

JUNE, 2008

AGREEMENT

between

MEDFORD LAKES BOARD OF EDUCATION

and the

MEDFORD LAKES EDUCATION ASSOCIATION

2009-2010

Effective July 1, 2009, based upon a Memorandum of Agreement ratified by the parties in May, 2008, there has been an agreement to substitute a 2007-2010 Agreement for the 2006-2009 Agreement already in place.

All terms of the contract in effect for 2007-2008, except those listed on the following pages remain in place through June 30, 2010.

SIDEBAR AGREEMENT REACHED IN NOVEMBER, 2007

The parties reached the following Sidebar Agreement.

Add to a new section in the insurance article:

Flexible Spending Account (FSA)

“Should the Board of Education offer an FSA all employees will be eligible to participate. The FSA runs yearly from January 1 through December 31. Deductions are taken in 20 pretax installments form the employee’s paycheck.

If an employee participating in the FSA plan separates from employment prior to making sufficient contributions to cover his/her paid claims in a year, the District may recover such overpaid claims by reducing his/her final pay(s). The FSA application form shall indicate this repayment requirement.”

SCHEDULE A-4
TEACHERS' SALARY GUIDE
2009-2010

STEP	STEP	BA	BA+15	BA+30	MA	MA+15	MA+30
08-09	09-10						
***	1	47396	48664	49930	51197	52465	53646
1	2	47596	48864	50130	51397	52665	53846
2	3	47796	49064	50330	51597	52865	54046
3	4	47996	49264	50530	51797	53065	54246
4	5	48796	50064	51330	52597	53865	55046
5	6	49696	50964	52230	53497	54765	55946
6	7	50596	51864	53130	54397	55665	56846
7	8	51496	52764	54030	55297	56565	57746
8	9	52716	53984	55250	56517	57785	58966
9	10	54016	55284	56550	57817	59085	60266
10	11	55316	56584	57850	59117	60385	61566
11	12	59614	60882	62148	63415	64683	65864
12	13	66414	67682	68948	70215	71483	72664
13	14	73264	74532	75798	77065	78333	79514
14-15	15	80164	81432	82698	83965	85233	86414

All employees move one step on the salary guide each year as long as that movement is consistent with Article 16, F. 1.

The longevity provisions on page 38 are in effect for the 2009-2010 year.

SCHEDULE B-4
FULL-TIME CUSTODIANS' SALARY GUIDE
2009-2010

STEP 2008-2009	STEP 2009-2010	SALARY
***	1	32232
1	2	32982
2	3	33732
3	4	34482
4-5	5	35232

All employees move one step on the salary guide each year as long as that movement is consistent with Article 16, F.1.

Longevity: 20 years of service in the District as of the previous June 30: add \$200 to the amount shown.

PART-TIME CUSTODIANS' HOURLY RATES

New Hire \$11.82

Existing \$14.92

New hires work six (6) months at New Hire hourly rate. On the six month anniversary date, hourly rate increases to the Existing hourly rate.

SCHEDULE C-4
SECRETARIES' SALARY GUIDE
2009-2010

STEP 2008-2009	STEP 2009-2010	12 MONTH SALARY	10 MONTH SALARY
****	1	33959	26288
1	2	34709	28913
2	3	35459	29537
3	4	36209	30162
4-5	5	36959	30787

All employees move one step on the salary guide each year as long as that movement is consistent with Article 16, F.1.

Longevity: 20 years of service in the District as of the previous June 30: add \$200 to the amount shown.

SCHEDULE D-4
PART-TIME ASSISTANTS' AND CLERKS' HOURLY RATE GUIDE
2009-2010

STEP 2008-2009	STEP 2009-2010	HOURLY RATE
***1	1	10.67
2	2	10.97
3	3	11.08
4	4	11.17
5	5	11.95
6	6	12.50
7	7	12.90
8-9	8	13.90
OFF-GUIDE	OFF-GUIDE	19.69

All employees move one step on the salary guide each year as long as that movement is consistent with Article 16, F.1.

Assistants who possess a teacher's substitute certification will receive a differential of 30 cents per hour.

Longevity: 20 years of service in the District as of the previous June 30: add \$200 to the amount shown.

SCHEDULE E
2009-2010

EXTRAMURAL	STEP 1	STEP 2	STEP 3
Baseball, Basketball, Gymnastics, Field Hockey, Cross Country, Lacrosse, Soccer and Softball	2539	2860	3256
Field Hockey Assistant	1497	1702	1847

If an assistant position is created during the term of this agreement, compensation shall be set at the assistant rate for other position(s) listed above.

If a teacher with unbroken teaching service to the District is approved for a Schedule E extramural position which he/she formerly held in the District, his/her placement shall be at the step consistent with his/her prior experience coaching the sport in the District. "Unbroken teaching service" is defined as currently receiving a paycheck or on an approved unpaid leave of absence.

SCHEDULE E, 2009-2010, continued

ACTIVITIES AND INTRAMURAL

Intramural Basketball	1292
Intramural Gymnastics	1292
Intramural Lacrosse	1292
Safety Patrol	1292
Yearbook	1715
Student Council	2656
Cheerleading	2360
Band	2327
Assistant Band	1104
Chorus	1903
Assistant Chorus	1104
AVA Coordinator	984
Curriculum (new)	1352
Curriculum (re-write)	614
Master Scheduling	1128
Unit Coordinators (includes Steering Committee work)	1228
Tournament of Champions	901
Environmental Field Studies Co-ord. Lead Teacher	516 1196

HOURLY POSITIONS

	2009-2010
Cafeteria Duty	30.73
Playground Duty	30.73
After-School Supervision	30.73
After-School Workshop	30.73
Homebound Instruction	42.42
Summer School	39.82
Coordinate & direct clubs	34.62
Class Trip Supervision - Teachers	11.70
Class Trip Supervision - Assistants	minimum wage
K.O.O.L. Grant Meetings/Training	Summer School

PER EVENT POSITIONS

	2009-2010
Overnight Camping	161.03
Dance Chaperone	65.80
Crowd Supervisor	51.07
LTDC, Social history, or speech evaluation	292
DVD Production Coordinator	520

SCHEDULE E, 2009-2010, continued

When the Administration approves in writing in advance and a teacher participates on a committee outside the workday or participates in IEP conferences outside the work day, the teacher shall be paid at the summer school rate.

When a teacher is directed by the Administration to work in the summer (e.g. nurses) or is involved in training outside the work day (as defined in Article 8), the teacher shall be paid the summer school rate.

It is recognized by the Board of Education and the Medford Lakes Education Association that enrichment activities are important for providing a complete education for children. Therefore, it is agreed that every effort will be made to offer clubs which will extend these enrichment activities for children (i.e., computer, environmental, advanced interest, photography, language).