

**AGREEMENT**

**THE BOARD OF EDUCATION OF EAGLESWOOD  
TOWNSHIP**

**COUNTY OF OCEAN**

**AND**

**THE EAGLESWOOD EDUCATION ASSOCIATION**

**July 1, 2010 to June 30, 2013**

**AGREEMENT**

**This Agreement, made by and between:**

**THE BOARD OF EDUCATION OF THE TOWNSHIP OF EAGLESWOOD**

**and**

**THE EAGLESWOOD EDUCATION ASSOCIATION**

**Pursuant to Chapter 123 of the laws of 1974**

**WITNESSETH;** that the parties agree that they shall be bound by the following agreements effective July 1, 2010 to June 30, 2013.

**I  
RECOGNITION**

The Board hereby recognizes the Association as the exclusive representative for collective negotiations for all staff members, certified and non-certified, employed by the Eagleswood Township Elementary School District. Excluded are the School Superintendent and School Business Administrator and Administrative Staff.

**II  
NEGOTIATION PROCEDURE**

The parties agree to enter into collective negotiation over a successor agreement, pursuant to the procedure provided by law. Negotiations shall commence with the filing by the Association with the School Business Administrator of its proposals, if any, for the revision of contract language and remuneration. Such negotiations shall begin not later than October 15th of the final academic year for which this contract is made.

**III  
GRIEVANCE PROCEDURE**

**A. DEFINITIONS**

1. Grievance - A grievance is a claim by a staff member to whom there has been an administrative decision or other action in violation of this agreement, or of a right based upon the laws of New Jersey or the regulations of the State Board of Education.
2. Group Grievance - A group grievance is a grievance that directly affects the Association as a whole, or two or more members collectively.
3. Aggrieved Person - The person, persons, or the Association making the claim or grievance.
4. Party in Interest - The person or persons making the claim and any person directly affected thereby, including, above level one, the Board and the Association.

## B. PURPOSE

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may, from time to time, arise affecting staff members. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

## C. PROCEDURE

1. Time - The number of days indicated at each level should be considered to be the appropriate time necessary for completion of the steps required, and failure, without adequate explanation to do so, will authorize the aggrieved party to assume such action as decided adversely to him. Any such time may be extended by mutual agreement.
2. Year End Grievance - In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time set forth herein shall be accelerated as practicable so that the grievance procedure may run its course prior to the end of the school year, or as soon thereafter as practicable.
3. Informal Solutions - A staff member with a grievance shall first discuss it with his principal or immediate superior, either directly or through the Association's designated representative, with the object of resolving the matter informally.
4. Level One - If the grievance shall be decided adversely to the aggrieved person, or not otherwise satisfactorily resolved as the result of the consultation required above Level One, the aggrieved person may file a written statement of the grievance with the principal or immediate superior. Such grievance shall be responded to in writing within five (5) working days.
5. Level Two - If the written grievance shall not be responded to within five (5) days, or if the aggrieved person is dissatisfied with the reply or action resulting there from, the aggrieved party may within five (5) days of the reply, or of when the reply was due, refer the grievance to the Board of Education by filing the same with the School Business Administrator, with copies of all documents pertaining hereto, and of any answer to the same. The Board shall consider the same, and respond not later than five (5) days after the filing of the grievance with the School Business Administrator, provided, however, that if either party shall request an informal hearing or conference, the same shall be held at the early mutual convenience of the parties, and the response made within five (5) days thereafter. The Board may defer action until the next regular meeting thereafter if such delay is considered necessary to obtain further information or advice. Actions of the Board shall be expressed in writing.
6. Level Three - If the aggrieved party is dissatisfied with the action of the Board, or if such action is not taken within the time specified, the aggrieved party may apply for advisory arbitration to the Public Employees Relations Commission, but if it does not provide this service, then the American Arbitration Association. Such application shall be made within fifteen (15) days of the final board action on the grievance.
7. No grievance may be originated more than thirty (30) days after the occurrence complained of.
8. All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file, and shall not be kept in the personal file of any of the participants.

9. The grievance procedure shall be available to a staff member by reason of non-renewal of a non-tenure contract, provided that it is based upon a claim that the non-renewal was upon a legally insufficient basis.
10. No reprisals shall be taken by the Board of the Association against any party in interest by reason of participation in the grievance procedure.

#### **IV CRITICISM OF STAFF**

Any question or criticism by a supervisor, administrator or Board member of a staff of his/her instructional methods shall in the first instance be made in confidence, and not in the presence of students, parents, or other public gatherings.

#### **V STAFF RIGHTS**

No staff shall be disciplined or reduced in compensation without just cause, except as provided by law, and shall be entitled to a hearing concerning the same; provided, however, that nothing contained herein shall be substituted for any procedure provided by law or the directives of the Courts relating to termination of employment, withhold of increments, or other established procedure, whether for tenured or non-tenured staff. Should any staff receive an unsatisfactory evaluation, criticism, or reprimand in writing, a copy of the same shall be given to the staff; who may reply thereto in writing within five (5) days. If the document in question is placed in the staff personnel file, the reply shall be appended thereto.

#### **VI STATUTORY SAVINGS CLAUSE**

Nothing contained herein shall be construed to deny, modify, or restrict any right conferred upon either party or any party in interest, arising out of New Jersey School Law or any other law or regulations, or any other vested rights or responsibilities.

#### **VII RELEASED TIME FOR MEETINGS**

No staff shall suffer any loss of pay by reason of participating during working hours in negotiations or other proceedings scheduled by the Board, P.E.R.C., or the Commissioner of Education, and arising out of the operation of this school district.

#### **VIII USE OF SCHOOL BUILDINGS**

Permission is granted the Association to conduct meetings in the school building, not to interfere with scheduled school activities, and not requiring additional service or hours of custodial personnel, the date, time, and space requirements to be approved by the administrative principal or the Board.

#### **IX USE OF SCHOOL EQUIPMENT**

Permission is granted to the Association to use school equipment in their customary locations with the consent of the School Business Administrator. Such use shall be not inconsistent with school

requirements, and subject to reimbursement for the cost of materials and any repairs necessitated by such use.

**X  
SCHOOL CALENDAR**

The school calendar shall be adopted by the Board prior to the adoption of the annual salary guide. Increases in the number of working days or reduction in holiday periods shall thereafter be made only after agreement between the Board and the Association.

**XI  
STAFF WORK YEAR**

- A. School Year 2010-11: The staff shall work 182 days per school year. 180 working days shall be the staff-pupil work year.
- B. School Year 2011-2012: The staff shall work 182 days per school year. 180 working days shall be the staff-pupil work year.
- C. School Year 2012-2013: The staff shall work 182 days per school year. 180 working days shall be the staff-pupil work year.

**XII  
STAFF' DAY**

- A. The arrival and departure times for all staff shall be designated in their total in-school workday, which shall not exceed seven (7) hours.
- B. Staff may be required to remain after the end of the regular work day, without additional compensation, for the purpose of attending faculty or other professional meetings, not more often than one day each week, and which will, so far as practical, be scheduled on a regular basis on a day other than Friday. Nothing in this provision shall prevent the scheduling of meetings as required by special problems. The notice for any meeting shall be given to the staff involved at least two days prior to the meetings, except in an emergency. Staff may have the opportunity to suggest items for the agenda.
- C. Staff will be guaranteed one thirty (30) minute prep period per day.
- D. Up to ten (10) thirty (30) minute preps a year may be used for meetings.

**XIII**

**INSTRUCTIONAL PLANNING AND PROFESSIONAL SERVICE**

As professional educators, the staff assumes the responsibility for the preparations of adequate and appropriate lesson plans, and their conscientious execution in the classroom. The plans are expected to meet customary professional standards, and be adequate for the use of substitutes, as well as the classroom staff. They need not be in standardized form, unless the staff is notified by the administrative principal that they are in some respect inadequate.

**XIV  
POSTING**

All openings for positions in summer school, home teaching, federal projects, and other programs, including non-teaching positions for which staff may be qualified and eligible, shall be publicized by the administrative principal to the staff.

**XV  
STAFF EVALUATION**

**A. Frequency:**

a. Staff shall be observed through classroom visitation by the administrative principal at least three (3) times for non-tenured and one (1) time for tenured personnel in each school year, to be followed in each instance by a written evaluation report and by a conference between the staff and the administrative principal for the purpose of identifying any deficiencies, extending assistance for their correction and improving instruction. Each observation shall consist of at least a complete lesson.

b. Classroom visitations/observations shall not occur on the same day, nor shall any observation occur prior to the previous evaluation conference. In no case shall any observation occur within ten (10) school days of the previous evaluation. All visitations/observations shall occur in the same work year.

**B. Right to Representation:**

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

**C. Standardized Tests:**

Results of standardized tests used for evaluating students shall not be used exclusively to evaluate staff performance.

**D. Communication**

Prior to any evaluation report, the administrative principal shall have had appropriate recommendation, including but not limited to all steps in reports E.

**E. Reports:**

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

1. Such reports shall be issued in the name of the administrative principal who observed the teaching performance as required in Section A of this article.
2. Such reports shall be addressed to the staff.
3. Such reports shall be written in narrative form and shall include, when pertinent:
  - a. Strengths of the staff as evidenced during the period since the previous report.
  - b. Specific suggestions as to measures which the staff might take to improve his/her performance in each of the areas wherein weaknesses have been indicated.
  - c. If these areas of improvement are not repeated in subsequent reports, said areas shall be considered remedied.
  - d. Upon request, the administrative principal shall demonstrate the proper method(s) to correct any areas of improvement.

**F. Final Evaluation:**

The annual summary evaluation of a staff shall be determined by a compilation of the required evaluations as provided in this article.

**G. Personnel Records:**

1. File: A staff shall have the right, upon request, to review the contents of his/her personnel file and to receive copies at Board expense of any documents contained therein. A staff shall have the right to indicate those documents and/or other materials in his/her file which he/she believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the Superintendent, and if, in fact, they are obsolete or otherwise inappropriate to retain, they shall be destroyed in the presence of the staff and Superintendent. Disputes over the retention of said documents may be processed through the grievance procedure, commencing at Level Two.

2. Derogatory Material: No material derogatory to a staff's conduct, service, character or personality or any material which could have an adverse effect on a staff's status shall be placed in his/her personnel file unless the staff has had an opportunity to review the materials. The staff shall acknowledge that he/she has had the opportunity to review such materials by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The staff shall also have the right to submit a written answer to such material and his answer shall be reviewed by the Superintendent and attached to the file copy. The Board of Education reserves the right to indicate in the personnel file when the person refuses to sign such documents and reserves the right to place said document in the personnel file.

3. No separate file: Although the Board agrees to protect the confidentiality of personal references, academic credentials and other similar documents, it shall not establish any separate personnel file which is not available for the staff's inspection.

**H. Termination of Employment:**

1. Final evaluation of a staff upon termination of his/her employment shall be conducted prior to any recommendation for severance and no documents and/or other material shall be placed in the personnel file of such staff after severance or otherwise than in accordance with the procedure set forth.

**XVI  
COMPLAINT PROCEDURE**

Prior to entry in a staff's file, any complaint shall be reduced to writing, discussed with the staff, and an attempt made to resolve the matter informally. The staff shall have the right to be represented at all stages of the proceedings by the Association or an Attorney.

**XVII  
LEAVES OF ABSENCE**

**A. Sick Leave:**

1. All persons employed within the local school district on a full time basis shall receive sick leave at the rate of one day per month, not to exceed ten (10) school days for 10-month employees and 12 days for 12-month employees in one school year. Part time

employees will have sick days prorated based on days worked per week. If any person requires less than the specified number of days of sick leave with pay allowed, all such leave shall be accumulated to be used for additional sick leave as needed in subsequent school years.

2. In case of sick leave claim, the Board of Education will require a physician's certificate after 3 days to be filed by the staff with the School Business Administrator after three successive school days of absence.

3. If an employee uses no sick days during the school year, the District shall award a bonus of \$400.00, payable at the close of the fiscal year for each year of this contract for 10 month employees, \$480.00 for twelve month employees. Payment to be prorated on the number of days employed per week. The sick day bonus will be paid annually based on semi-annual attendance.

**B. Death in Immediate Family:**

1. An allowance of up to five (5) working days shall be granted for a death in the immediate family. Immediate family should be considered to be: mother, father, spouse, child, brother, sister, mother-in-law, father-in-law, or person living in employee's immediate household.

2. An allowance of up to two (2) working days shall be granted for a death of other extended family. Extended family shall be considered to be: brother-in-law, sister-in-law, aunt, uncle, grandparents, or grandchild.

**C. Personal Days:**

1. Employees shall be entitled to three (3) personal days during the school year for conducted personal, legal, or family business which requires absence during school hours. Part time employees shall be entitled to two (2) personal days during the school year. Application to the principal for personal leave shall be made at least three days in advance except in case of an emergency. Personal days shall not be taken before or after a school holiday, including the NJEA Convention, except in an emergency.

2. Unused personal days shall accumulate as sick days at the close of the school year.

**D. Extended Leaves of Absences:**

1. Any person actively employed under contract may be granted leave of absence without pay, when for reasons of disability (including maternity), he/she is unable effectively to carry out his/her duties. The statement of the employee, supported by the statement of his or her physician, shall be prima-facie evidence as to capacity or lack of capacity, but the board may consider actual performance or other relevant evidence and may require an independent examination by an appropriately qualified physician. Ability to perform customary duties effect upon children in the educational process, unusual vulnerability of the staff to harm, or risk to others, shall be proper factors for consideration.

An employee who anticipates disability shall so notify the Chief School Administrator as soon as the employee is under medical supervision for the condition and a date is projected for the anticipated disability. Because of the potentially disabling nature of pregnancy and the certainty of temporary disability at birth, the Board will presume that a pregnant employee is disabled for work thirty days before the anticipated date of childbirth and continues to be disabled for thirty days after birth, except that any



such employee who presents medical certification of her fitness may continue to work until she is actually disabled and may return to work as soon as she is able. (Policy 3435 page 1 of 1)

2. No person shall be prevented from returning to work after disability leave of absence solely on the grounds that there has not been a time lapse between the disabling event (including childbirth) and date of return. Time of return shall, however, be by agreement between the employed and the Board of Education, taking into consideration the state of recovery, and the needs of the system. The person may, in any event, return if physically qualified at the beginning of the next or second, succeeding, school, year. Return at other times shall be by agreement.

3. Leaves of absence under other circumstances may be granted by joint agreement of the Board of Education and the staff member.

4. Upon return from a leave of absence, a staff member shall be placed on the same salary guide step that they were on at the time of the commencement of the leave of absence and receive accumulated benefits, but not retroactively, according to his/her seniority at the time the leave commenced. Time accumulated during a leave of absence shall not constitute service for seniority and/or gaining tenure.

#### **E. Retirement Privileges:**

1. The employer agrees, upon the retirement of staff members under the State Pension Plan (s), that payment of unused accumulated sick days will be made to the employee at the following rate per day:

130 days @ \$85.00 for the 2010-2011 school year  
 130 days @ \$90.00 for the 2011-2012 school year  
 130 days @ \$95.00 for the 2012-2013 school year

Payment to be prorated on the number of days employed per week. Employees will, when possible, give notice of intent to retire one year in advance.

#### **XVIII**

#### **REIMBURSEMENT FOR CONTINUING COLLEGE CREDITS**

The Board shall reimburse any certified staff member up to a maximum of \$1,000.00 per year for all course work completed with a "B" average or better. All reimbursable courses must be taken at accredited institutions and all course material must apply toward any of the traditionally recognized educational certifications or degrees. Courses being submitted for reimbursement must have prior administrative approval and be applicable to the staff's role at Eagleswood Elementary School. Payment is pro-rated to the number of days the staff member is employed in the District.

The Board shall reimburse/pay 100% for any courses required to meet the "No Child Left Behind" (NCLB standards for highly qualified staff).

#### **XIX**

#### **HEALTH INSURANCE COVERAGE**

A. Health Insurance coverage shall include both employee and dependent benefits, under the School Employee's Health Benefit Program (SEHBP) NJ Direct 10. The Eagleswood Township Board of Education shall reimburse the amount of the deductible stipulated by the Preferred Provider Organization (PPO) for any major medical claims (prescription), as opposed to the

amount of the deductible in any other health coverage plan, major medical portion that an employee may opt to chose. Any staff member who works twenty-five (25) or more hours per week is eligible for health insurance coverage.

Employees hired **after July 1, 2010**, will be eligible for **single** NJ Direct 10 coverage only. Upon tenure, or an employee who has accrued the same amount of time as a tenured employee, spouse/family coverage shall be granted. An employee may opt to pay the difference between single coverage and spouse/family coverage. **All current employees, as of 6/30/2010 are grandfathered under existing contractual language.**

B. The Board shall provide reimbursement for the District employee and their immediate family for dental, prescription, and/or vision care, and up to 30% for out of network medical expenses. Payment shall be made by voucher with appropriate proof of service provided. Payment shall be made to employees currently employed by District working twenty-five or more hours per week; the rate of payment shall be as follows:

- 2010-2011 \$1200
- 2011-2012 \$1300
- 2012-2013 \$1400

**Dental Insurance will be available to those who choose this over the reimbursement.** A person who chooses the Dental Plan would use the amount of reimbursement to pay for the plan. Any difference between the cost of Dental and the agreed upon amount of reimbursement shall be paid by the employee. An employee who chooses the dental plan for the **first** time shall be given  $\frac{1}{2}$  the agreed upon reimbursement, since the plan would not take effect immediately.

C. State Disability - The Board shall assume responsibility for half of the cost of belonging to the State Disability Program. Effective date 01/01/93.

## XX BOARD POLICY ON SUBSTITUTES

In the absence of a special staff member, every effort will be made to employ a suitable substitute.

## XXI EVENTS REQUIRING STAFF ATTENDANCE

A. Full time staff are required to attend the following events:

1. Staff Orientation – All Staff (2 days)
2. Back to School Night – All Staff
3. Holiday Program
4. Two evening Parent-Staff Conferences
5. Graduation – All Staff

B. Part-time staff is required to attend the following events:

1. Staff Orientation or In-Service (one day)
2. One evening or parent-teacher conference
3. Back to School Night
4. Graduation

**\*A part time employee shall be a staff member who works 28 hours or less**

**XXII  
LONGEVITY**

All Salary Guides: Beginning at the staff member's 10th year, \$1,000.00 shall be added to his/her base salary. Payment to be prorated on the number of days employed per week.

**XXIII  
RE-OPENER**

At the beginning of the school year and prior to October 15th, either party may request a contract re-opener, during the life of this contract, for language change and/or non-monetary items. Neither party is obligated to agree to such a request for a re-opener.

**XXIV  
COMPENSATION**

A. The salary schedule appended hereto and approved by the parties shall be the basis for compensation of the teaching staff members covered hereby, subject to all provisions of law relating to modification of salary.

B. Curriculum, Professional Development, and Home Instruction rate shall be as follows:

- 2010-2011 \$42.50 per hour.
- 2011-2012 \$42.50 per hour.
- 2012-2013 \$42.50 per hour.

C. Preschool Staff shall receive per diem pay (1) for prekindergarten orientation.

**XXV**

Mileage and School Business Reimbursement (See Page 10, Employee Benefits Manual).

**XXVI**

Stop Smoking Class Reimbursement (See Page 10, Employee Benefits Manual).

**XXVII  
VACATION 12-MONTH EMPLOYEES**

12-month employees will receive vacation time in the following manner:

- One week at year one.
- Two weeks at three years.
- One additional day per year until the 12<sup>th</sup> year (20 days)

**XXVIII  
REPRESENTATION FEE**

A. The Association shall, on or before September 30, deliver to the Board a written statement containing the following:

1. A statement that the Association has determined the amount of representation fee in accordance with requirements of NJSA 34:13a-5.4.

2. A statement that the Association has established a "demand and return" system in accordance with requirements of NJSA 34:13.a-5.4.
3. A statement establishing the amount of yearly representation fees to be deducted from the salaries of each non-member. Such representation fee shall not exceed eighty-five percent (85%) of the regular membership dues, fees and assessments.
4. A list of all employees who have failed to arrange to become members of the Association and a request that the representation fee of such non-members be deducted in accordance with the agreement.

B. Beginning with the first full pay period in November, the Board will commence deductions from salaries of such non-members as defined in Subsection A.4. above in accordance with Section C below of the full amount of the representation fee and will promptly transmit the amount so deducted to the Association.

#### C. Payroll Deduction Schedule

The Board will deduct the representation fee, in equal installments, as nearly as possible, from the paychecks paid to each employee on the aforesaid list, during the remainder of the membership year in question. The deduction will begin with the first paycheck:

1. In November; or
2. thirty (30) days after the employee begins his/her employment in a bargaining unit position or was on lay-off, in which event, the deductions will begin with the first paycheck paid ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is later. The mechanics for deduction of representation fees and the transmission of such fees due to the Association, as nearly as possible, shall be the same as those used for the deduction of regular membership to the Association.

D. On or about the last day of each month beginning with the month this Agreement becomes effective, the Board will submit to the Association a list of all employees who began or ended their employment in a bargaining unit position during the preceding (30) day period. The list will include names, job titles, and dates of employment for all such employees.

E. The Association hereby agrees to indemnify, defend, and save harmless the Board from any claim, suit, or action of any nature whatsoever which may be brought at law or equity, or before any administrative agency with regard to or arising from the deduction from the salaries of any employee of any sum of money as a representation fee under the provisions of this Agreement. In addition, the Board shall be required to make any available any and all public records necessary for such defense.

### **XXVIII DEDUCTIONS FROM SALARY**

#### A. Association Payroll Dues Deduction

1. The Board agrees to deduct from the salaries of its employees dues from the EEA, OCEA, NJEA, and the NEA as said employees individually and voluntarily authorize the Board to deduct.

Such deductions shall be made in compliance with Chapter 233 NJ Public Laws of 1969 (NJSA 52:14-15, 9e) and under rules established by the State Department of Education. Said monies, together with current records of any corrections, shall be transmitted to such person as may from time to time be designated by the EEA by the fifteenth (15<sup>th</sup>) of each month following

the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.

2. Each of the Associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any Association, which shall change the rate of membership dues, shall give the Board written notice prior to the effective date of such change.

**XXX  
MISCELLANEOUS**

- A. There will be a Test Coordinator stipend of \$250.00 paid annually.
- B. There will be (2) non-NJEA Central Office administrative assistants.
- C. There will be a 15-minute break for paraprofessionals.

**D. 12 Month Custodial Staff Holidays\***

- July 4 or choice Day if not 12 month employee
- Labor Day
- Thanksgiving (Thursday & Friday)
- Christmas 2 days
- New Year's Day
- Martin Luther King Day
- Presidents' Days (Friday/Monday)
- Good Friday & Easter Monday
- Memorial Day
- Friday of NJEA Convention as Veteran's Day (If School is closed for Veteran's Day, custodians will have off that day instead of Friday of Convention)

\*Holidays that fall on the weekend will be taken off the next business day.

**10-Month Custodial Staff**

10-Month Custodial Employees shall work from September 1<sup>st</sup> through June 30<sup>th</sup>. They will work the adopted school calendar, no vacation days, but shall have sick (10) & personal days (3) per year.

## EEA Salary Guides July 2010 - June 2013

### 2010-2011

Step	BA	BA15	BA30	MA	MA15	MA30
1	43789	44039	44289	44539	44789	45039
2	44297	44547	44797	45047	45297	45547
3	44805	45055	45305	45555	45805	46055
4	45313	45563	45813	46063	46313	46563
5	47200	47450	47700	47950	48200	48450
6	47900	48150	48400	48650	48900	49150
7	48880	49130	49500	49750	50000	50250
8	50000	50250	50500	50750	51000	51250
9	50633	50883	51133	51383	51633	51883
10	52000	52250	52500	52750	53000	53250
11	52287	52537	52787	53037	53287	53537
12	52574	52824	53074	53324	53574	53824
13	52861	53111	53361	53611	53861	54111
14	53150	53400	53650	53900	54150	54400

15 go to A

OG	BA	BA15	BA30	MA	MA15	MA30
A	54500	54750	55000	55250	55500	55750
B	62988	63238	63488	63738	63988	64238
C	67369	67619	67869	69131	69381	69631
D	68427	68677	68927	69177	69427	69677
E	68897	69147	69397	69647	69897	70147
F	71217	71467	71717	73163	73413	73663
G	81089	81339	81589	81839	82089	82339
H	80991	81241	81491	81741	81991	82241

### 2011-2012

Step	BA	BA15	BA30	MA	MA15	MA30
1	45501	45751	46001	46251	46501	46751
2	45807	46057	46307	46557	46807	47057
3	46700	46950	47200	47450	47700	47950
4	47300	47550	47800	48050	48300	48550
5	48100	48350	48600	48850	49100	49350
6	49045	49295	49545	49795	50045	50295
7	50145	50395	50645	50895	51145	51395
8	51250	51500	51750	52000	52250	52500
9	51950	52200	52450	52700	52950	53200
10	52981	53231	53481	53731	53981	54231
11	53750	54000	54250	54500	54750	55000
12	54066	54316	54566	54816	55066	55316
13	54382	54632	54882	55132	55382	55632
14	54700	54950	55200	55450	55700	55950

### Stay on letter

OG	BA	BA15	BA30	MA	MA15	MA30
A	55600	55850	56100	56350	56600	56850
B	64231	64481	64731	64981	65231	65481
C	67500	67750	68000	70446	70696	70946
D	69942	70192	70442	70692	70942	71192
E	70230	70480	70730	70980	71230	71480
F	72574	72824	73074	74550	74800	75050
G	82750	83000	83250	83500	83750	84000
H	82783	83033	83283	83533	83783	84033

## EEA Salary Guides July 2010 - June 2013

### 2012-2013

Step	BA	BA15	BA30	MA	MA15	MA30
1	46001	46251	46501	46751	47001	47251
2	46709	46959	47209	47459	47709	47959
3	46913	47163	47413	47663	47913	48163
4	47900	48150	48400	48650	48900	49150
5	48900	49150	49400	49650	49900	50150
6	49545	49795	50045	50295	50545	50795
7	51400	51650	51900	52150	52400	52650
8	51935	52185	52435	52685	52935	53185
9	52470	52720	52970	53220	53470	53720
10	53720	53970	54220	54470	54720	54970
11	54750	55000	55250	55500	55750	56000
12	55400	55650	55900	56150	56400	56650
13	56410	56660	56910	57160	57410	57660
14	57280	57530	57780	58030	58280	58530

### Stay on letter


OG	BA	BA15	BA30	MA	MA15	MA30
A	56900	57150	57400	57650	57900	58150
B	66031	66281	66531	66781	67031	67281
C	68000	68250	68500	72196	72446	72696
D	71542	71792	72042	72292	72542	72792
E	71980	72230	72480	72730	72980	73230
F	74324	74574	74824	76097	76347	76597
G	84408	84658	84908	85158	85408	85658
H	84533	84783	85033	85283	85533	85783

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents and secretaries this 20th day of December 2010.

ATTEST:

**EAGLESWOOD TOWNSHIP  
BOARD OF EDUCATION**

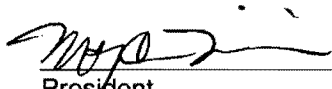
  
Business Administrator

  
School Board President

ATTEST:

**EAGLESWOOD TOWNSHIP  
STAFF'S ASSOCIATION**

\_\_\_\_\_  
Secretary

  
President



## **Additional Miscellaneous Information (Non-Negotiable)**

### **Teachers' Pension & Annuity Fund (TPAF):**

Your retirement is provided through the N.J. Teachers' Pension and Annuity Fund, a 60-year old state program. This is an actuarial reserve system, one of the most financially secure in the United States. Each year you and your employer contribute dollars to the system. As a member you are provided with:

1. A guaranteed retirement income for life based on the total years of service credit established in the system and final average salary;
2. Liberal financial protection in the case of disability or death;
3. Benefits in addition to Federal Social Security coverage.

Any certified person, under 70 years of age, appointed as a member of the regular teaching or professional staff of a public school system in New Jersey is required to enroll. A percentage amount determined by the TPAF is deducted from your salary each pay period.\*

#### Non-Contributory/Contributory Life Insurance:

Each pay period a percentage of your salary is withheld for life insurance which is administered by the TPAF. The amount of your death benefit depends on three things: salary, age, and membership status at the time of death.\*

\*For additional information please contact the Board Office

### **Public Employees' Retirement System (PERS)**

The New Jersey Public Employees Retirement system is a 60-year old program that is one of the most financially secure in the United States. It is an "actuarial reserve system". This means that the amount which you and your employer contribute is based on factors like your age when you join the system. In this regard, it is like the way insurance companies figure out how much you pay for life insurance. The money is invested and held in reserve for retirees.

Each year, you and the taxpayers of New Jersey contribute to the system. As a member of the system you are provided with:

1. A guaranteed retirement income for life based on the total years of service credit established in the system and final average salary;
2. Liberal financial protection in the case of disability or death;
3. Benefits in addition to Federal Social Security coverage.

Please contact the Board Office to see if you qualify for membership in the PERS. A percentage amount determined by the PERS will be deducted from your salary each pay period.

#### Non-Contributory/Contributory Life Insurance:

Each pay period a percentage of your salary is withheld for life insurance which is administered by the PERS. The amount of your death benefit depends on three things: salary, age, and membership status at the time of death.\*

\*For additional information please contact the Board Office

**First Financial Federal Credit Union (FFFCU)\***

As an employee of the Eagleswood Township School District, you are eligible to enroll in the FFFCU Federal Credit Union. The FFFCU was formed 50 years ago by a group of Asbury Park school teachers who organized themselves into a Credit Union. It was a financial cooperative intended to provide service at less cost and higher return.

As an eligible employee you may choose to designate a specific dollar amount that will be deducted from your salary each pay period. These funds may be deposited into:

1. Shared Savings
2. Certificates
3. Money Market Accounts
4. IRA'S
5. Holiday Club
6. Summer Savings

In addition, FFFCU offers:

1. Home Improvement Loans
2. Mortgages
3. New & Used Car Loans
4. Checking Accounts
5. VISA, MAC, & CIRRUS Cards

FFFCU IS AN ELECTIVE DEDUCTION

\*Please contact the Board Office for additional information.

**Washington National Insurance:\***

Washington National Insurance Company is an elective benefit which can be deducted from your salary each pay period.

Washington National Insurance Company provides for:

1. Accident Income Benefit
2. Sickness Income Benefit
3. Sickness Reimbursement Benefit
4. Non disabling Injury Benefit
5. Survivor Benefit
6. Accidental Death Benefits

To be eligible to enroll in Washington National you must be a member of the Teachers' Pension & annuity Fund (TPAF) or the Public Employees Retirement System (PERS) and a UNIFIED member of the New Jersey Education Association (NJEA).

WASHINGTON NATIONAL INSURANCE IS AN ELECTIVE DEDUCTION.

\*Please contact the Board Office for additional information

**New Jersey Education Association (NJEA)**

The NJEA is the state's largest representative of teachers and other school employees. It exists primarily to protect and advance the professional and economic interests of its members by working for better working conditions, higher salaries, increased fringe benefits, progressive policies and an affordable and dignified retirement.

\*For more information regarding membership, please contact your local Eagleswood NJEA representative.

**Mileage & School Business Reimbursement:**

Any employee who uses their car for approved school business shall be reimbursed at the OMB Circular Rate per mile (please see Business Administrator for current rate). An employee may be reimbursed for any reasonable expense incurred while on school business as per N.J.S.A 18A:7. All reimbursements must be pre-approved and in compliance with travel regulations. Please see Business Administrator for guidance.

**Stop Smoking Class Reimbursement:**

The Eagleswood Township Board of Education will reimburse any employee of the district up to \$200.00 after successful completion of an approved "Stop Smoking Class".