

4-030 2
THIS BOOK DOES
NOT CIRCULATE

Cape May

74-79

MEMORANDUM OF AGREEMENT

THE AGREEMENT entered into this 15th day of November, 1976, between the Avalon Education Association, Inc., hereinafter called the "Association", and the Avalon Board of Education, hereinafter called the "Board", wherein it is mutually agreed as follows:

WHEREAS, there is presently in effect an Agreement between the Board and the Association originally entered into for the school years 1976-78 for a two-year time period terminating on June 30, 1978, which has been amended as per the terms of said original Agreement, and extended, the latest amendments and extension being for the school years 1977-78 and 1978-79.

The language of the existing Agreement, 1976-78, shall remain in full force and effect except as so modified below:

ARTICLE XII - SICK LEAVE

Section C

Paragraph 2 is amended as follows:

Upon leaving the system after at least achieving tenure and working two (2) additional months in the system the teacher may elect to allow previously accumulated sick leave to remain in his account or to be paid fifty (50%) percent of the current substitute rate of pay for each accumulated day of sick leave.

Schedule A - See Attached for 1977-78 and 1978-79

ARTICLE XI - SALARIES

Amend by adding:

Section D

Effective September 1, 1978, the Board will contribute a sum not to exceed one thousand dollars (\$1,000) annually toward the cost of a prescription drug plan.

ARTICLE XVIII - DURATION

Amend to read:

This Agreement shall be effective as of September 1, 1976, and shall continue in full force and effect until June 30, 1979.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents and attested by their respective secretaries, on the 14th day of Dec., 1976.

AVALON EDUCATION ASSOCIATION

By David F. Jones
President

Attest:

By Patricia Michaelis
Secretary

AVALON BOARD OF EDUCATION

By Harry M. Payne
President

Attest:

By Hilda U. Klosterman
Secretary

SCHEDULE A
1977-1978 SCALE

<u>STEP</u>	<u>SALARY</u>
13	\$17,082
12	16,458
11	15,833
10	15,210
9	14,584
8	13,960
7	13,335
6	12,814
5	12,294
4	11,773
3	11,253
2	10,834
1	10,420

The two teachers currently at the thirteenth step will receive a total increase of five hundred dollars (\$500) during the 1977-78 school year and will be paid according to the guide during the 1978-79 school year. This provides one hundred eighteen dollars (\$118) additionally to those at the top of the scale who have not yet reached longevity.

Bachelor's Degree plus 15 credits receives \$225.00 over step.
Bachelor's Degree plus 20 credits receives \$300.00 over step.
Bachelor's Degree plus 30 credits receives \$450.00 over step.
Master's Degree receives \$650.00 over step.

The current supplemental instructor will be placed on Step 11 plus \$1,000 for the year 1977-1978.

SCHEDULE A
1978-1979 SCALE

<u>STEP</u>	<u>SALARY</u>
13	\$17,801
12	17,151
11	16,501
10	15,853
9	15,202
8	14,553
7	13,903
6	13,362
5	12,821
4	12,279
3	11,738
2	11,305
1	10,872

Additional stipends for extra credits on scale and supplemental instructor to be the same as 1977-1978, except that supplemental instructor moves to the 12th step.

Bachelor's Degree plus 15 credits receives \$225.00 over step.

Bachelor's Degree plus 20 credits receives \$300.00 over step.

Bachelor's Degree plus 30 credits receives \$450.00 over step.

Master's Degree receives \$650.00 over step.