargaining agreement or the Association.

B. Procedures

1. (a) 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 limits shall be deemed to be acceptance of the decision rendered at that step.

(b) It is understood that employees shall continue to observe all assignments and applicable rules and regulations of the Board until such grievance has been fully determined.

(c) At all stages of this procedure, copies of responses will be forwarded simultaneously to the Association.

2. Any employee or group and its representative who has a grievance shall discuss it first with his/her principal (or immediate supervisor or department head, if applicable) in an attempt to resolve the matter informally at that level. If the subject matter of the grievance involves an act of a Central Administrator, then such grievance shall commence with that Central Administrator and thence to the Superintendent of Schools and/or the Assistant Superintendent of Human Resources and not the Building Principal.

3. If the grievance is not settled satisfactorily in five (5) school days, it shall be reduced to writing specifying:

- a. nature of the grievance
- b. nature and extent of injury, loss or inconvenience
- c. result of previous discussions, and
- d. dissatisfaction with decisions previously rendered

The written grievance shall be discussed by the Association Building Representative and the Principal. The Principal shall communicate his/her decision to the employee in writing within five (5) school days of receipt of the written grievance.

4. (a) The employee, no later than five (5) school days after receipt of the Principal's decision, may appeal the Principal's decision to the Superintendent or the Assistant Superintendent of Human Resources, as the Superintendent's designee, in writing by reciting the matter submitted to the Principal as specified above and the dissatisfaction with the decisions previously rendered. The Superintendent or the Assistant Superintendent of Human Resources, as the Superintendent's designee, and the Association President shall attempt to resolve the matter as quickly as possible but within the period not to exceed ten (10) school days. The Superintendent or the Assistant Superintendent of Human Resources shall communicate his/her decision in writing to the employee, Association, and the Principal.

(b) If the grievance is not resolved to the grievant's or Association's satisfaction, the grievant or the Association, no later than five (5) school days after receipt of the decision of the Superintendent or Assistant Superintendent of Human Resources, may request a review by the Board of Education. The Board of Education in its sole and absolute discretion may request that the grievance be jointly considered by the Association's Grievance Committee and the Board or such subcommittees as either shall designate. The Board may, at its option, hold a hearing with the employee or employees and the Association and shall answer such grievance in writing no later than five (5) school days following the Board of Education's next Regular Meeting after receipt of such grievance at its previous Regular Meeting; if the Board elects not to review the grievance under this provision, it shall notify the Association in writing not later than one (1) day after the decision has been made and the Association shall be permitted to immediately proceed, if it so desires, to arbitration.

5. Grievances which involve the application or interpretation of this Agreement and which have not been settled to the satisfaction of the initiating party, either the Board of Education or the Association, shall be submitted to binding arbitration. Such grievances shall be submitted to arbitration within five (5) days after completion of the Board step. The parties agree to adhere to the rules and regulations of the New Jersey Public Employment Relation Commission in the selection and designation of an arbitrator. The arbitrator shall set a hearing at the earliest date possible between the parties and shall have thirty (30) days from the completion of the hearing to render a final and binding award.

6. The arbitrator shall limit himself/herself to the issues submitted to him/her and shall consider nothing else. He/she can add nothing to, nor subtract anything from, the Agreement between the parties or any policy of the Board of Education. Only the Board and the aggrieved and his/her representatives shall be given copies of the arbitrator's report of findings and recommendations.

7. It is understood that the Association and the Board may settle or compromise any grievance reduced to writing at any step so long as such settlement does not discriminate against the employees involved nor deprive them of any right available to other members of the unit.

C. Rights of the Grievant

The Board of Education and the Association shall assure the grievant freedom from restraint, interference, coercion, discrimination and reprisal in presenting his/her appeal with respect to his/her personal grievances.

D. Costs

1. Each party will bear the total cost incurred by itself.

2. The fees and expenses of the arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.

ARTICLE IV

EMPLOYEE RIGHTS

A. Nothing contained herein shall be construed to deny or restrict to any employee or to the Board such rights as they may have under New Jersey school laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

B. No employee shall be disciplined, reprimanded, reduced in rank or annual basic contractual salary or deprived of any advantage set forth in the Board policy or by established prior practice without just cause. Any such action exerted by the Board or any agent or representative thereof shall not be made public before final action by the Board and shall be subject to the grievance procedure herein set forth.

C. Whenever any employee is required to appear before the Superintendent on formal charges concerning any matter which could adversely affect the continuation of that employee in his/her office, position, or employment or the salary or any increment pertaining thereto, he/she shall be given prior written notice with the reason for such meeting or interview and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview. Any suspension of any employee pending charges shall be with pay prior to a formal Board hearing.

D. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

E. Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable, on the effective date of this Agreement, to the employees covered by this Agreement established by the rules, regulations and/or policy of the Board in force on said date shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any employee benefit existing prior to its effective date.

F. 1. Each teacher shall be encouraged to utilize the results of tests and other evaluative criteria to improve the effectiveness of his/her instruction.

2. Each teacher shall be encouraged to use the counseling and special services of the district to improve his/her instructional efforts.

ARTICLE V

ASSOCIATION RIGHTS, PRIVILEGES AND RESPONSIBILITIES

A. The Association recognizes that the basic employer-employee relationship which exists between itself and the Board is not an absolute one but, rather, is a relationship affected by responsibilities and obligations which both parties, in separate and mutual ways, owe to citizens, parents and student.

B. Whenever any representative of the Association or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, he/she shall suffer no loss in pay.

C. Representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations. In the event that allegations are brought against the Association for involving students in matters relating to this contract, which interfere with normal school operations, the matter may be brought before an impartial arbitrator who may impose a fine of up to \$1,000, if on the basis of the evidence, he/she sustains the charge. The losing party shall pay the full cost of the arbitrator's fees in said case.

D. Subject to Board of Education policy and the approval of the Building Principal, the Association may use appropriate rooms for meetings, in a school building after school hours and until 5:00 p.m. Rooms may be used for evening meetings after prior approval of the Building Principal.

E. The Association may use no school equipment unless approval of the Principal is first obtained. The Association will bear the full cost of equipment repairs associated with its use of school equipment.

F. The Association will use no Board of Education supplies or materials without prior approval of the Building Principal. The Association will pay the reasonable cost of all such supplies and materials used.

G. The Association shall have, in each school building, the exclusive use of a bulletin board in the area of the Association's choice.

H. The Association may use the school mailboxes for distribution of Association related materials, provided such use does not impede normal Board of Education procedures. Copies of materials to be distributed by the Association shall be given to building administrative personnel.

I. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted to the Association as the exclusive representative of the employees designated in Article I.

J. The Board agrees to furnish to the Association in response to reasonable requests from time to time available public information concerning annual financial reports and audits, agenda and minutes of all public Board meetings at the same time available to the public, and names and addresses of all employees.

K. The Board agrees to make available to the Association twenty (20) minutes at the new teacher orientation meeting in the fall.

L. The Board agrees to provide to all new employees a current contract and comprehensive medical benefit package which will be distributed at the new staff orientation or at the signing of their agreement.

M. The Board agrees to assign to the Association President a program of two (2) less teaching period than normally required for a total of four (4) free periods (including one for preparation) daily. The Association President shall have no homeroom assignment. Each of the Association Officers holding the positions of Vice President, Negotiations Chairperson, and Grievance Chairperson shall not be assigned a duty period.

N. A telephone shall be available in each building for personnel covered by this bargaining agreement. This telephone may well be a telephone in central administration of a given building and not necessarily for the exclusive use of personnel in this bargaining unit. The Superintendent shall issue all necessary directives in connection with the use of such telephone including, but not limited to, the locations that might be called as well as the specific methods by which teachers would pay for long distance calls.

ARTICLE VI

MANAGEMENT RIGHTS

The Board reserves to itself sole jurisdiction and right, in compliance with the laws of the State of New Jersey and the rulings of the State Commissioner of Education, including:

- a. to direct employees of the school district;
- b. to hire, promote, transfer, assign and retain employees for just cause;
- c. to relieve employees from duty because of lack of work or other legitimate reasons;
- d. to efficiently direct school and district operations;
- e. to direct the methods, means, and personnel by which such operations are to be conducted; and

f. to take whatever actions may be necessary to accomplish the mission of the school district. This section shall not be read to repeal or modify any provision of this contract or Title 18A or the laws of the State of New Jersey.

ARTICLE VII

CALENDAR

A. The in-school work year of teachers employed on a ten (10) month basis (other than new personnel who may be required to attend an additional two (2) days of orientation) shall not exceed one hundred eighty-seven (187) days, and the in-school work year of teachers employed on an eleven (11) month basis shall not exceed two hundred six (206) days, and the in-school work year of teachers employed on a twelve (12) month basis shall not exceed two hundred twenty-five (225) days. The in-school work year shall include days when pupils are in attendance, orientation days, or any other days on which teacher attendance is required.

B. The school calendar is to be drawn by the Superintendent in consultation with the Association and not with the employees involved. The school calendar for the next school year shall be approved by the Board of Education no later than the Regular April Meeting of the Board in the previous year.

C. The twelve-month (12-month) secretarial staff and computer technicians shall be entitled to the Winter recess in accordance with such recesses as received by the teaching staff and shall work during the Spring recess. Secretarial and computer technician staff may apply for vacation days during the spring recess and this must be worked out on a rotating basis in each building with the Building Principal/s and/or Central Administrator's approval. Initial placement in the rotation shall be according to district seniority. These days shall not be unreasonably denied and when granted shall not be in lieu of section F. (3) days "when school is in session."

D. Secretarial staff will have two (2) days off for NJEA convention in accordance with such dates as received by the teaching staff with no documentation of attendance.

E. The secretarial staff will work a half hour less per day during summer at no salary reduction.

F. The twelve-month (12-month) secretarial staff and computer technicians will receive vacation benefits as follows:

- (1) two (2) weeks vacation after one year;
- (2) three (3) weeks after seven years;
- (3) four (4) weeks after fifteen years.

(Secretaries who have completed fifteen (15) years of service may use up to 1 week (5 days) of vacation time when school is in session. Scheduling is subject to the Principal's approval).

G. The personnel employed on a ten (10) month basis shall work the teacher calendar plus ten (10) working days in lieu of other holidays and vacation.

H. On days of early dismissal due to emergencies (e.g. snow, etc.), the secretarial staff shall be permitted to leave when the teachers leave which is fifteen (15) minutes after the students leave.

ARTICLE VIII

TEACHER SCHEDULE AND DUTIES

A. (1) Teachers shall indicate their presence for duty by writing their initials in the appropriate column of the faculty "sign-in" roster. The same procedure shall be followed when leaving the building at the close of the school day.

(2) Teachers shall be required to report for duty at least fifteen (15) minutes before the opening of the pupils' school day and be permitted to leave fifteen (15) minutes after the close of the pupils' school day, except as designated under Section D of this Article. The total in-school work day shall be six hours and thirty minutes, but shall not exceed seven hours without additional compensation at the teacher's pro rata annual salary commencing after the seventh hour, except as is otherwise provided in this Article. The total in-school work day shall not include the two fifteen minute periods specified in the first section of this paragraph.

(3) In addition to the above schedule and requirements, teachers and other professional personnel may be required to attend parent consultation schedules at reasonable hours, one back-to-school night, and outside the school day help for students.

(4) Three (3) parent-teacher conferences may be held during the course of the school year for the purpose of discussing individual pupil progress. The dates and structure of said conferences shall be established prior to the beginning of each school year by the Superintendent in consultation with the Association. On days when parent-teacher conferences and back to school night are held, half-day sessions shall be scheduled for both students and teaching staff.

(5) Teachers may meet with students before or after school for extra help.

(6) The Superintendent of Schools shall have the authority to assign media specialists to staggered work schedules in order to keep libraries open after the close of the school day. The staggered schedule shall not result in a work day ending more than one hour later than that for the work day on any scheduled school day for regular classroom teachers and shall not result in any increase in the overall length of work day for media specialists. The staggered work day shall not exceed three times per week.

(7) Teaching staff members shall be expected to respond to parental communications (e.g. by telephone or written correspondence) within one (1) working day of receipt of said communication. If extenuating circumstances exist (such as personal illness of the teaching staff member, death in the family, or a personal emergency, etc.), the initial contact must be made within two (2) working days. The initial response may not necessarily address all answers, but shall acknowledge the receipt of communication and set a date for providing the complete response in a timely manner.

B. (1) The normal daily teaching load shall be five (5) teaching periods and one (1) duty period. Teachers assigned to less than five (5) teaching periods may be assigned an additional duty period in place of the assigned teaching period. The assigned duty in lieu of the fifth teaching period shall be selected by the teacher from those available.

(2) Teachers shall not be required to teach more than two (2) separate academic areas at any one time, nor be required to undertake more than three (3) different preparations - - unless enrollment dictates otherwise.

(3) The Board agrees that a stipend of \$606 (2009-2010) \$630 (2010-2011) \$655 (2011-2012) shall be paid annually per teacher to supervise students in the cafeteria. Designation of cafeteria assistants shall be on a voluntary basis. In the absence of sufficient volunteers, the administration may assign teachers to duty. The duration of the supervision shall be one student lunch period.

(4) Certain designated staff associated with FPAC shall receive an annual stipend of \$300.00 for the additional after-school work with students in the program.

C. (1) Teachers shall have a daily duty-free lunch period of at least the same length as the students.

(2) A teacher shall be permitted to leave the building during his/her assigned lunch period and/or his/her preparation period upon notification to the Principal or his/her designee. The fifteen minute time span prior to and following the instructional day shall not be considered part of the preparation period.

D. (1) Building based teachers may be required to remain after the end of the regular work day, for the purpose of attending faculty or other professional meetings two (2) days each month. Building faculty and building departmental meetings shall begin no later than fifteen (15) minutes after the student dismissal time. Any teachers who wish, may be excused sixty (60) minutes after the start of said meeting if the meeting is still in progress. Other professional personnel employed by the Board of Education may also be required to attend meetings. All first-year professional employees are required to attend up to six (6) orientation meetings in addition to the two (2) pre-school orientation days as provided in Article VII. First-year professional employees will accept delays of not more than 45 minutes for not more than two orientation periods. In addition to the provisions concerning schedules and professional responsibilities, professional employees of the Board shall also be required to perform those duties as necessary in connection with evaluations of the school district (i.e., Middle States and New Jersey State evaluations) without additional compensation.

(2) An Association representative may speak to the teachers at a school's monthly faculty meeting for at least ten (10) minutes on the request of the representative to the Building Principal. The Association's time shall be granted within seventy (70) minutes of the start of the meeting.

(3) The notice of agenda and tentative agenda for any meetings shall be given to the teachers involved at least three (3) days prior to the meetings, except in an emergency. Teachers shall have the opportunity to suggest items for the agenda.

(4) Teachers may be required to attend no more than three (3) district-wide departmental meetings per year. These meetings shall be without compensation for travel.

E. Classroom teachers shall, in addition to their lunch periods, have one (1) full daily preparation period, during which they shall not be assigned to any other duties.

F. (1) Exceptions to the provisions of Sections A, B, C, D, and E above may be made only in cases of emergency. The Association shall be notified in each such instance, in advance, if possible.

(2) The term "emergency" as it applies to the assignment of class periods over normal teaching load shall mean those situations in which the Board of Education has been unable to procure the service of a part-time teacher, or in the case where there are four (4) or five (5) overage classes in a department at any school, (a full-time teacher) or a volunteer possessing certification and experienced in teaching the subject. In the event of any such emergency the following procedures shall be observed:

a. The availability of overage assignments shall be posted for a minimum of seven (7) calendar days and no volunteer shall be assigned until the conclusion of the seven day period unless the overage situation develops after the start of the school year when the assignment may be made immediately after posting.

b. All potential overage assignments shall, if known to the Administration, be set forth in tentative class assignments issued to teaching staff members in June.

c. The Association shall be notified of all overage assignments immediately.

- d. No teaching staff member shall be involuntarily assigned to an overage assignment which would require the extension of the normal working day as defined in Article VIII, Section A. (2).
- e. No more than 7% of the teaching staff shall receive such overage assignment in any school year. (This shall apply to voluntary and involuntary.)
- f. Grievances concerning the application of this section shall be submitted directly to the Superintendent of Schools and if not resolved at that level shall be submitted to Binding Arbitration on an expedited basis with the intention of having such disputes resolved prior to the beginning of the school year. Arbitration awards rendered after the start of the school year which invalidate overage assignments shall be implemented at the beginning of the next semester.
- g. In the event that any provisions of this section are invalidated as a result of a Scope of Negotiations or other legal proceeding initiated by the Board of Education, the entire section shall immediately be reopened for negotiations and shall become null and void at the expiration of this agreement.
- h. Such assignments, whether voluntary or involuntary, shall be in lieu of a duty period and be compensated at the rate of twenty percent (20%) of the daily salary for each additional period assignment.
- G. Regular teachers who are required to substitute during their preparation period in cases where substitute teachers are not available shall be paid at the rate of \$26.77 (2009-2010), \$27.84 (2010-2011), \$28.95 (2011-2012) per period:
- H. Any teacher who is approved by the Board and provides in-district professional development training experiences for colleagues outside the school day for the duration of at least one hour will be compensated for one hour of workshop preparation (once per topic) and every hour of presentation at the current Board specialized committee/workshop rate. It is understood and agreed by both parties that “once per topic” preparation is for an identical workshop presentation.
- I. The Superintendent shall specifically review the number and structure of all meetings that teachers are required to attend including, but not limited to, district-wide department meetings, building meetings, and other such professional activities.

J. Teachers who perform detention proctoring shall be compensated at the hourly rate of \$32.23 (2009-2010), \$33.52 (2010-2011), \$34.86 (2011-2012). This amount shall be paid at a pro rata hourly basis if the detention period is less than one hour.

ARTICLE IX

CLASS SIZE

A. The number of students to be taught in a particular class is determined in part by the adequacy of the physical facilities and the nature of the course offered. It is realized that class size as specified by the New Jersey State Department of Education represents desirable goals.

B. No more students will be assigned to a lab or vocational/technical class than there are work places in the classroom which shall include the teacher's work station.

C. By October 15, the Board or the Superintendent will supply the Association with a class size matrix.

ARTICLE X

MILEAGE REIMBURSEMENT

A. Teachers cannot be required to drive students to activities which take place away from the school building. A teacher may do so voluntarily, however, with the advance approval of his/her Principal. He/she shall be compensated at the rate of twenty-four (24) cents per miles for the use of his/her own automobile.

B. Employees required to use their own automobile in the performance of their duties shall be reimbursed for all such travel at the rate of twenty-four (24) cents per mile. Employees who are assigned to more than one (1) school per day shall be reimbursed for all driving done between schools.

C. The Board of Education shall investigate availability of liability insurance coverage for social workers, attendance officers, distributive education coordinators and work study teacher coordinators who, of necessity, must utilize their automobiles in the performance of their duties. If the Board of Education does not obtain such liability insurance, the Board agrees to pay the sum of fifty-five dollars (\$55) annually, in lieu of such insurance, to the above named personnel classification who, of necessity, must utilize their automobile in the performance of their duties.

ARTICLE XI

STAFF EMPLOYMENT

A. (1) Any contract or engagement between the Board of Education and teacher shall cease and be of no effect against the Board whenever the Board shall ascertain by written notice from the County Superintendent, that the teacher is not in possession of proper teacher's certification in full force and effect, even if the term or engagement for which the contract was made, may not then have expired.

(2) Each member of the unit shall bear sole responsibility for his/her proper New Jersey State teaching certificates or application forms for said certificate. The Superintendent's Office will render assistance upon request of the teacher. Employment may be rescinded if proper certificate or forms are not filed by September 30, each school year.

B. (1) Each teacher shall be placed at his/her proper step of the salary schedule as of the beginning of each school year, except where increments have or may be withheld.

(2) Credit may be given on the teachers' salary guide for previous public school teaching experience and military service. No more than four (4) years credit will be allowed for military experience. Such credit determined at the time of employment shall be the basis for computing "step on guide" in ensuing years.

C. Sick days, previously accumulated in the Freehold Regional High School District, will be restored to all employees returning from a Board granted leave.

D. Employees shall be notified of their contract or salary status one (1) week following the Board of Education's Regular April Meeting, but not later than April 30, unless the employee has been employed after the start of the school year. Employees employed after January 1, will be notified of their contract or salary status by June 1.

E. For ten-month (10-month) employees, eligibility for increment shall consist of beginning employment in the Freehold Regional High School District on or before February 1st in the prior school year. Twelve-month (12-month) personnel, must start by January 3rd of the prior year to be eligible for increment. Computer Technicians hired prior to January 3rd shall be eligible for increment.

F. At the discretion of the Superintendent, a member of the unit, prior to the issuance of tenure contract, may be given a physical examination by a district physician.

G. Any returning employee, offered and desiring reemployment of the coming school year, shall notify the Board of such acceptance through the Superintendent or his/her designee, in writing, or by return of Contract or letter of intent, on or before June 1, in which event such employment shall continue as provided for herein. In default of such notice the Board shall not be required to reemploy the staff member for the coming year. However, breach of the time deadline shall not cause forfeiture of tenure rights.

ARTICLE XII

SALARIES AND TUITION REIMBURSEMENT

A. The salaries of all personnel covered by this Agreement are set forth in Schedule "A" which is attached hereto and made a part hereof. Beginning on the effective date of this Agreement, employees shall become eligible for advancement of salary guide A-1 from the "B.A." to the "B.A.+30" to the "M.A." to the "M.A.+30" to the "Doctoral" training levels if the following conditions are met:

(1) Courses credited for advancement in the training level must be on the graduate level.

(2) Courses within a subject matter field as well as any other graduate level course must be approved by the Superintendent of Schools and reported on appropriate forms. The Superintendent, as discussed under (1) and (2), shall consider whether the applicant has previously received approval for the obtainment of any of the other courses he/she may have achieved credits in and will also consider the nature of any and all credits obtained and the nature of the applicant's undergraduate field of study all in determining whether the approval shall be given to vary the requirements of paragraph (1) and (2) above.

(3) Courses credited must have been earned following the date of award of the B.A. or M.A. degree.

(4) Courses credited toward advancement from the "B.A." to the "B.A.+30" training level shall not be accepted for advancement from the "M.A." to the "M.A.+30" training level.

(5) Courses required for the renewal of a sub-standard certificate or the upgrading of a sub-standard certificate to a standard certificate may not be credited toward advancement in training level.

B. (1) When a pay day falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day.

(2) Employees shall receive their final checks on the last working day of the month.

C. (1) Teachers entitled under the conditions set forth herein to reimbursement of tuition shall receive reimbursement for tuition for a maximum of nine (9) credits per year during the life of this contract, at a rate not to exceed one hundred and fifty dollars (\$150) per credit, if the following conditions are met:

(a) A transcript and a receipt of the amount paid must be shown to the Superintendent.

(b) Only teachers who have been employed by the Board for more than one (1) year and who possess a standard New Jersey certificate may participate in the program.

(c) All courses must have been submitted to the Superintendent for approval on the appropriate reporting form no later than one week after enrollment in said course.

(d) In addition to the reimbursement for graduate credits provided for in Section C., above, employees may obtain reimbursement subject to advance approval by the Superintendent of Schools, for tuition reimbursement for undergraduate courses and/or reimbursement for the cost of enrolling in workshop programs when the Superintendent in his/her sole discretion, determines that the course or workshop for which reimbursement is sought will benefit the school district. Decisions of the Superintendent as to whether or not reimbursement should be granted for tuition for undergraduate courses or for the cost of enrolling in workshop programs shall not be subject to grievance arbitration.

(e) The condition precedent to reimbursement for all courses covered by this program is an achievement of a grade of “B” or better. All applications for approval and reimbursement pursuant to Section C and Section D, above, shall be made at least twenty (20) days prior to the close of registration for the course or workshop. Notification of approval or disapproval of an application for reimbursement shall be made at least five (5) days prior to the close of registration for the course or workshop. The time limits set forth in this section may be waived by the Superintendent of Schools in case of emergency.

(2) The Board agrees to provide reimbursement for courses in secretarial studies programs or related fields of studies. Approval procedures shall coincide with professional staff as outlined on page 18 Article XII, paragraph C1.

(3) An employee who voluntarily terminates employment before submitting a transcript evidencing completion of the course shall not be reimbursed.

ARTICLE XIII

EMPLOYEE ASSIGNMENT

All teachers shall be given written notice of their salary schedules, and notice of their tentative class and/or subject, and building assignment not later than June 15.

ARTICLE XIV

VOLUNTARY TRANSFERS

A. (1) The Superintendent shall post in all school buildings a list of the known vacancies which shall be available for the following school year. The Superintendent shall post such vacancies as soon as practicable so that employees desiring to be considered for reassignment and transfer shall have knowledge of the vacancies which are anticipated for the next school year.

(2) Employees who desire a change in assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent no later than February 1. Such statement shall include the grade and/or subject to which a teacher desires to be assigned and the school or schools to which he/she desires to be transferred, in order of preference.

B. In the consideration of requests for voluntary reassignment and/or transfer, the wishes of the individual employee shall be honored to the extent that the transfer does not conflict with the instructional requirements and best interests of the school system as determined by the Board of Education or its Superintendent.

ARTICLE XV

INVOLUNTARY TRANSFERS

A. Notice of tentative building reassignment shall be given to employees as soon as practicable, and except in cases of emergency, not later than June 1.

B. Reassignment shall be made only after a meeting between the employee involved and his/her immediate supervisor(s), at which time the employee shall be notified of the reason thereof. In the event that an employee objects to the transfer or reassignment at this meeting, upon the request of the employee, the Superintendent or his/her delegate shall meet with him/her. The employee may, at his/her option, have an Association representative present at such meeting.

C. No reassignment will be capriciously or arbitrarily made.

ARTICLE XVI

VACANCIES, PROMOTIONS AND NEW POSITIONS

The Board agrees to post a list of new positions, promotions and vacancies in each school in two locations and online as soon as possible during the entire year. Such openings shall include the positions specified in the Recognition Clause, Article I, of this Agreement, as well as positions which command salaries in excess of those specified in salary guides included in this Agreement. During the summer vacation period, such posting will be provided to the President of the Association or his/her designee.

ARTICLE XVII

EMPLOYEE EVALUATION

A. An employee, except as designated in D. (2) of this Article shall be given a written copy of any class visit or evaluation within five (5) school days of such visit and shall be given an oral report and conference on such within three (3) school days of such visit. No such report shall be submitted to the Central office, placed in the employee's file or otherwise acted upon without prior conference with the teacher, who shall not be required to sign a blank or incomplete evaluation form. An employee is required to sign a written evaluation within five (5) days of receipt, such signature to reflect receipt only and not necessarily agreement with its terms. Not less than one (1) evaluation shall be performed by a supervisor or administrator.

B. Except for letters of recommendation and promotion papers which shall be sealed, employees shall have the right at reasonable times to review in the presence of the Superintendent or his/her delegate his/her personnel file and to attach as part of the permanent record his/her comments to any item with which he/she disagrees.

C. Any complaints regarding an employee made to any member of the Administration by any parent, student, or other person which are used in any manner in evaluating an employee shall be promptly investigated and called to the attention of the employee. The employee shall be given the opportunity to respond to and/or rebut such complaint and shall have the right to be represented by the Association at any meetings or conferences regarding such complaint.

D. (1) An administrator or supervisor shall evaluate each non-tenured employee (except as designated in D. (2) of this Article) at least four (4) times each year and the report of that evaluation shall state strengths and weaknesses observed, together with specific suggestions for improvement in areas which weaknesses were observed. Whenever possible, the Principal or Assistant Principal shall make one of the above evaluations.

(2) Other employees (attendance officers and secretarial personnel, etc.) shall be evaluated by the Building Administrator at least once a year prior to March 15.

ARTICLE XVIII

FAIR DISMISSAL PROCEDURES

A. Employees shall be notified of their contract or salary status one week following the Board of Education regular April Meeting, but no later than April 30, unless the employee has been employed after September 30.

B. A non-tenured employee who is not offered a contract renewal may request in writing, within thirty (30) calendar days of notice of non-renewal, a statement of reasons for non-reemployment. The statement of reasons shall be provided to the employee within fifteen (15) calendar days of receipt by the Superintendent of this request.

C. A non-tenured employee in the district, who is not recommended by the Superintendent for renewal, and having requested and received a statement of reasons, may request an informal appearance before the Board of Education. The employee may at his/her option have an Association representative present at such hearing. Such request shall be in writing and shall be filed within ten (10) calendar days after receipt of the statement of reasons. The informal appearance shall be scheduled within thirty (30) calendar days from the receipt of the request for such informal appearance. The appearance shall be conducted in accordance with present and future guidelines of the Commissioner of Education. The decision of the Board shall be final.

D. In lieu of paragraph C, an employee in his/her third year of employment not recommended by the Superintendent may request review by an arbitrator who shall issue an advisory opinion to the Board of Education. The Board shall within ten (10) days of receipt of the advisory opinions make a decision regarding non-renewal and its decision shall be final.

ARTICLE XIX

SICK LEAVE

A. As of September 1, all employees shall be entitled to ten (10) sick leave days each school year, with the exception of twelve-month secretaries and Computer Technicians who shall receive twelve (12) sick leave days per year, as of the first official day of said school year whether or not they report for duty on that day. Aides shall be entitled to one day of sick leave for each month worked. Unused sick leave days shall be accumulated from year to year with no maximum limit.

B. When consecutive absence because of illness exceeds the annual leave and the accumulated leave, the employee may appeal to the Board of Education, which may, on a case-by-case basis, determine to allow sick leave beyond that specified above.

C. Employees whose record of absenteeism reflects chronic health or personal problems shall, at administrative discretion, be examined by district physicians and/or other professional consultants.

D. The Association may review sick leave data with the Superintendent three (3) times annually.

E. Teachers and other employees retiring from the school district after a minimum of fifteen (15) years of service in the district, and are either retiring in accordance with the requirements of the appropriate State Pension Fund or who have completed 25 years of total teaching service, and who have accumulated at least 75 days of sick/personal leave, shall be paid for their unused accumulated sick/personal leave, contingent upon retiring effective July 1st, or notifying the Board by July 1st of retiring effective before August 31, and in accordance with the contract, sick/personal days reimbursement will continue at forty-five dollars (\$45.00) per day to a maximum cost of four thousand five hundred dollars (\$4,500) per employee. However, if you retire before July 1st, it will be twenty seven dollars and fifty cents (\$27.50) per day.

ARTICLE XX

TEMPORARY LEAVE OF ABSENCE

A. Full-time employees shall be entitled to the following temporary leaves of absence with full pay each school year.

(1) Up to three (3) days for personal leave of absence shall be granted for any reason. Unused personal business days shall accumulate to sick leave the following year. Personal business days, before and after vacation periods and holidays only, shall be applied for in advance and shall be granted at the discretion of the Building Principal. For all other personal business leave days, application in advance is not required. The employee may give advance notice to his/her Principal as a courtesy to assist with the smooth operation of the building. In all cases of absence, the employee is required to call the Human Resources Office in advance to schedule a substitute and register his/her absence as part of the official District attendance record. The Building Principal upon the approval of the Superintendent may grant approval for professional days, where such approval is granted, the professional days will not be counted against personal business days granted by this section.

(2) When an employee requires an early decision on an application for professional leave in order to confirm travel arrangements, the employee shall submit the application at least fifteen (15) school days, whenever possible, prior to the selected leave date(s) and shall be notified of a decision on the application not later than ten (10) school days, whenever possible, after submission.

(3) Time necessary by reason of subpoena by a court appearance in legal proceeding connected with the employee's employment or with the school system.

(4) Death or illness in family – in case of absence because of the critical illness and/or death of a member of the immediate family or household, each employee shall be allowed not more than five (5) days absence with full pay. Immediate family is defined as spouse, child, parent (this shall include both natural parent as well as adoptive parent), brother, sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent or grandchild. Critical illness is defined as one requiring hospitalization and placement by hospital or medical authorities on the critical illness list, as ascertained and determined by the Superintendent or his/her designee.

(5) Time necessary for persons called into temporary active duty of any unit of the U.S. Reserves or the State National Guard, provided such obligations cannot be fulfilled on days when school is not in session. An affected employee shall be compensated at the rate of full salary for the first month of his or her military leave, and at a differential rate consisting of the difference between the district salary and military pay, for six months. Military leave after this six month period shall be granted at the discretion of the Board of Education.

(6) Other leaves of absence may be granted by the Board of Education for good reason, upon the recommendation of the Superintendent.

B. Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the employee is entitled.

C. The Association may review personal business day data with the Superintendent three (3) times annually.

D. Recognizing that absence and leave policies are provided for the protection and interest of employees for special needs, the Freehold Regional High School Education Association will encourage all employees to abide by the intent and purposes of such policies.

ARTICLE XXI

EXTENDED LEAVES OF ABSENCE

A. Military leave without pay shall be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction or initial enlistment. Additionally, any teacher whose spouse is so inducted or enlists and who wishes to join him/her for the period of special training in preparation for duty overseas in combat zones shall be granted a leave of absence if requested.

B. (1) The Board of Education shall grant leaves of absence from medical reasons associated with pregnancy and birth to pregnant teachers without pay, on the same terms and conditions governing leaves of absence for other illness or medical disabilities, as set forth in N.J.S.A. 18A:30-1 et seq.

(2) It is recognized that a teacher's maternity leave application involves both a disability and child-care phase. The disability phase is that period of time, both pre-natal and post-natal, during which a physician certifies inability to work. The child-care phase is that period of time selected by the teacher, in accordance with B. (2) (b) below, which follows the disability phase during which time the teacher voluntarily suspends her teaching career to care for the newborn child.

(a) Disability phase. Any tenured or non-tenured teacher seeking a leave of absence on the basis of medical reasons associated with pregnancy or birth shall apply to the Board of Education. At the time of the application, which shall be made upon sixty (60) days notice to the Board, the teacher shall specify in writing the date on which she wishes to commence leave and the date on which she wishes to return to work after the birth except in cases of stillbirth, in which case, the employee may elect to return to work at an earlier date. The Board shall require any teacher to produce a certificate from a physician in support of the requested leave dates. Where medical opinion is supportive of the leave dates requested, such request shall be granted by the Board. The physician's certification is subject to agreement by the Board's physician.

(b) Child-care phase. Where the requested leave dates are beyond the period of disability associated with pregnancy and is for child-care purposes, as defined above, the tenured teacher shall be granted, at her discretion, a leave for (a) the balance of the school year in which the birth occurred, or (b) the balance of the school year in which the birth occurred and the entire following school year. Teachers on maternity leave desiring to switch from option (2) (a) to option (2) (b) shall notify the Superintendent by March 15 of the year in which the maternity leave was taken. Any further extensions of child-care leave shall be discretionary with the Board of Education.

The Board need not grant or extend the leave of absence of any non-tenured teacher beyond the end of the contract school year in which leave is obtained.

(3) No tenured or non-tenured teacher shall be barred from returning to work after the birth of her child solely on the ground that there has not been a stated or prescribed lapse of time between that birth and her desired date of return, provided sixty (60) days notice is given except as is provided herein. Nothing contained in this Article shall be construed to preclude the Board from requiring any teacher after birth of her child to produce a certificate from her physician showing that she is physically capable of resuming her duties. The physician's certification is subject to agreement by the Board physician.

(4) A teacher returning from pregnancy leave of absence shall be entitled to all benefits to which teachers returning from other types of sick or disability leave would be entitled. Nothing contained herein shall be construed to require the Board to grant tenure or to offer a new contract for a new school year to any non-tenured employee who would not have been otherwise offered such a contract.

(5) Paragraphs B. (1) – B. (4) shall also apply to all other tenured employees represented by the Association under the terms and conditions of this contract of employment.

(6) Any tenured employee adopting an infant child may receive similar leave which shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for the adoption.

(7) No employee on maternity leave shall, on the basis of said leave, be denied the opportunity to substitute in the Freehold Regional High School District in the area of certification or competence.

C. A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of a tenured employee's immediate family. Additional leave may be granted at the discretion of the Board.

D. Other leaves of absence with pay may be granted by the Board for good reason.

E. Upon return from military service, a teacher who has been on active duty shall be considered as if he/she were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he/she would have achieved if he/she had not been absent. A teacher shall not receive tenure or increment credit for the time spent on leave granted pursuant to Section B, C, or D of this Article.

F. All benefits to which an employee was entitled at the time his/her leave of absence commenced, including unused accumulated sick/personal leave, shall be restored to him/her upon his/her return and he/she shall be assigned to the same position which he/she held at the time said leave commenced, if available, or, if not, to a substantially equivalent position.

G. All extensions or renewals of leaves shall be applied for in writing.

ARTICLE XXII

PROTECTION OF EMPLOYEES AND STUDENT DISCIPLINE

A. The Board will provide safe working conditions.

(1) Whenever any civil action has been brought against any employee of the Board including any student teacher, for any act or omission arising out of the performance of his/her duties, the Board must defray all costs of defending such action including reasonable counsel fees and expenses, together with the cost of appeal, if any, and must save harmless and protect the employee from any financial loss resulting therefrom. Boards of Education may maintain appropriate insurance to cover all damages, losses and expenses. N.J.S.A. 18A 16-6.

(2) Should any criminal action be instituted against any employee for any such act or omission and should the action or proceeding be dismissed or result in a final disposition in favor of the employee, the Board must reimburse him/her for the cost of defending the suit, including reasonable counsel fees and expenses for the original hearing or trial and all appeals. N.J.S.A. 18A:16-6.1.

(3) Any employee may, within the scope of his/her duties, use such force as is reasonable and necessary (a) to quell a disturbance, (b) to obtain possession of weapons or other dangerous objects, (c) for the purpose of self-defense, and (d) for the protection of persons and property. Such acts are not considered corporal punishment. N.J.S.A. 18A:6-1.

(4) As the statute is modified by the legislature, the contract will be so modified.

B. The parties shall establish a joint Association/Board Plant Facilities Committee.

C. (1) A Student Discipline Committee consisting of two staff members appointed by the Superintendent and two staff members appointed by the Association may formulate the problem as it relates to student discipline and make recommendations to the Superintendent.

(2) The Superintendent shall review the recommendations of the Committee and if in agreement, shall forward such recommendations to the Board of Education within sixty (60) days for policy consideration.

(3) If the Board of Education adopts such policy, the necessary procedure to implement such policy shall be promulgated by the Superintendent and his/her staff as soon as possible.

D. All suspensions and expulsions of students shall be in accordance with N.J.S.A. 18A, Rules and Regulations and the State Department and Commissioner of Education decisions. Recommendations from Principals to Superintendent and Superintendent to Board of Education shall be given serious weight.

ARTICLE XXIII

INSURANCE PROTECTION

A. The Board of Education will pay the full individual or full family coverage of BCBS, Major Medical coverage insurance, Comprehensive Rider J365-30, C.O.B. children to 23 in household and prevailing fee. Full benefits will apply to domestic partners and civil union partners. Upon the one-year anniversary of employment teacher aides and transportation aides will receive full individual or full family coverage. Medical insurance coverage shall also include provision for optional second opinions on elective surgery. The Board of Education shall have the right to change insurance carriers provided the benefits provided will not be diminished by such a change. Before the Board of Education can exercise this right, the proposed new insurance program shall be submitted to the Association. If the Association rejects the proposed change on the grounds that the new insurance program results in diminished benefits, then the matter shall be submitted directly to binding arbitration in accordance with the grievance procedure of this contract.

B. The Board shall provide to each employee a description of the health-care insurance coverage provided under this Article no later than the beginning of the school year.

C. The Board will allow retired employees to remain part of the Group Plan, if such employees pay the premiums.

D. Commencing on July 1, 2009 and continuing to June 30, 2012, the Board of Education during the terms of this contract shall continue to furnish, a New Jersey Dental Insurance coverage; usual and customary dental plan containing the same benefits as previously provided without any cost consideration by the employee. These rates shall be fixed for the life of the Agreement pursuant to the rate guarantee provided by the carrier; therefore, no cost shall be incurred by the employees. Full benefits will apply to domestic partners and civil union partners. Any change of carrier shall result only through the mutual consent of the Board of Education and the Association.

E. Where both wife and husband, domestic partners, or civil union partners are employed in the district, duplicate coverage on health and dental insurance shall not be provided; however, the Board of Education shall provide coordination of benefits coverage in those instances.

F. Family coverage which also applies to domestic partners and civil union partners will be provided for vision/eye care as part of health care provided by the Board.

G. An employee has the right to waive the insurance protection coverage provision and appropriate Section 125 Plan which will provide that upon any employee waiving insurance coverage, the premium savings will be split – 75% Board, 25% employee.

H. All employees whose employment starts on or after July 1, 2008, shall only be eligible to receive the Direct Access health coverage plan for the first three calendar years of employment, at no premium cost to the employee. Upon employment for the fourth year, the employee shall have the option, at that time only, to choose the Traditional Plan, or, to continue in the Direct Access health coverage plan, and in either case, at no cost to the employee. Upon any eligible employee continuing to select the Direct Access health coverage plan, a one-time payment shall be made by the Board of Education to the employee in the amount of \$750.00. Further and thereafter, the employee shall not be permitted to re-enter the Traditional Plan.

Upon any eligible employee in the Traditional Plan selecting to change from the Traditional Plan to the Direct Access, or selecting to continue in the Direct Access, a one-time payment shall be made by the Board of Education to the employee in the amount of \$750.00 at the option of the employee. Further and thereafter, the employee shall not be permitted to re-enter the Traditional Plan.

Only those employees employed prior to July 1, 2008 may continue to choose between the current Traditional Plan and the Direct Access health coverage, and be eligible to elect to switch back and forth during open enrollment periods with no prohibitions, as long as the employee does not elect to accept the one-time payment of \$750.00. Upon the acceptance of the \$750.00, the employee shall not be permitted to re-enter the Traditional Plan.

ARTICLE XXIV

PROFESSIONAL RELATIONS COMMITTEE

A Professional Relations Committee shall be established which shall consist of the President of the Association plus nine (9) members which the Association President shall appoint, and the Superintendent and nine (9) members which the Superintendent shall appoint. This Committee may meet at mutually agreeable times once per month to discuss all matters of professional relations and teaching interests which are not covered by this Agreement. Topics which this Committee may discuss include but are not limited to: teacher facilities, teacher administrative liaison, teaching techniques, curriculum, testing, etc.; determination of textbooks and the discussion of other materials and supplies, sabbatical leave policy and recruitment. Minutes of each meeting may be taken by a member of the Committee and transmitted to the Board of Education. Any jointly agreed upon recommendations will be transmitted by the Committee to the Board and the Board will give serious consideration to such recommendations.

In addition, at each school a Professional Relations Subcommittee shall be established to consist of the Principal and such staff as he/she may wish to add, plus four (4) delegates designated by the Association. Individual school committees shall discuss any matter of professional interest pertaining only to that school and may make recommendations to the Superintendent and the District Professional Relations Committee where appropriate.

ARTICLE XXV

CONTINUITY OF OPERATION

A. Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operation. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes may be settled, the parties have removed the basic cause of work interruptions during the period of this Agreement. The Association accordingly agrees, during the period of this Agreement, that it will not, nor will any person acting in its behalf, cause, authorize, or support, nor will any of its members take part in any strike, (i.e. the concerted failure to report for duty, or willful absence of any employee of the Freehold Regional High School Board of Education from his/her position, or stoppage of work for abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment) for any purpose whatsoever.

(1) The above is interpreted that: The Association may be held liable in damages for "wild-cat" strikes, unless the Association in writing immediately disavows the strike and notifies the strikers to return to work.

(2) In the case of a strike the Board may apply for an injunction against the Association.

(3) The Association agrees not to take part in "sanctions" against the Board.

(4) The Association agrees that any strike is a breach of contract and that such removes all impediment from and permits the Board to dismiss or otherwise discipline employees taking part in that breach of contract.

ARTICLE XXVI

REPRESENTATION FEE

A. Any employee upon being hired and does not become a member of the Association, said employee will be required to pay a Representation Fee to the Association. The purpose of this fee will be to offset the employees' per capita cost of services rendered by the Association as majority representative.

B. Prior to the beginning of each membership year the amount of said Representation Fee shall be certified to the Board by the Association, which amount shall not exceed eighty-five percent (85%) of the regular membership dues, fees and assessments charged by the Association to its own members.

C. Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current membership year. The Board will deduct the representation fee in equal installments, as nearly as possible from the paycheck paid to each employee on the aforesaid list during the remainder of the membership year in question.

D. The employer shall remit the amount deducted to the Association monthly, on or before the 15th of the month following the month in which such deductions were made.

E. These deductions shall commence thirty (30) days after the beginning of employment in the unit or ten (10) days after re-entry into employment in the unit.

F. The Association shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.5 (c) and 5.6, and membership in the Association shall be available to all employees in the unit on an equal basis at all times. In the event the Association fails to maintain such a system or if membership is not so available, the employer shall immediately cease making such deductions.

G. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability that shall arise out of, or by reason of any action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article. The Association shall intervene in, and defend, any administrative or court litigation concerning this provision. In any such litigation, the Board shall have no obligation to defend actions arising under this Article but, once compelled to do so, the Association shall reimburse the Board for all reasonable costs incurred in defending or participating in such litigation, provided, however, that this subsection does not apply to litigation concerning the Agreement to limit representation fees to after the first year of employment.

ARTICLE XXVII

MISCELLANEOUS PROVISIONS

A. This Agreement constitutes that part of the Board policy covered by its provisions for the term of said Agreement, and the Board shall carry out commitments contained herein and give them full force and affect as Board policy.

B. 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 provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

C. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

D. Copies of this Agreement shall be printed with the expense shared equally between the Board of Education and the Freehold Regional High School Education Association with the printer mutually agreed upon within a reasonable time after the Agreement is signed and presented to all employees now employed or hereafter employed by the Board.

E. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

(1) If by Association, to the Board of Education at:

11 Pine Street
Englishtown, New Jersey 07726

If by Board to Association at:

P.O. Box 662
Freehold, New Jersey 07728

ARTICLE XXVIII

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2009 and shall continue until June 30, 2012.

In Witness Whereof, the parties hereto have caused to be signed by their respective presidents and secretaries, all on the day and year first above written.

FREEHOLD REGIONAL HIGH
SCHOOL EDUCATION ASSOCIATION

FREEHOLD REGIONAL HIGH SCHOOL
DISTRICT BOARD OF EDUCATION

President

President

Negotiation Chairperson

Secretary

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-1
TEACHERS' SALARY GUIDE
2009-2010

<u>SALARY LEVEL</u>	<u>GUIDE 1 B.A.</u>	<u>GUIDE 2 B.A.+30</u>	<u>GUIDE 3 M.A.</u>	<u>GUIDE 4 M.A.+30</u>	<u>GUIDE 5 DOCTORATE</u>
1	50,000	51,980	53,200	55,200	57,000
2	50,250	52,230	53,450	55,450	57,250
3	50,500	52,480	53,700	55,700	57,500
4	51,500	53,480	54,700	56,700	58,500
5	51,975	53,955	55,175	57,175	58,975
6	54,175	56,155	57,375	59,375	61,175
7	56,375	58,355	59,575	61,575	63,375
8	58,635	60,615	61,835	63,835	65,635
9	62,195	64,175	65,395	67,395	69,195
10	68,120	70,100	71,320	73,320	75,120

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$4,025	\$ 4,025
Ten (10)	4,025	8,050
Fifteen (15)	3,500	11,550
Twenty (20)	3,500	15,050
Twenty-five (25)	3,500	18,550
Thirty (30)	3,500	22,050

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-2
TEACHERS' SALARY GUIDE
2010-2011

<u>SALARY LEVEL</u>	<u>GUIDE 1 B.A.</u>	<u>GUIDE 2 B.A.+30</u>	<u>GUIDE 3 M.A.</u>	<u>GUIDE 4 M.A.+30</u>	<u>GUIDE 5 DOCTORATE</u>
1	50,500	52,725	54,550	56,500	57,500
2	50,750	52,975	54,800	56,750	57,750
3	51,000	53,225	55,050	57,000	58,000
4	51,500	53,725	55,550	57,500	58,500
5	53,200	55,425	57,250	59,200	60,200
6	55,050	57,275	59,100	61,050	62,050
7	56,375	58,600	60,425	62,375	63,375
8	58,635	60,860	62,685	64,635	65,635
9	62,195	64,420	66,245	68,195	69,195
10	68,620	70,845	72,670	74,620	75,620

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$5,000	\$ 5,000
Ten (10)	5,000	10,000
Fifteen (15)	4,000	14,000
Twenty (20)	4,000	18,000
Twenty-five (25)	4,000	22,000
Thirty (30)	4,000	26,000

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-3
TEACHERS' SALARY GUIDE
2011-2012

<u>SALARY LEVEL</u>	<u>GUIDE 1 B.A.</u>	<u>GUIDE 2 B.A.+30</u>	<u>GUIDE 3 M.A.</u>	<u>GUIDE 4 M.A.+30</u>	<u>GUIDE 5 DOCTORATE</u>
1	56,500	59,500	61,500	64,500	66,500
2	56,800	59,800	61,800	64,800	66,800
3	57,000	60,000	62,000	65,000	67,000
4	57,185	60,185	62,185	65,185	67,185
5	59,185	62,185	64,185	67,185	69,185
6	61,185	64,185	66,185	69,185	71,185
7	63,185	66,185	68,185	71,185	73,185
8	65,185	68,185	70,185	73,185	75,185
9	67,185	70,185	72,185	75,185	77,185
10	69,185	72,185	74,185	77,185	79,185

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$5,000	\$ 5,000
Ten (10)	5,000	10,000
Fifteen (15)	4,000	14,000
Twenty (20)	4,000	18,000
Twenty-five (25)	4,000	22,000
Thirty (30)	4,000	26,000

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-4
ATTENDANCE OFFICERS AND SECURITY PERSONNEL
2009-2010

<u>SALARY LEVEL</u>	<u>GUIDE</u>
1	32,065
2	32,548
3	33,031
4	33,514
5	33,997
6	34,480
7	34,963
8	35,446
9	36,295
10	38,934

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$4,025	\$4,025
Ten (10)	4,025	8,050
Fifteen (15)	3,500	11,550
Twenty (20)	3,500	15,050
Twenty-five (25)	3,500	18,550
Thirty (30)	3,500	22,050

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-5
ATTENDANCE OFFICERS AND SECURITY PERSONNEL
2010-2011

<u>SALARY LEVEL</u>	<u>GUIDE</u>
1	32,338
2	32,886
3	33,434
4	33,982
5	34,530
6	35,078
7	35,626
8	36,174
9	36,722
10	39,034

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$5,000	\$5,000
Ten (10)	5,000	10,000
Fifteen (15)	4,000	14,000
Twenty (20)	4,000	18,000
Twenty-five (25)	4,000	22,000
Thirty (30)	4,000	26,000

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-6
ATTENDANCE OFFICERS AND SECURITY PERSONNEL
2011-2012

<u>SALARY LEVEL</u>	<u>GUIDE</u>
1	32,360
2	33,080
3	33,800
4	34,520
5	35,240
6	35,960
7	36,680
8	37,400
9	38,120
10	39,134

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$5,000	\$5,000
Ten (10)	5,000	10,000
Fifteen (15)	4,000	14,000
Twenty (20)	4,000	18,000
Twenty-five (25)	4,000	22,000
Thirty (30)	4,000	26,000

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-7
SECRETARIAL SALARY GUIDE – 12 MONTHS
2009-2010

<u>SALARY LEVEL</u>	<u>(A)</u>	<u>(B)</u>	<u>(C)</u>
1	38,435	40,110	41,785
2	39,085	40,760	42,435
3	39,735	41,410	43,085
4	40,385	42,060	43,735
5	41,035	42,710	44,385
6	41,685	43,360	45,035
7	42,335	44,010	45,685
8	42,985	44,660	46,335
9	43,635	45,310	46,985
10	44,285	45,960	47,635

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$4,025	\$4,025
Ten (10)	4,025	8,050
Fifteen (15)	3,500	11,550
Twenty (20)	3,500	15,050
Twenty-five (25)	3,500	18,550
Thirty (30)	3,500	22,050

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-8
SECRETARIAL SALARY GUIDE – 12 MONTHS
2010-2011

<u>SALARY LEVEL</u>	<u>(A)</u>	<u>(B)</u>	<u>(C)</u>
1	39,015	40,690	42,365
2	39,665	41,340	43,015
3	40,315	41,990	43,665
4	40,965	42,640	44,315
5	41,615	43,290	44,965
6	42,265	43,940	45,615
7	42,915	44,590	46,265
8	43,565	45,240	46,915
9	44,215	45,890	47,565
10	44,865	46,540	48,215

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$5,000	\$5,000
Ten (10)	5,000	10,000
Fifteen (15)	4,000	14,000
Twenty (20)	4,000	18,000
Twenty-five (25)	4,000	22,000
Thirty (30)	4,000	26,000

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-9
SECRETARIAL SALARY GUIDE – 12 MONTHS
2011-2012

<u>SALARY LEVEL</u>	<u>(A)</u>	<u>(B)</u>	<u>(C)</u>
1	39,665	41,340	43,015
2	40,465	42,140	43,815
3	41,265	42,940	44,615
4	42,065	43,740	45,415
5	42,865	44,540	46,215
6	43,665	45,340	47,015
7	44,465	46,140	47,815
8	45,265	46,940	48,615
9	46,065	47,740	49,415
10	46,865	48,540	50,215

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$5,000	\$5,000
Ten (10)	5,000	10,000
Fifteen (15)	4,000	14,000
Twenty (20)	4,000	18,000
Twenty-five (25)	4,000	22,000
Thirty (30)	4,000	26,000

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-10
SECRETARIAL SALARY GUIDE – 10 MONTHS
2009-2010

<u>LEVEL</u>	<u>SALARY</u>
1	32,029
2	32,571
3	33,113
4	33,654
5	34,196
6	34,738
7	35,279
8	35,821
9	36,363
10	36,904

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$4,025	\$ 4,025
Ten (10)	4,025	8,050
Fifteen (15)	3,500	11,550
Twenty (20)	3,500	15,050
Twenty-five (25)	3,500	18,550
Thirty (30)	3,500	22,050

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-11
SECRETARIAL SALARY GUIDE – 10 MONTHS
2010-2011

<u>LEVEL</u>	<u>SALARY</u>
1	32,513
2	33,054
3	33,596
4	34,138
5	34,679
6	35,221
7	35,763
8	36,304
9	36,846
10	37,388

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$5,000	\$5,000
Ten (10)	5,000	10,000
Fifteen (15)	4,000	14,000
Twenty (20)	4,000	18,000
Twenty-five (25)	4,000	22,000
Thirty (30)	4,000	26,000

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-12
SECRETARIAL SALARY GUIDE – 10 MONTHS
2011-2012

<u>LEVEL</u>	<u>SALARY</u>
1	33,054
2	33,721
3	34,388
4	35,054
5	35,721
6	36,388
7	37,054
8	37,721
9	38,388
10	39,054

The following longevity will be awarded after the completion years indicated.

<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
Five (5)	\$5,000	\$5,000
Ten (10)	5,000	10,000
Fifteen (15)	4,000	14,000
Twenty (20)	4,000	18,000
Twenty-five (25)	4,000	22,000
Thirty (30)	4,000	26,000

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-13
TEACHER AIDES 2009 - 2012

<u>SALARY</u> <u>LEVEL</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
4	26,160	27,012	28,185
5	29,026	29,971	31,272
6	34,652	35,781	37,335

- ❖ Guide 4 – minimum state requirement
- ❖ Guide 5 – Associates Degree or 60 college credits
- ❖ Guide 6 – Bachelors + (with grandfather clause)

All teacher aides will work the regular school day.

In the above schedule, level should not be interpreted as years of experience within or without the District.

The following longevity will be awarded after the completion years indicated.

<u>2009-2010</u>	<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
	Five (5)	\$4,025	\$ 4,025
	Ten (10)	\$4,025	\$ 8,050
	Fifteen (15)	\$3,500	\$11,550
	Twenty (20)	\$3,500	\$15,050
	Twenty-five (25)	\$3,500	\$18,550
	Thirty (30)	\$3,500	\$22,050

<u>2010-2011</u>	<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
	Five (5)	\$5,000	\$ 5,000
	Ten (10)	\$5,000	\$10,000
	Fifteen (15)	\$4,000	\$14,000
	Twenty (20)	\$4,000	\$18,000
	Twenty-five (25)	\$4,000	\$22,000
	Thirty (30)	\$4,000	\$26,000

<u>2011-2012</u>	<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
	Five (5)	\$5,000	\$ 5,000
	Ten (10)	\$5,000	\$10,000
	Fifteen (15)	\$4,000	\$14,000
	Twenty (20)	\$4,000	\$18,000
	Twenty-five (25)	\$4,000	\$22,000
	Thirty (30)	\$4,000	\$26,000

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEUDLE A-14
TRANSPORTATION AIDES
2009 - 2012

<u>SALARY LEVEL</u>	<u>PER HOUR 2009-2010</u>	<u>PER HOUR 2010-2011</u>	<u>PER HOUR 2011-2012</u>
1	\$ 13.77	\$13.85	\$14.15
2	\$ 14.18	\$14.27	\$14.57

The following longevity will be awarded after the completion years indicated.

<u>2009-2010</u>	<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
	Five (5)	\$3,775	\$ 3,775
	Ten (10)	\$3,775	\$ 7,550
	Fifteen (15)	\$3,500	\$11,050
	Twenty (20)	\$3,500	\$14,550
	Twenty-five (25)	\$3,500	\$18,050
	Thirty (30)	\$3,500	\$21,550

<u>2010-2012</u>	Five (5)	\$4,450	\$ 4,450
	Ten (10)	\$4,450	\$ 8,900
	Fifteen (15)	\$4,000	\$12,900
	Twenty (20)	\$4,000	\$16,900
	Twenty-five (25)	\$4,000	\$20,900
	Thirty (30)	\$4,000	\$24,900

<u>2011-2012</u>	<u>YEARS</u>	<u>AMOUNT</u>	<u>TOTAL</u>
	Five (5)	\$5,000	\$ 5,000
	Ten (10)	\$5,000	\$10,000
	Fifteen (15)	\$4,000	\$14,000
	Twenty (20)	\$4,000	\$18,000
	Twenty-five (25)	\$4,000	\$22,000
	Thirty (30)	\$4,000	\$26,000

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-15
COMPUTER TECHNICIANS
2009-2010

<u>SALARY LEVEL</u>	<u>CERTIFICATION</u>	<u>BACHELORS</u>
1	\$40,815	\$41,815
2	\$42,315	\$43,315
3	\$43,815	\$44,815
4	\$45,315	\$46,315
5	\$46,815	\$47,815
6	\$48,315	\$49,315
7	\$49,815	\$50,815
8	\$51,315	\$52,315
9	\$52,815	\$53,815
10	\$55,515	\$56,515

The following longevity will be awarded after the completion years indicated.

<u>STEP</u>	<u>YEARS OF SERVICE</u>	<u>AMOUNT</u>	<u>TOTAL</u>
L ₁	Five (5)	\$4,025	\$ 4,025
L ₂	Ten (10)	\$4,025	\$ 8,050
L ₃	Fifteen (15)	\$3,500	\$11,550
L ₄	Twenty (20)	\$3,500	\$15,050
L ₅	Twenty-five (25)	\$3,500	\$18,550
L ₆	Thirty (30)	\$3,500	\$22,050

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-16
COMPUTER TECHNICIANS
2010-2011

<u>SALARY LEVEL</u>	<u>CERTIFICATION</u>	<u>BACHELORS</u>
1	\$41,595	\$42,595
2	\$43,095	\$44,095
3	\$44,595	\$45,595
4	\$46,095	\$47,095
5	\$47,595	\$48,595
6	\$49,095	\$50,095
7	\$50,595	\$51,595
8	\$52,095	\$53,095
9	\$53,595	\$54,595
10	\$55,520	\$56,520

<u>STEP</u>	<u>YEARS OF SERVICE</u>	<u>AMOUNT</u>	<u>TOTAL</u>
L ₁	Five (5)	\$5,000	\$ 5,000
L ₂	Ten (10)	\$5,000	\$10,000
L ₃	Fifteen (15)	\$4,000	\$14,000
L ₄	Twenty (20)	\$4,000	\$18,000
L ₅	Twenty-five (25)	\$4,000	\$22,000
L ₆	Thirty (30)	\$4,000	\$26,000

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 SCHEDULE A-17
COMPUTER TECHNICIANS
2011-2012

<u>SALARY LEVEL</u>	<u>CERTIFICATION</u>	<u>BACHELORS</u>
1	\$42,310	\$43,310
2	\$43,810	\$44,810
3	\$45,310	\$46,310
4	\$46,810	\$47,810
5	\$48,310	\$49,310
6	\$49,810	\$50,810
7	\$51,310	\$52,310
8	\$52,810	\$53,810
9	\$54,310	\$55,310
10	\$55,810	\$56,810

The following longevity will be awarded after the completion years indicated.

<u>STEP</u>	<u>YEARS OF SERVICE</u>	<u>AMOUNT</u>	<u>TOTAL</u>
L ₁	Five (5)	\$5,000	\$ 5,000
L ₂	Ten (10)	\$5,000	\$10,000
L ₃	Fifteen (15)	\$4,000	\$14,000
L ₄	Twenty (20)	\$4,000	\$18,000
L ₅	Twenty-five (25)	\$4,000	\$22,000
L ₆	Thirty (30)	\$4,000	\$26,000

In the above schedule, level should not be interpreted as years of experience within or without the District.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 CO-CURRICULAR HONORARIA
 SCHEDULE A-18
SALARY GUIDE
 2009-2010

<u>GOVERNMENT</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Student Council	2,967	3,073	3,179	3,285
Senior Class	2,636	2,742	2,848	2,954
Junior Class	2,358	2,464	2,570	2,676
Sophomore Class	2,010	2,116	2,222	2,328
Freshman Class	2,010	2,116	2,222	2,328
 <u>PUBLICATIONS</u>				
Yearbook	4,263	4,369	4,475	4,581
Newspaper	2,967	3,073	3,179	3,285
Literary Magazine	2,666	2,772	2,878	2,984
 <u>FINE ARTS</u>				
Music Director	6,171	6,277	6,383	6,489
Asst. Music/Vocal Director	3,941	4,047	4,153	4,259
Vocal Director	3,941	4,047	4,153	4,259
Drama Director	4,346	4,452	4,558	4,664
Technical Director	3,320	3,426	3,532	3,638
Choreographer	2,268	2,374	2,480	2,586
Forensics	3,020	3,126	3,232	3,338
 <u>AUXILIARY ACTIVITIES</u>				
Cheerleaders -Varsity	4,376	4,482	4,588	4,694
Cheerleaders - Jr. Varsity	3,999	4,105	4,211	4,317
Majorettes & Color Guard	3,170	3,276	3,382	3,488
Drill Team & Flag Twirlers	3,170	3,276	3,382	3,488
Winterguard	3,170	3,276	3,382	3,488
 <u>OTHER</u>				
Chess Team	2,462	2,568	2,674	2,780
Computer Science League	2,132	2,238	2,344	2,450
DECA-Distributive Ed. Club of America	2,386	2,492	2,598	2,704
FFA-Future Farmers of America	2,048	2,154	2,260	2,366
JSA - Jr. Statesman	2,132	2,238	2,344	2,450
Math League	2,132	2,238	2,344	2,450
Science League	2,132	2,238	2,344	2,450
Future Nurses (Health Careers)	2,048	2,154	2,260	2,366
National Honor Society	2,268	2,374	2,480	2,586
TSA-Tech. Student Assoc.	2,132	2,238	2,344	2,450
 <u>TEACHER COORDINATORS</u>				
Distributive Education	2,386	2,492	2,598	2,704
Cooperative Office	2,386	2,492	2,598	2,704
Home Economics Coop. Educ.	2,386	2,492	2,598	2,704
Industrial Arts Coop. Educ.	2,386	2,492	2,598	2,704
Special Education Job Coach	2,386	2,492	2,598	2,704
Special Education Co-Curricular Coach	2,386	2,492	2,598	2,704
Child Study Team Leader	3,517	3,623	3,729	3,835

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 CO-CURRICULAR HONORARIA
 SCHEDULE A-19
SALARY GUIDE
 2010-2011

<u>GOVERNMENT</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Student Council	3,064	3,172	3,280	3,388
Senior Class	2,723	2,831	2,939	3,047
Junior Class	2,436	2,544	2,652	2,760
Sophomore Class	2,077	2,185	2,293	2,401
Freshman Class	2,077	2,185	2,293	2,401
 <u>PUBLICATIONS</u>				
Yearbook	4,400	4,508	4,616	4,724
Newspaper	3,064	3,172	3,280	3,388
Literary Magazine	2,753	2,861	2,969	3,077
 <u>FINE ARTS</u>				
Music Director	6,368	6,476	6,584	6,692
Asst. Music/Vocal Director	4,069	4,177	4,285	4,393
Vocal Director	4,069	4,177	4,285	4,393
Drama Director	4,486	4,594	4,702	4,810
Technical Director	3,428	3,536	3,644	3,752
Choreographer	2,343	2,451	2,559	2,667
Forensics	3,118	3,226	3,334	3,442
 <u>AUXILIARY ACTIVITIES</u>				
Cheerleaders-Varsity	4,517	4,625	4,733	4,841
Cheerleaders - Jr. Varsity	4,128	4,236	4,344	4,452
Majorettes & Color Guard	3,273	3,381	3,489	3,597
Drill Team & Flag Twirlers	3,273	3,381	3,489	3,597
Winterguard	3,273	3,381	3,489	3,597
 <u>OTHER</u>				
Chess Team	2,543	2,651	2,759	2,867
Computer Science League	2,203	2,311	2,419	2,527
DECA-Distributive Ed. Club of America	2,465	2,573	2,681	2,789
FFA-Future Farmers of America	2,116	2,224	2,332	2,440
JSA- Jr. Statesman	2,203	2,311	2,419	2,527
Math League	2,203	2,311	2,419	2,527
Science League	2,203	2,311	2,419	2,527
Future Nurses (Health Careers)	2,116	2,224	2,332	2,440
National Honor Society	2,343	2,451	2,559	2,667
TSA-Tech. Student Assoc.	2,203	2,311	2,419	2,527
 <u>TEACHER COORDINATORS</u>				
Distributive Education	2,465	2,573	2,681	2,789
Cooperative Office	2,465	2,573	2,681	2,789
Home Economics Coop. Educ.	2,465	2,573	2,681	2,789
Industrial Arts Coop. Educ.	2,465	2,573	2,681	2,789
Special Education Job Coach	2,465	2,573	2,681	2,789
Special Education Co-Curricular Coach	2,465	2,573	2,681	2,789
Child Study Team Leader	3,631	3,739	3,847	3,955

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 CO-CURRICULAR HONORARIA
 SCHEDULE A-20
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 2011-2012

<u>GOVERNMENT</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Student Council	3,203	3,310	3,417	3,524
Senior Class	2,848	2,955	3,062	3,169
Junior Class	2,549	2,656	2,763	2,870
Sophomore Class	2,176	2,283	2,390	2,497
Freshman Class	2,176	2,283	2,390	2,497
 <u>PUBLICATIONS</u>				
Yearbook	4,592	4,699	4,806	4,913
Newspaper	3,203	3,310	3,417	3,524
Literary Magazine	2,879	2,986	3,093	3,200
 <u>FINE ARTS</u>				
Music Director	6,639	6,746	6,853	6,960
Asst. Music/Vocal Director	4,247	4,354	4,461	4,568
Vocal Director	4,247	4,354	4,461	4,568
Drama Director	4,681	4,788	4,895	5,002
Technical Director	3,581	3,688	3,795	3,902
Choreographer	2,452	2,559	2,666	2,773
Forensics	3,259	3,366	3,473	3,580
 <u>AUXILIARY ACTIVITIES</u>				
Cheerleaders-Varsity	4,714	4,821	4,928	5,035
Cheerleaders - Jr. Varsity	4,309	4,416	4,523	4,630
Majorettes & Color Guard	3,420	3,527	3,634	3,741
Drill Team & Flag Twirlers	3,420	3,527	3,634	3,741
Winterguard	3,420	3,527	3,634	3,741
 <u>OTHER</u>				
Chess Team	2,661	2,768	2,875	2,982
Computer Science League	2,307	2,414	2,521	2,628
DECA-Distributive Ed. Club of America	2,580	2,687	2,794	2,901
FFA-Future Farmers of America	2,217	2,324	2,431	2,538
JSA - Jr. Statesman	2,307	2,414	2,521	2,628
Math League	2,307	2,414	2,521	2,628
Science League	2,307	2,414	2,521	2,628
Future Nurses (Health Careers)	2,217	2,324	2,431	2,538
National Honor Society	2,452	2,559	2,666	2,773
TSA-Tech. Student Assoc.	2,307	2,414	2,521	2,628
 <u>TEACHER COORDINATORS</u>				
Distributive Education	2,580	2,687	2,794	2,901
Cooperative Office	2,580	2,687	2,794	2,901
Home Economics Coop. Educ.	2,580	2,687	2,794	2,901
Industrial Arts Coop. Educ.	2,580	2,687	2,794	2,901
Special Education Job Coach	2,580	2,687	2,794	2,901
Special Education Co-Curricular Coach	2,580	2,687	2,794	2,901
Child Study Team Leader	3,792	3,899	4,006	4,113

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 INTERSCHOLASTIC ATHLETIC HONORARIA
 SCHEDULE A-21
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2009-2010

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Baseball(B)/Softball(G)-Head	6,234	6,340	6,446	6,552
Baseball(B)/Softball(G)-Asst.	5,270	5,376	5,482	5,588
Basketball – (B&G)-Head	7,050	7,156	7,262	7,368
Basketball – (B&G)-Asst.	5,347	5,453	5,559	5,665
Bowling – (B&G)-Head	4,993	5,099	5,205	5,311
Bowling – (B&G)-Asst.	4,413	4,519	4,625	4,731
Cross Country – (B&G)-Head	5,416	5,522	5,628	5,734
Cross Country – (B&G)-Asst.	4,281	4,387	4,493	4,599
Field Hockey – (G)-Head	6,234	6,340	6,446	6,552
Field Hockey – (G)-Asst.	5,270	5,376	5,482	5,588
Football – (B)-Head	7,219	7,325	7,431	7,537
Football – (B)-Asst.	5,548	5,654	5,760	5,866
Golf (B&G)	4,992	5,098	5,204	5,310
Gymnastics – (G)-Head	6,234	6,340	6,446	6,552
Gymnastics – (G)-Asst.	4,954	5,060	5,166	5,272
Lacrosse – (B&G)-Head	6,234	6,340	6,446	6,552
Lacrosse – (B&G)-Asst.	5,270	5,376	5,482	5,588
Soccer – (B&G)-Head	6,234	6,340	6,446	6,552
Soccer – (B&G)-Asst.	5,270	5,376	5,482	5,588
Swimming Team – (B&G)-Head	6,234	6,340	6,446	6,552
Swimming Team – (B&G)-Asst.	5,270	5,376	5,482	5,588
Tennis (B&G)	4,992	5,098	5,204	5,310
Track, Spring – (B&G)-Head	6,234	6,340	6,446	6,552
Track, Spring – (B&G)-Asst.	4,954	5,060	5,166	5,272
Track, Winter – (B&G)-Head	6,036	6,142	6,248	6,354
Track, Winter – (B&G)-Asst.	5,012	5,118	5,224	5,330
Volleyball – Head	6,234	6,340	6,446	6,552
Volleyball – Asst.	5,270	5,376	5,482	5,588
Wrestling – (B)-Head	7,050	7,156	7,262	7,368
Wrestling – (B)-Asst.	5,347	5,453	5,559	5,665
Equipment Manager	5,662	5,768	5,874	5,980
Financial Manager	4,607	4,713	4,819	4,925
Weight Room Attendant (Per Season)	1,533	1,639	1,745	1,851

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 INTERSCHOLASTIC ATHLETIC HONORARIA
 SCHEDULE A-22
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2010-2011

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Baseball(B)/Softball(G)–Head	6,481	6,587	6,693	6,799
Baseball(B)/Softball(G)-Asst.	5,481	5,587	5,693	5,799
Basketball – (B&G)-Head	7,328	7,434	7,540	7,646
Basketball – (B&G)-Asst.	5,561	5,667	5,773	5,879
Bowling – (B&G)-Head	5,194	5,300	5,406	5,512
Bowling – (B&G)-Asst.	4,592	4,698	4,804	4,910
Cross Country – (B&G)-Head	5,633	5,739	5,845	5,951
Cross Country – (B&G)-Asst.	4,454	4,560	4,666	4,772
Field Hockey – (G)-Head	6,481	6,587	6,693	6,799
Field Hockey – (G)-Asst.	5,481	5,587	5,693	5,799
Football – (B)-Head	7,503	7,609	7,715	7,821
Football – (B)-Asst.	5,770	5,876	5,982	6,088
Golf (B&G)	5,192	5,298	5,404	5,510
Gymnastics – (G)-Head	6,481	6,587	6,693	6,799
Gymnastics – (G)-Asst.	5,154	5,260	5,366	5,472
Lacrosse – (B&G)-Head	6,481	6,587	6,693	6,799
Lacrosse – (B&G)-Asst.	5,481	5,587	5,693	5,799
Soccer – (B&G)-Head	6,481	6,587	6,693	6,799
Soccer – (B&G)-Asst.	5,481	5,587	5,693	5,799
Swimming Team – (B&G)-Head	6,481	6,587	6,693	6,799
Swimming Team – (B&G)-Asst.	5,481	5,587	5,693	5,799
Tennis (B&G)	5,192	5,298	5,404	5,510
Track, Spring – (B&G)-Head	6,481	6,587	6,693	6,799
Track, Spring – (B&G)-Asst.	5,154	5,260	5,366	5,472
Track, Winter – (B&G)-Head	6,276	6,382	6,488	6,594
Track, Winter – (B&G)-Asst.	5,214	5,320	5,426	5,532
Volleyball – Head	6,481	6,587	6,693	6,799
Volleyball – Asst.	5,481	5,587	5,693	5,799
Wrestling – (B)-Head	7,328	7,434	7,540	7,646
Wrestling – (B)-Asst.	5,561	5,667	5,773	5,879
Equipment Manager	5,888	5,994	6,100	6,206
Financial Manager	4,793	4,899	5,005	5,111
Weight Room Attendant (Per Season)	1,603	1,709	1,815	1,921

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
 INTERSCHOLASTIC ATHLETIC HONORARIA
 SCHEDULE A-23
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	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
Baseball(B)/Softball(G)-Head	6,753	6,859	6,965	7,071
Baseball(B)/Softball(G)-Asst.	5,713	5,819	5,925	6,031
Basketball – (B&G)-Head	7,634	7,740	7,846	7,952
Basketball – (B&G)-Asst.	5,796	5,902	6,008	6,114
Bowling – (B&G)-Head	5,414	5,520	5,626	5,732
Bowling – (B&G)-Asst.	4,788	4,894	5,000	5,106
Cross Country – (B&G)-Head	5,871	5,977	6,083	6,189
Cross Country – (B&G)-Asst.	4,645	4,751	4,857	4,963
Field Hockey – (G)-Head	6,753	6,859	6,965	7,071
Field Hockey – (G)-Asst.	5,713	5,819	5,925	6,031
Football – (B)-Head	7,816	7,922	8,028	8,134
Football – (B)-Asst.	6,013	6,119	6,225	6,331
Golf (B&G)	5,413	5,519	5,625	5,731
Gymnastics – (G)-Head	6,753	6,859	6,965	7,071
Gymnastics – (G)-Asst.	5,372	5,478	5,584	5,690
Lacrosse – (B&G)-Head	6,753	6,859	6,965	7,071
Lacrosse – (B&G)-Asst.	5,713	5,819	5,925	6,031
Soccer – (B&G)-Head	6,753	6,859	6,965	7,071
Soccer – (B&G)-Asst.	5,713	5,819	5,925	6,031
Swimming Team – (B&G)-Head	6,753	6,859	6,965	7,071
Swimming Team – (B&G)-Asst.	5,713	5,819	5,925	6,031
Tennis (B&G)	5,413	5,519	5,625	5,731
Track, Spring – (B&G)-Head	6,753	6,859	6,965	7,071
Track, Spring – (B&G)-Asst.	5,372	5,478	5,584	5,690
Track, Winter – (B&G)-Head	6,539	6,645	6,751	6,857
Track, Winter – (B&G)-Asst.	5,435	5,541	5,647	5,753
Volleyball – Head	6,753	6,859	6,965	7,071
Volleyball – Asst.	5,713	5,819	5,925	6,031
Wrestling – (B)-Head	7,634	7,740	7,846	7,952
Wrestling – (B)-Asst.	5,796	5,902	6,008	6,114
Equipment Manager	6,137	6,243	6,349	6,455
Financial Manager	4,997	5,103	5,209	5,315
Weight Room Attendant (Per Season)	1,680	1,786	1,892	1,998

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT

SCHEDULE A-24

LONG-TERM SUBSTITUTE TEACHER SALARY

- A. Substitutes with B.A. degree or higher and certified in the appropriate academic area employed for a period of one month or longer for regular teachers on extended illness will be paid a per diem rate of the first step on the B.A. approved salary scale.
- B. Substitutes with a B.A. degree or higher and certified in the appropriate academic area, employed for regular teachers on extended leaves of absence for a period of one year approved by the Board of Education, will be paid the rate equal to the first step of the B.A. approved salary scale with fringe benefits granted to full-time teachers.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT

SCHEDULE A-25

EXTRA-INSTRUCTIONAL STIPENDS

2009-2012

<u>RAISE ACADEMY STIPEND</u>	<u>2009-2010</u>	<u>2010-2011</u>	<u>2011-2012</u>
PER HOUR	\$44.38	\$46.15	\$48.00
 <u>SUMMER SCHOOL</u>	 <u>2009-2010</u>	 <u>2010-2011</u>	 <u>2011-2012</u>
Three-week/60 hour course	\$2,656.30	\$2,762.56	\$2,873.06
Six-week/120 hour course	\$5,315.42	\$5,528.04	\$5,749.16
 <u>CURRICULUM WORKSHOP</u>	 <u>2009-2010</u>	 <u>2010-2011</u>	 <u>2011-2012</u>
PER HOUR	\$44.38	\$46.15	\$48.00
 <u>SUPPLEMENTAL INSTRUCTION</u>	 <u>2009-2010</u>	 <u>2010-2011</u>	 <u>2011-2012</u>
PER HOUR	\$30.48	\$31.70	\$32.97

HOME INSTRUCTION AND ADULT SCHOOL

The Board of Education shall have the discretion, during the life of this agreement to increase the hourly rates for home instruction and adult school (including accredited evening high school) as it may deem proper. In the event that the Board directs increases in those hourly rates, the Association shall be given notice of the action.

FREEHOLD REGIONAL HIGH SCHOOL DISTRICT

SCHEDULE A-26

INTERPRETERS

The interpreters salary will remain at the lowest step, Guide 1, B.A. of the teachers' salary guide.

Interpreters that are certified will move in conjunction with salary guide.