

NEW PROVIDENCE SCHOOL DISTRICT

356 ELKWOOD AVENUE, NEW PROVIDENCE, NJ 07974

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Superintendent of Schools
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DEBORAH FEINBERG, Ed.D.
Assistant Superintendent
of Educational Services
908-464-9050 (ext. 222)

JAMES E. TESTA
School Business Administrator/
Board Secretary
908-464-9050 (ext. 223)

SANDRA M. SEARING
Director of Curriculum,
Instruction, and Supervision
908-464-9050 (ext. 221)

March 25, 2010

TO: THE PRESIDENT AND NEGOTIATIONS COMMITTEES OF THE NEW PROVIDENCE COLLECTIVE BARGAINING UNITS

Re: Proposal for Contract Modification for the 2010-2011 and 2011-2012 contract years

As a result of the loss of State aide and other budgetary constraints placed upon the New Providence Board of Education by Governor Christie and the legislature of the State of New Jersey, the Board makes the following proposal for modification and extension of the Collective Bargaining Agreements for each of its Collective Bargaining Units.

A. 2010-2011

1. **Salary.** A base salary shall be established for each Bargaining Unit for the 2009-2010 contract year and that amount shall be increased by two (2%) percent for the 2010-2011 contract year.
2. **Professional Development and Tuition Reimbursement.** Funds for professional development and tuition reimbursement shall be eliminated from all contracts which provide for these two items. There shall be no funds for professional development and tuition reimbursement for the 2010-2011 contract year.
3. **Co-Curricular, Extra-Curricular and Coaching Stipends.** All co-curricular, extra-curricular and coaching stipends shall remain at the 2009-2010 rate. There shall be no increase in these stipends for 2010-2011.

B. 2011-2012

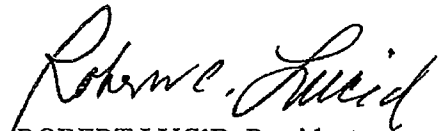
The Collective Bargaining Agreements for all Units shall be extended one (1) year or for the 2011-2012 contract year. The contracts for this additional year shall be modified as follows:

1. Salary. The 2010-2011 base salary shall be increased by 2.5%. Salary Guides shall be mutually developed and subject to ratification by the Board and the membership of the specific collective bargaining unit.
2. Professional Development and Tuition Reimbursement. Funds for professional development and tuition reimbursement shall be reinstated to the 2009/2010 level.
3. Co-Curricular, Extra-Curricular and Coaching Stipends. All co-curricular, extra-curricular and coaching stipends shall be reinstated at the 2009/2010 level.

Please share this proposal with the members of the Negotiations Committee of your Bargaining Unit and advise as to its acceptability and the process and timing for ratification by your individual Bargaining Unit.

In order for the Board to complete its budget development, ratification of any concessions must be completed by 6 p.m. on Monday, 3/29/10, and notice provided to the Board.

Thank you.


ROBERT LUCID, President
New Providence Board of Education

Memorandum of Agreement

The New Providence Education Association, The Secretaries unit of the Education Association and the New Providence Custodian and Maintenance Association and the New Providence Board of Education agree to the following terms and conditions of employment.

1. Unless otherwise modified by this agreement all terms and conditions of the current collective bargaining agreements (2008-2011) shall remain in full force and effect in the successor agreement.
2. Duration: July 1, 2010 through June 30, 2012.
3. Terms and conditions contained in the letter dated March 25, 2010 from Robert Lucid, President of the Board to the negotiations chairpersons of the associations.

4. Salary Guides 2010-2011

Base: Scattergram of each association as of March 15, 2010 using the 2009-2010 guides.

The 2009-10 guides total base shall be increased by 2.0%.

Employees shall not move a step.

Each step of the 2009-10 guides shall be increased by an equal dollar amount.

5. Salary Guides 2011-2012

The 2010-11 guides total base shall be increased by 2.5%.

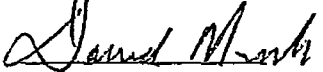
Employees shall not move a step.

Each step of the 2010-11 guides shall be increased by an equal dollar amount.

6. Salary guides shall be mutually developed and agreed upon.

7. All terms and conditions are subject to ratification by the Board of Education and the respective memberships of each association. This memorandum shall be null and void if not ratified by all parties prior to May 22, 2010.

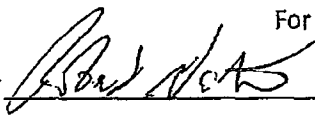
For the Board



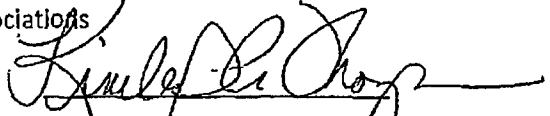
DR. David Miceli

3/29/10

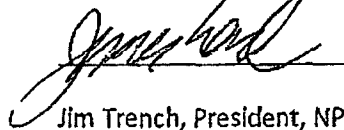
For the Associations



Robert Gartner, President NPEA



Kim Thompson, Secretaries unit



Jim Trench, President, NPCMA

NEW PROVIDENCE CUSTODIAL/MAINTENANCE
2010/2011 SALARY GUIDE

<u>STEP</u>	<u>CUSTODIANS</u>	<u>MAINTENANCE</u>
1	\$37,231	\$37,687
2	38,803	39,258
3	40,197	40,652
4	42,044	42,502
5	43,673	44,153
6	46,076	46,556
7	47,013	47,493
8	47,928	48,408
9	48,978	49,456
10	49,954	50,433
11	51,082	51,563
12	52,302	52,782
13	53,811	54,292
14	55,908	56,389
15	58,373	58,875
16	60,948	61,473
17	63,639	64,188
18	67,025	67,418
F/TC	--	74,867

Revised 6/10/10

NEW PROVIDENCE CUSTODIAL/MAINTENANCE
2011/2012 SALARY GUIDE

<u>STEP</u>	<u>CUSTODIANS</u>	<u>MAINTENANCE</u>
1	\$38,690	\$39,146
2	40,262	40,717
3	41,656	42,111
4	43,503	43,961
5	45,132	45,612
6	47,535	48,015
7	48,472	48,952
8	49,387	49,867
9	50,437	50,915
10	51,413	51,892
11	52,541	53,022
12	53,761	54,241
13	55,270	55,751
14	57,367	57,848
15	59,832	60,334
16	62,407	62,932
17	65,098	65,647
18	68,484	68,877
F/TC	--	76,326

Revised 6/10/10

	Secretary I	Secretary I	Secretary II	Secretary II	Secretary II	Secretary II	Tech Services	Tech Services
	12 months	12 months	12 months	12 months	10.5 months	10 months	12 months	12 months
Step	8 hrs/day	7.5 hrs/day	8 hrs/day	7.5 hrs/day	7.5 hrs/day	7.5 hrs/day	7.5 hrs/day	8 hrs/day
1	\$40,565	\$38,119	\$37,517	\$35,260	\$30,132	\$28,693	\$38,457	\$40,959
2	\$40,924	\$38,454	\$37,845	\$35,567	\$30,393	\$28,941	\$38,797	\$41,324
3	\$41,284	\$38,792	\$38,176	\$35,878	\$30,656	\$29,191	\$39,138	\$41,688
4	\$41,650	\$39,135	\$38,686	\$36,192	\$30,923	\$29,445	\$39,485	\$42,058
5	\$41,779	\$39,255	\$38,993	\$36,297	\$31,008	\$29,529	\$39,606	\$42,187
6	\$42,711	\$40,129	\$39,478	\$37,098	\$31,689	\$30,174	\$40,490	\$43,130
7	\$43,668	\$41,023	\$40,354	\$37,919	\$32,386	\$30,837	\$41,394	\$44,094
8	\$44,647	\$41,942	\$41,250	\$38,760	\$33,099	\$31,514	\$42,322	\$45,084
9	\$45,651	\$42,883	\$42,171	\$39,621	\$33,831	\$32,209	\$43,271	\$46,096
10	\$46,680	\$43,849	\$43,114	\$40,506	\$34,580	\$32,923	\$44,246	\$47,136
11	\$47,734	\$44,835	\$44,080	\$41,411	\$35,347	\$33,652	\$45,244	\$48,200
12	\$48,815	\$45,848	\$45,070	\$42,340	\$36,135	\$34,401	\$46,267	\$49,292
13	\$49,923	\$46,887	\$46,086	\$43,290	\$36,941	\$35,167	\$47,316	\$50,410
14	\$51,057	\$47,950	\$47,123	\$44,265	\$37,768	\$35,953	\$48,389	\$51,556
15	\$52,221	\$49,041	\$48,190	\$45,263	\$38,617	\$36,758	\$49,490	\$52,730
16	\$54,719	\$52,731	\$51,808	\$48,167	\$41,508	\$39,517	\$53,212	\$56,700
17	\$60,305	\$59,404	\$58,453	\$53,876	\$46,845	\$44,599	\$59,936	\$63,872

Revised 6/10/10

2011-2012 SECRETARIAL SALARY GUIDE

	Secretary	Secretary	Secretary	Secretary	Secretary	Secretary	Tech	Tech
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	I	I	II	II	II	II	Services	Services
	12 months	12 months	12 months	12 months	10.5 months	10 months	12 months	12 months
Step	8 hrs/day	7.5 hrs/day	8 hrs/day	7.5 hrs/day	7.5 hrs/day	7.5 hrs/day	7.5 hrs/day	8 hrs/day
1	\$41,707	\$39,261	\$38,659	\$36,402	\$31,274	\$29,835	\$39,599	\$42,101
2	\$42,066	\$39,596	\$38,987	\$36,709	\$31,535	\$30,083	\$39,939	\$42,466
3	\$42,426	\$39,934	\$39,318	\$37,020	\$31,798	\$30,333	\$40,280	\$42,830
4	\$42,792	\$40,277	\$39,828	\$37,334	\$32,065	\$30,587	\$40,627	\$43,200
5	\$42,921	\$40,397	\$40,135	\$37,439	\$32,150	\$30,671	\$40,748	\$43,329
6	\$43,853	\$41,271	\$40,620	\$38,240	\$32,831	\$31,316	\$41,632	\$44,272
7	\$44,810	\$42,165	\$41,496	\$39,061	\$33,528	\$31,979	\$42,536	\$45,236
8	\$45,789	\$43,084	\$42,392	\$39,902	\$34,241	\$32,656	\$43,464	\$46,226
9	\$46,793	\$44,025	\$43,313	\$40,763	\$34,973	\$33,351	\$44,413	\$47,238
10	\$47,822	\$44,991	\$44,256	\$41,648	\$35,722	\$34,065	\$45,388	\$48,278
11	\$48,876	\$45,977	\$45,222	\$42,553	\$36,489	\$34,794	\$46,386	\$49,342
12	\$49,957	\$46,990	\$46,212	\$43,482	\$37,277	\$35,543	\$47,409	\$50,434
13	\$51,065	\$48,029	\$47,228	\$44,432	\$38,083	\$36,309	\$48,458	\$51,552
14	\$52,199	\$49,092	\$48,265	\$45,407	\$38,910	\$37,095	\$49,531	\$52,698
15	\$53,363	\$50,183	\$49,332	\$46,405	\$39,759	\$37,900	\$50,632	\$53,872
16	\$55,861	\$53,873	\$52,950	\$49,309	\$42,650	\$40,659	\$54,354	\$57,842
17	\$61,447	\$60,546	\$59,595	\$55,018	\$47,987	\$45,741	\$61,078	\$65,014

Revised 6/10/10

NEW PROVIDENCE TEACHERS SALARY GUIDE FOR YEAR 2010-2011

Salary Guide

Step	BA	BA+15	BA+30	BA+30M	BA+45M	BA+60M
3	49,780	51,321	53,196	55,466	57,633	59,851
4	50,280	51,821	53,696	55,966	58,133	60,351
5	50,780	52,321	54,196	56,466	58,633	60,851
6	51,935	53,478	55,355	57,629	59,798	62,020
7	53,087	54,639	56,597	58,898	61,127	63,356
8	54,256	55,846	57,851	60,209	62,494	64,811
9	55,382	57,010	59,063	61,479	63,822	66,518
10	56,637	58,348	60,432	62,920	65,699	68,529
11	58,166	59,883	62,066	64,620	67,527	70,361
12	59,583	61,359	63,609	66,470	69,410	72,259
13	61,267	63,428	66,156	69,377	72,485	75,593
13a	64,226	66,437	69,228	72,517	75,698	78,874
14	67,381	69,648	72,511	75,877	79,140	82,393
14a	70,871	73,303	76,371	79,978	83,477	86,966
14b	75,920	78,449	81,639	85,389	89,028	92,656
15	82,337	83,988	88,331	92,260	96,074	99,877
L30	87,437	90,088	93,431	97,360	101,174	104,977

Trainer- 56,754

Revised 6/10/10

NEW PROVIDENCE TEACHERS SALARY GUIDE FOR YEAR 2011-2012

Salary Guide

Step	BA	BA+15	BA+30	BA+30M	BA+45M	BA+60M
3	51,572	53,113	54,988	57,258	59,425	61,643
4	52,072	53,613	55,488	57,758	59,925	62,143
5	52,572	54,113	55,988	58,258	60,425	62,643
6	53,727	55,270	57,147	59,421	61,590	63,812
7	54,879	56,431	58,389	60,690	62,919	65,148
8	56,048	57,638	59,643	62,001	64,286	66,603
9	57,174	58,802	60,855	63,271	65,614	68,310
10	58,429	60,140	62,224	64,712	67,491	70,321
11	59,958	61,675	63,858	66,412	69,319	72,153
12	61,375	63,151	65,401	68,262	71,202	74,051
13	63,059	65,220	67,948	71,169	74,277	77,385
13a	66,018	68,229	71,020	74,309	77,490	80,666
14	69,173	71,440	74,303	77,669	80,932	84,185
14a	72,663	75,095	78,163	81,770	85,269	88,758
14b	77,712	80,241	83,431	87,181	90,820	94,448
15	84,129	85,780	90,123	94,052	97,866	101,669
L30	89,229	91,880	95,223	99,152	102,966	106,769

Trainer- 58,546

Revised 6/10/10

<u>Principal</u>	<u>2010/2011</u>	<u>2011/2012</u>
MB	\$110,748.00	\$113,517.00
PC	\$134,005.00	\$137,355.00
GH	\$133,249.00	\$136,580.00
JM	\$124,230.00	\$127,336.00

Revised 6/10/10

NEW PROVIDENCE CUSTODIAL/MAINTENANCE
2010/2011 SALARY GUIDE

<u>STEP</u>	<u>CUSTODIANS</u>	<u>MAINTENANCE</u>
1	\$37,231	\$37,687
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7	47,013	47,493
8	47,928	48,408
9	48,978	49,456
10	49,954	50,433
11	51,082	51,563
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13	53,811	54,292
14	55,908	56,389
15	58,373	58,875
16	60,948	61,473
17	63,639	64,188
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F/TC	--	74,867

Revised 6/10/10

NEW PROVIDENCE CUSTODIAL/MAINTENANCE
2011/2012 SALARY GUIDE

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8	49,387	49,867
9	50,437	50,915
10	51,413	51,892
11	52,541	53,022
12	53,761	54,241
13	55,270	55,751
14	57,367	57,848
15	59,832	60,334
16	62,407	62,932
17	65,098	65,647
18	68,484	68,877
F/TC	--	76,326

Revised 6/10/10

2010-2011 SECRETARIAL SALARY GUIDE

	Secretary I	Secretary I	Secretary II	Secretary II	Secretary II	Secretary II	Tech Services	Tech Services
	12 months	12 months	12 months	12 months	10.5 months	10 months	12 months	12 months
Step	8 hrs/day	7.5 hrs/day	8 hrs/day	7.5 hrs/day	7.5 hrs/day	7.5 hrs/day	7.5 hrs/day	8 hrs/day
1	\$40,565	\$38,119	\$37,517	\$35,260	\$30,132	\$28,693	\$38,457	\$40,959
2	\$40,924	\$38,454	\$37,845	\$35,567	\$30,393	\$28,941	\$38,797	\$41,324
3	\$41,284	\$38,792	\$38,176	\$35,878	\$30,656	\$29,191	\$39,138	\$41,688
4	\$41,650	\$39,135	\$38,686	\$36,192	\$30,923	\$29,445	\$39,485	\$42,058
5	\$41,779	\$39,255	\$38,993	\$36,297	\$31,008	\$29,529	\$39,606	\$42,187
6	\$42,711	\$40,129	\$39,478	\$37,098	\$31,689	\$30,174	\$40,490	\$43,130
7	\$43,668	\$41,023	\$40,354	\$37,919	\$32,386	\$30,837	\$41,394	\$44,094
8	\$44,647	\$41,942	\$41,250	\$38,760	\$33,099	\$31,514	\$42,322	\$45,084
9	\$45,651	\$42,883	\$42,171	\$39,621	\$33,831	\$32,209	\$43,271	\$46,096
10	\$46,680	\$43,849	\$43,114	\$40,506	\$34,580	\$32,923	\$44,246	\$47,136
11	\$47,734	\$44,835	\$44,080	\$41,411	\$35,347	\$33,652	\$45,244	\$48,200
12	\$48,815	\$45,848	\$45,070	\$42,340	\$36,135	\$34,401	\$46,267	\$49,292
13	\$49,923	\$46,887	\$46,086	\$43,290	\$36,941	\$35,167	\$47,316	\$50,410
14	\$51,057	\$47,950	\$47,123	\$44,265	\$37,768	\$35,953	\$48,389	\$51,556
15	\$52,221	\$49,041	\$48,190	\$45,263	\$38,617	\$36,758	\$49,490	\$52,730
16	\$54,719	\$52,731	\$51,808	\$48,167	\$41,508	\$39,517	\$53,212	\$56,700
17	\$60,305	\$59,404	\$58,453	\$53,876	\$46,845	\$44,599	\$59,936	\$63,872

Revised 6/10/10

2011-2012 SECRETARIAL SALARY GUIDE

	Secretary I	Secretary I	Secretary II	Secretary II	Secretary II	Secretary II	Tech Services	Tech Services
	12 months	12 months	12 months	12 months	10.5 months	10 months	12 months	12 months
Step	8 hrs/day	7.5 hrs/day	8 hrs/day	7.5 hrs/day	7.5 hrs/day	7.5 hrs/day	7.5 hrs/day	8 hrs/day
1	\$41,707	\$39,261	\$38,659	\$36,402	\$31,274	\$29,835	\$39,599	\$42,101
2	\$42,066	\$39,596	\$38,987	\$36,709	\$31,535	\$30,083	\$39,939	\$42,466
3	\$42,426	\$39,934	\$39,318	\$37,020	\$31,798	\$30,333	\$40,280	\$42,830
4	\$42,792	\$40,277	\$39,828	\$37,334	\$32,065	\$30,587	\$40,627	\$43,200
5	\$42,921	\$40,397	\$40,135	\$37,439	\$32,150	\$30,671	\$40,748	\$43,329
6	\$43,853	\$41,271	\$40,620	\$38,240	\$32,831	\$31,316	\$41,632	\$44,272
7	\$44,810	\$42,165	\$41,496	\$39,061	\$33,528	\$31,979	\$42,536	\$45,236
8	\$45,789	\$43,084	\$42,392	\$39,902	\$34,241	\$32,656	\$43,464	\$46,226
9	\$46,793	\$44,025	\$43,313	\$40,763	\$34,973	\$33,351	\$44,413	\$47,238
10	\$47,822	\$44,991	\$44,256	\$41,648	\$35,722	\$34,065	\$45,388	\$48,278
11	\$48,876	\$45,977	\$45,222	\$42,553	\$36,489	\$34,794	\$46,386	\$49,342
12	\$49,957	\$46,990	\$46,212	\$43,482	\$37,277	\$35,543	\$47,409	\$50,434
13	\$51,065	\$48,029	\$47,228	\$44,432	\$38,083	\$36,309	\$48,458	\$51,552
14	\$52,199	\$49,092	\$48,265	\$45,407	\$38,910	\$37,095	\$49,531	\$52,698
15	\$53,363	\$50,183	\$49,332	\$46,405	\$39,759	\$37,900	\$50,632	\$53,872
16	\$55,861	\$53,873	\$52,950	\$49,309	\$42,650	\$40,659	\$54,354	\$57,842
17	\$61,447	\$60,546	\$59,595	\$55,018	\$47,987	\$45,741	\$61,078	\$65,014

Revised 6/10/10

NEW PROVIDENCE TEACHERS SALARY GUIDE FOR YEAR 2010-2011

Salary Guide

Step	BA	BA+15	BA+30	BA+30M	BA+45M	BA+60M
3	49,780	51,321	53,196	55,466	57,633	59,851
4	50,280	51,821	53,696	55,966	58,133	60,351
5	50,780	52,321	54,196	56,466	58,633	60,851
6	51,935	53,478	55,355	57,629	59,798	62,020
7	53,087	54,639	56,597	58,898	61,127	63,356
8	54,256	55,846	57,851	60,209	62,494	64,811
9	55,382	57,010	59,063	61,479	63,822	66,518
10	56,637	58,348	60,432	62,920	65,699	68,529
11	58,166	59,883	62,066	64,620	67,527	70,361
12	59,583	61,359	63,609	66,470	69,410	72,259
13	61,267	63,428	66,156	69,377	72,485	75,593
13a	64,226	66,437	69,228	72,517	75,698	78,874
14	67,381	69,648	72,511	75,877	79,140	82,393
14a	70,871	73,303	76,371	79,978	83,477	86,966
14b	75,920	78,449	81,639	85,389	89,028	92,656
15	82,337	83,988	88,331	92,260	96,074	99,877
L30	87,437	90,088	93,431	97,360	101,174	104,977

Trainer- 56,754

Revised 6/10/10

NEW PROVIDENCE TEACHERS SALARY GUIDE FOR YEAR 2011-2012

Salary Guide

Step	BA	BA+15	BA+30	BA+30M	BA+45M	BA+60M
3	51,572	53,113	54,988	57,258	59,425	61,643
4	52,072	53,613	55,488	57,758	59,925	62,143
5	52,572	54,113	55,988	58,258	60,425	62,643
6	53,727	55,270	57,147	59,421	61,590	63,812
7	54,879	56,431	58,389	60,690	62,919	65,148
8	56,048	57,638	59,643	62,001	64,286	66,603
9	57,174	58,802	60,855	63,271	65,614	68,310
10	58,429	60,140	62,224	64,712	67,491	70,321
11	59,958	61,675	63,858	66,412	69,319	72,153
12	61,375	63,151	65,401	68,262	71,202	74,051
13	63,059	65,220	67,948	71,169	74,277	77,385
13a	66,018	68,229	71,020	74,309	77,490	80,666
14	69,173	71,440	74,303	77,669	80,932	84,185
14a	72,663	75,095	78,163	81,770	85,269	88,758
14b	77,712	80,241	83,431	87,181	90,820	94,448
15	84,129	85,780	90,123	94,052	97,866	101,669
L30	89,229	91,880	95,223	99,152	102,966	106,769

Trainer- 58,546

Revised 6/10/10

2010-2012 PRINCIPALS SALARY GUIDE

<u>Principal</u>	<u>2010/2011</u>	<u>2011/2012</u>
MB	\$110,748.00	\$113,517.00
PC	\$134,005.00	\$137,355.00
GH	\$133,249.00	\$136,580.00
JM	\$124,230.00	\$127,336.00

Revised 6/10/10