

LIBRARY  
INSTITUTE OF MANAGEMENT

NOV

RUTGERS UNIVERSITY

MEMORANDUM OF

AN AGREEMENT

REGARDING

THE TERMS AND CONDITIONS OF EMPLOYMENT

Between

Mahwah Township Board of Education  
~~THE BOARD OF EDUCATION~~

and

~~THE MAHWAH EDUCATION ASSOCIATION, INC.~~

of the

MAHWAH TOWNSHIP PUBLIC SCHOOLS

of

MAHWAH, NEW JERSEY

X JULY 1, 1984 to JUNE 30, 1987

\* \* \* \* \*

X (An addendum to be attached to the current Agreement which covers the period of July 1, 1982 to June 30, 1985.)

Subject to ratification by the Board and the Association, the negotiation committees of the parties agree that the current 1982 to 1985 Agreement concerning terms and conditions of employment of all certified personnel shall remain in effect through June 30, 1987 with the following additions:

The attached Salary Guides with these notes:

- A. In 1984-85 Step 1 will encompass those staff members presently on Steps 1 and 2. Likewise, Step 4 will take in those presently on 5 and 6, and Step 14 those presently on 16 and 17.
- B. In succeeding years, 1985-86 and 1986-87, staff members will remain on their 1984-85 Step.
- C. All staff presently on Step 19 through 23 will receive the following remuneration:
  - 1. 1984-85: an 8.7% increase based upon present salary
  - 2. 1985-86: a 7.7% increase based upon 1984-85 salary
  - 3. 1986-87: a 7.5% increase based upon 1985-86 salary
- D. The super max salaries shall be established by adding a fixed dollar amount to the preceding year's super max figure. This fixed dollar amount shall increase from Column A to Column H. This will be the procedure used to determine the super max salary figures in each year of the Agreement. The 25-year super max figure will

increase an additional \$1000 each year of this Agreement over the established super max salary in Column A. (applicable only to the present incumbent)

E. Department Chairmen's stipends shall be \$1800 annually during the term of this Agreement (1984-1987).

F. Tuition for 1985-86 will be increased to \$425 and in 1986-87 it will be \$450.

G. Retirement Package: During the years 1985-86 and 1986-87 only, the board agrees to pay \$10,000 to any person retiring from the profession. Payment shall be made in one of the following ways:  
1. one lump sum at retirement;  
2. For those retiring in December the payment shall be made in the following calendar year;  
3. An arrangement which is mutually acceptable to the retiree and the board secretary.

for the Board

for the Association

Louise J. Reberfeld  
V. President

Wm J. J. J. J.  
President

Christa J. J.  
Secretary

Myron R. Nelson  
Secretary

June 18, 1984  
Date

MEA'S PROPOSED SALARY GUIDE FOR 1984-85

<u>INCREMENTS</u> 1984-85 <u>STEPS</u>	<u>A</u> 900	<u>B</u> 940	<u>C</u> 980	<u>D</u> 1020	<u>E</u> 1060	<u>F</u> 1100	<u>G</u> 1140	<u>H</u> 1200	<u>1983-84</u> <u>STEPS</u>
1	16700	17250	17800	18350	18900	19450	20000	20800	1
2	16700	17250	17800	18350	18900	19450	20000	20800	2
3	17600	18190	18780	19370	19960	20550	21140	22000	3
4	18500	19130	19760	20390	21020	21650	22280	23200	4
4	19400	20070	20740	21410	22080	22750	23420	24400	5
4	19400	20070	20740	21410	22080	22750	23420	24400	6
5	20300	21010	21720	22430	23140	23850	24560	25600	7
6	21200	21950	22700	23450	24200	24950	25700	26800	8
7	22100	22890	23680	24470	25260	26050	26840	28000	9
8	23000	23830	24660	25490	26320	27150	27980	29200	10
9	23900	24770	25640	26510	27380	28250	29120	30400	11
10	24800	25710	26620	27530	28440	29350	30260	31600	12
11	25700	26650	27600	28550	29500	30450	31400	32800	13
12	26600	27590	28580	29570	30560	31550	32540	34000	14
13	27500	28530	29560	30590	31620	32650	33680	35200	15
14	28400	29470	30540	31610	32680	33750	34820	36400	16
14	28400	29470	30540	31610	32680	33750	34820	36400	17
15	29300	30410	31520	32630	33740	34850	35960	37600	18
# of Staff	21	16	11	20½	16½	9	8	10½	112½

MEA'S PROPOSED SALARY GUIDE FOR 1985-86

	A	B	C	D	E	F	G	H
	850	960	1000	1040	1080	1120	1170	1220
INCREMENTS	920	960	1000	1040	1080	1120	1170	1220
<u>STEPS</u>								
1	18250	19070	19620	20170	20770	21420	22120	23020
2	19440	20030	20620	21210	21850	22540	23290	24240
3	20360	20990	21620	22250	22930	23660	24460	25460
4	21280	21950	22620	23290	24010	24780	25630	26680
5	22200	22910	23620	24330	25090	25900	26800	27900
6	23120	23870	24620	25370	26170	27020	27970	29120
7	24040	24830	25620	26410	27250	28140	29140	30340
8	24960	25790	26620	27450	28330	29260	30310	31560
9	25880	26750	27620	28490	29410	30380	31480	32780
10	26800	27710	28620	29530	30490	31500	32650	34000
11	27720	28670	29620	30570	31570	32620	33820	35220
12	28640	29630	30620	31610	32650	33740	34990	36440
13	29560	30590	31620	32650	33730	34860	36160	37660
14	30480	31550	32620	33690	34810	35980	37330	38880
15	31400	32510	33620	34730	35890	37100	38500	40100
# of Staff	21	16	11	20½	16½	9	8	10½

MEA'S PROPOSED SALARY GUIDE FOR 1986-87

	A	B	C	D	E	F	G	H
	950	990	1030	1070	1110	1150	1200	1250
INCREMENTS	570	550	550	600	650	700	900	
<u>STEPS</u>								
1	20500	21070	21620	22170	22770	23420	24120	25020
2	21450	22060	22650	23240	23880	24570	25320	26270
3	22400	23050	23680	24310	24990	25720	26520	27520
4	23350	24040	24710	25380	26100	26870	27720	28770
5	24300	25030	25740	26450	27210	28020	28920	30020
6	25250	26020	26770	27520	28320	29170	30120	31270
7	26200	27010	27800	28590	29430	30320	31320	32520
8	27150	28000	28830	29660	30540	31470	32520	33770
9	28100	28990	29860	30730	31650	32620	33720	35020
10	29050	29980	30890	31800	32760	33770	34920	36270
11	30000	30970	31920	32870	33870	34920	36120	37520
12	30950	31960	32950	33940	34980	36070	37320	38770
13	31900	32950	33980	35010	36090	37220	38520	40020
14	32850	33940	35010	36080	37200	38370	39720	41270
15	33800	34930	36040	37150	38310	39520	40920	42520

# of Staff      21      16      11      20½      16½      9      8      10½

SALARY GUIDE FOR PERSONS CURRENTLY ON  
STEP 19 THROUGH SUPER MAX

<u>1984-85</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>
	salaries to be paid for people on the following steps in 1983-84							
19		33149				36263		39403-3
20								39524
21		34945						40605
22		35816-1					41044	41684
23	34908*					41511	42327-2	42822
MAX	34908	35816	38106	38694	39282	42000	44264-2	45393
MAX 25	35908						44457	46267

<u>1985-86</u>	Salaries to be paid for people on the following steps in 1983-84							
19		35701				39055		42437-3
20								42567
21		37636						43732
22		38574-1						44894
23						44707	44204	46119
MAX	37508	38466	40806	41444	42082	44850	45586-2	48888
MAX 25	38508						47672-2	49217

<u>1986-87</u>	Salaries to be paid for people on the following steps in 1983-84							
19		38379				41984		45620-3
20								45760
21		40458						47011
22		41467-1						48261
23						47700*	47520	49578
MAX	40108	41116	43506	44194	44882	47700	49005-2	52167*
MAX 25	41108						50257*	52167

\*These people automatically are placed on Super Max.

1 - between 21 & 22; 2 - between 22 & Max; 3 - between 18 & 19

Schedule C  
SALARY GUIDE SUPPLEMENT  
Coaches Salaries

<u>POSITION</u>	<u>SALARY</u>		
	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>
Athletic Director	2895	3112	3346
Assistant Athletic Director	1263	1358	1460
<u>FOOTBALL</u>			
Head Coach	2595	2790	2999
Asst. Coach	1663	1788	1922
Asst. Coach	1663	1788	1922
Asst. Coach	1663	1788	1922
Frosh Coach	1633	1788	1922
<u>CROSS COUNTRY</u>			
Coach	1436	1544	1659
<u>VOLLEYBALL</u>			
Coach	1436	1544	1659
<u>SOCCER (Boys)</u>			
Head Coach	1773	1906	2049
Asst. Coach	1340	1441	1549
<u>SOCCER (Girls)</u>			
Head Coach	1773	1906	2049
Asst. Coach	1340	1441	1549
<u>BASKETBALL (Boys)</u>			
Head Coach	2168	2331	2505
Asst. Coach	1443	1551	1668
Frosh Coach	1443	1551	1668
<u>BASKETBALL (Girls)</u>			
Head Coach	2168	2331	2505
Asst. Coach	1443	1551	1668
<u>WRESTLING</u>			
Head Coach	1962	2109	2267
Asst. Coach	1299	1396	1501
<u>BASEBALL</u>			
Head Coach	1890	2032	2184
Asst. Coach	1340	1441	1549
Frosh Coach	1340	1441	1549
<u>TENNIS</u>			
Coach	1396	1501	1613



Schedule C (continued)  
Coaches Salaries

<u>POSITION</u>	<u>SALARY</u>		
	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>
<u>TRACK (Spring)</u>			
Head Coach	1883	2024	2136
Asst. Coach	1295	1392	1497
Asst. Coach	1295	1392	1497
<u>TRACK (Girls)</u>			
Coach	1883	2024	2176
<u>SOFTBALL</u>			
Head Coach	1890	2032	2184
Asst. Coach	1340	1441	1549

The Board has the right to create or abolish coaching and/or extra-curricular positions. The impact of such decisions is negotiable as it affects terms and conditions of employment.

Coaches salaries will be paid in accordance with Schedule C above. The salaries in 1985-86 and 1986-87 are each 7.5% higher than those paid in the preceding year.

Schedule D

SALARY GUIDE SUPPLEMENT

Non-Athletic Positions

<u>POSITION</u>	<u>SALARY</u>		
	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>
<u>MUSIC</u>			
Band Director	1552	1692	1836
Color Guard, Flags, Majorettes (Fall & Winter)	1036	1129	1225
Stage Band	—	—	—
<u>CHEERLEADING</u>			
Varsity Advisor (Fall)	309	337	366
JV Advisor (Fall)	207	226	245
Varsity Advisor (Winter)	464	506	549
Varsity Advisor (Winter)	464	506	549
<u>DRAMATICS</u>			
Head Director	773	843	915
Musical Director	1036	1129	1225
Set Design	343	374	406
<u>PUBLICATIONS</u>			
Yearbook Advisor	773	843	915
Newspaper Advisor	647	705	765
Literary Magazine Advisor	311	339	368
<u>TICKET COORDINATION</u>			
Coordinator	1036	1129	1225
<u>CLASS ADVISORS</u>			
Senior Class	388	423	459
Senior Class	388	423	459
Senior Class	388	423	459
Junior Class	388	423	459
Sophomore Class	388	423	459
Freshman Class	388	423	459
<u>CLUBS</u>			
Jr. Classical League	275	300	326
Math League-County	275	300	326
Math League-State	275	300	326
Model U.N.	275	300	326
National Honor Society	275	300	326
Student Council	275	300	326
Debating Team	673	734	796
V.I.C.A.	275	300	326
Olympics of the Mind	275	300	326

Schedule E  
SALARY GUIDE SUPPLEMENT  
RAMAPO RIDGE SCHOOL

<u>POSITION</u>	<u>SALARY</u>		
	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>
<u>TENNIS</u> Coach	293	319	346
<u>WRESTLING</u> Coach	541	590	640
<u>GYMNASTICS</u> Coach	293	319	346
<u>DRAMATICS</u> Sponsor	293	319	346
<u>EARLY A.M. GYM ACTIVITIES</u> Coach	293	319	346
<u>VOLLEYBALL</u> Coach	293	319	346
<u>SOCCER, HOCKEY, BASKET- BALL, COURTBALL &amp; OTHER GROUP ACTIVI- TIES</u> Coach	541	590	640

Schedules D and E reflect increases in stipends paid to extra-curricular activity sponsors of 9% over 1984-85 stipends in 1985-86, and 8.5% over 1985-86 stipends in 1986-87.

GUIDELINES FOR THE IMPLEMENTATION  
OF THE RETIREMENT BENEFIT PACKAGE  
IN 1985-86 and 1986-87

1. Retirement shall mean retirement for service or disability under the rules of the TPAF. This means that both the age and service requirements of the system must be met for service retirement, with the retiree immediately drawing a pension. It will not mean vesting accrued retirement rights, nor will it be applicable to a teacher leaving Mahwah to teach in another school system.
2. This benefit is provided in addition to any payment to which the retiring teacher may be entitled under the provisions of Article XV C of the Contract.
3. Notice: Any teacher claiming payment under this provision shall notify the superintendent (or board secretary) of his/her intention to retire at the same time he/she applies for retirement with TPAF.