

6/30/2008

AGREEMENT

BETWEEN

THE

**SPRINGFIELD TOWNSHIP
BOARD OF EDUCATION**

AND

**SPRINGFIELD TOWNSHIP
EDUCATION ASSOCIATION**

2007-2008
2008-2009
2009-2010
2010-2011

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**ARTICLE I
RECOGNITION**

The Board of Education recognizes the Springfield Township Education Association as the exclusive and sole representatives for employment for certificated staff: all regularly employed classroom teachers, specialists, librarians, nurses, social workers; and support staff employees: teacher assistants, custodians, maintenance, cafeteria workers, van drivers and secretaries. These categories of employees shall be referred to as bargaining unit members. Excluded from the unit are all managerial executives, psychologists and learning disability director, confidential employees and supervisors within the meaning of the PERC Law; craft employees, professional employees, police employees, casual employees, secretary to the Superintendent, secretary to the Board Secretary/Business Administrator, and all other employees employed by the Springfield Board of Education.

**ARTICLE II
NEGOTIATION PROCEDURE**

A. GENERAL

The parties agree to enter into collective negotiations over a successor Agreement in accordance with chapter 123, Public Law 1974. Any agreement so negotiated shall be submitted to the Board and the Association for ratification and, if ratified, be signed and adopted by both parties.

- 1) Representatives of the Board and the Association's Negotiating Committee shall meet at the discretion of either party. All meetings between the parties shall be scheduled at the convenience of both parties.
- 2) Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it must be adopted by the Board and the Association.

B. AVAILABLE DATA

During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter-proposals. The Board shall make available to the Association for inspection all public records of the Springfield Township School District.

C. NEGOTIATING COMMITTEES

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter-proposals in the course of negotiations.

D. LIMITATION OF NEGOTIATION TO DEFINED UNIT

The Board agrees not to negotiate concerning said employees, in the negotiating unit as defined in Article I of this Agreement, with any organization other than the Association for the duration of this Agreement.

E. MODIFICATION OF THE AGREEMENT

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

**ARTICLE III
Work Year/Work Day/Work Hours**

Support Staff

- A. The work year shall be defined as 182 days for 10 month support staff employees.
- B. Full-time employment for custodians and maintenance shall consist of eight (8) hours per day. Full time employment for teacher assistants shall consist of six and three-quarter (6.75) hours per day.
- C. Full time custodian and maintenance employees shall have two 15 minute breaks and a 30 minute duty free lunch. Teacher assistants shall have a 45 minute duty free lunch.
- D. Twelve month employees shall receive twelve (12) paid holidays per year, to be determined by the Superintendent when the student calendar is being developed.
- E. Twelve month employees shall receive vacation as follows:

1-5 years	2 weeks
6-14 years	3 weeks
15+ years	4 weeks

Certificated Staff

- A. The work year for certificated staff shall be defined as 184 days. (180 student school days)
- B. Newly hired certificated staff shall work one (1) extra day. This day shall be scheduled by the superintendent during the week preceding the first day of school for students.

Teaching Hours

- A. All professional staff will be guaranteed a minimum of 150 minutes of prep time per week. A minimum of thirty (30) minutes per day whenever possible.
- B. Teachers total in school work day shall consist of six and $\frac{3}{4}$ (6-3/4) hours inclusive of forty-five minute duty-free lunch period.
- C. Teachers shall have a duty-free lunch of forty-five (45) minutes duration unless students have less than forty-five (45) minutes during an emergency situation.
 - 1. When inclement weather, or some other unavoidable condition prohibits the practicality of duty-free period, the staff shall supervise students in their homeroom.
 - 2. Teachers may leave at student dismissal time when unable to have a full forty-five (45) minutes duty-free lunch.
 - 3. The Board will attempt to maintain the current level of Special Area Teachers within its ability to budget sufficient funds. When Special Area Teachers are absent due to illness, personal days, professional days or field trips, a substitute will be obtained whenever one is available. If a teacher misses a special which cannot be made up later in the week, s/he may leave school at student dismissal time on a day, except faculty meeting days, of her/his choice within five (5) working days.

**ARTICLE IV
MEETINGS**

- A. Teachers' attendance at Home and School Association Meeting is required at Back to School Night and one (1) additional meeting per year.
- B. Teachers will attend one (1) or two (2) evening conferences in the fall (based on a parent survey) and one (1) evening conference in the spring. In both cases, early school closing will occur on conference days. Evening conferences will not be scheduled on consecutive nights unless agreed to by the Association.

**ARTICLE V
BUS DUTY**

Teachers shall not be required to perform bus duty; however, in an emergency, bus duty will be assigned for child safety.

**ARTICLE VI
TEMPORARY LEAVES**

A. SICK LEAVE

Ten month employees shall receive ten (10) days sick leave per year. Twelve month employees shall receive twelve (12) sick leave days per year. Unused sick days shall carry over to the following year. Each bargaining unit member shall receive yearly written notification of his/her available sick leave. Any bargaining unit member who does not utilize any sick leave during a school year shall receive a letter of commendation from the Superintendent and the Board. Additionally, the bargaining unit member shall receive a fifty dollar (\$50.00) award, or will be reimbursed up to fifty dollars (\$50.00) for a restaurant dinner upon submission of a receipt to the Board of Education.

B. PERSONAL DAYS

1. Bargaining unit members shall receive three (3) personal leave days per year.
2. These personal days shall be converted to accumulated sick leave if not utilized.
3. Written notification of the use of personal leave shall be provided to the Superintendent at least one week in advance.

Support Staff

1. A maximum of two (2) bargaining unit members may take personal leave at any one time.
2. One of the three personal days may be used as an emergency day.

Certificated Staff

1. Teachers shall be required to notify the Superintendent of School in writing at least one (1) week in advance of their selected Personal Day.
2. Personal days at the beginning and end of any extended school calendar vacation (Christmas, Thanksgiving, Easter, etc.) will be permitted (in cases of unusual circumstances) with advance permission of the Superintendent. Personal days will not be granted on Parent-Teacher conference days, or on Friday and Monday of the same weekend.
3. One (1) of three (3) existing personal days to be defined a personal/emergency day which can be used once the pool of (11) days has been exhausted, if unused, personal days will convert to sick days. A maximum of (3) teachers will be allowed off at any one time.

C. TRAINING

Training will be provided during the workday with compensation when bargaining unit members are required or requested by the Superintendent to attend. If training is provided on weekends or beyond the contractual days (184 days for 10 month certificated employees, 182 days for 10 month support staff employees and 240 days for 12 month employees) training hours will be compensated as if they were work hours.

D. PROFESSIONAL DAY

Each teacher shall have the prerogative of one (1) Professional Day a year. A pool of ten (10) extra professional days will be made available for staff members who have already utilized their one (1) allotted professional day.

1. Written notice of date and location of the Professional Day shall be given to the Superintendent of Schools at least one (1) week in advance.
2. To be considered a bonafide Professional Day, any activity relating to the enlightenment of good education practice, in the judgment of the teacher involved, shall be acceptable.
3. This privilege shall not be abused.

E. RESTRICTIONS

No more than one teacher will be granted either a Personal or Professional Day on the same day. This restriction may be waived by the Superintendent based on the advance availability of appropriate substitutes.

F. DISABILITY/DISABILITY DUE TO PREGNANCY/CHILD REARING LEAVE

Disability Leave

1. Leaves for disability due to pregnancy shall be covered as any other sickness or illness under sick leave. The Board of Education shall be in compliance with the Federal Family and Medical Leave Act (FMLA) and the New Jersey Family Leave Act (NJFLA)
2. A bargaining unit member who anticipates the need for a disability leave (other than due to pregnancy) shall notify the Superintendent in writing of the anticipated commencement date of the disability leave, as soon as the employee knows of his/her disability.
3. In the case of disability leave due to pregnancy, the bargaining unit member shall inform the Superintendent in writing, no later than sixty days prior to the anticipated delivery date, of her request for which accumulated sick leave may be utilized.
4. The Board of Education reserves the right to regulate the termination dates of anticipated leaves in order to preserve educational continuity. The Board of Education may require, as a condition of the employee's return to work, a certificate from a physician that the employee is medically able to resume teaching duties.

G. TEACHERS-CHILD REARING LEAVE

1. Any employee seeking an unpaid leave of absence for reasons associated with child rearing shall file a written request for such a leave with the Superintendent, at least sixty (60) days in advance of the date when said leave is to commence; or, as notification of an impending adoption. Such request shall specify when the employee proposes to return.
2. A leave of absence for child rearing for a tenured employee shall be for the remainder of the school year in which it is requested. Said leave may be extended for one additional year if requested in writing by April 1st to the Superintendent.
3. Such leave for a non-tenured employee shall not extend beyond the end of the school year in which the leave is to commence.
4. An employee may request, in writing to the Board, an extension or reduction in the

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previously approved child rearing leave of absence at least sixty (60) days prior to the expected termination date. Such requests shall specify when the employee proposes to return.

H. TEACHERS-RETURN FROM LEAVE

1. Incremental movement on the salary guide will occur only if the employee on leave has worked more than ninety (90) days in the school year in which the leave commences or terminates.
2. All contractual benefits to which an employee was entitled, at the time the leave of absence commenced including accumulated sick leave, shall be restored to him/her upon his/her return in accordance with the current negotiated agreement. He/she shall be assigned to the same position which he/she held, at the time of said leave, if available; or if not, to an equivalent position.

I. TEACHERS-EMERGENCY LEAVE

1. A pool of eleven (11) emergency days will be made available for certificated staff members.
2. An emergency is defined as a circumstance of an unforeseen nature that impacts on the immediate family of the employee. Flood or fire in the home or automobile emergency or illness of father, mother, brothers, sisters, spouse or children are the only legitimate reasons for an emergency day.
3. Any staff member who uses an emergency day from the pool of eleven (11), will take any succeeding emergency day without pay. At the end of the school year the staff member will be reimbursed from any days left in the pool. If there are days remaining in the pool but not enough to cover the number of people requesting the extra days, the days will be shared equally.
4. The Superintendent of Schools shall determine the validity of the circumstances. If the decision is negative, the decision can be appealed to the Administrative-Teacher Council, whose decision is final.
5. All teachers will be allowed up to five (5) days off at half pay for serious illness in the immediate family (spouse, child, mother, father) upon approval of the superintendent.

J. BEREAVEMENT LEAVE

Policy 4151.3 Death in Immediate Family

Immediate family is hereby defined as follows: own children (natural or adopted), spouse, parents, grandparents, mother or father-in-law, brother, sister, brother or sister-in-law, aunt or uncle.

A bargaining unit member will be paid for a period of:

1. Up to five (5) days for death of parents, own children, (natural or adopted) or spouse.
2. Up to three (3) days for death of mother or father-in-law, brother, sister, brother or sister-in-law or grandparent.
3. One (1) day for aunt or uncle.

K. TEACHERS-SABBATICAL LEAVE

Sabbatical Leave will be granted by the Board of Education for a period not exceeding one year under the following conditions:

1. The teacher must have completed seven (7) consecutive years in the district.
2. The request of sabbatical leave is received by the Board of Education prior to the January Board Meeting of the current school year.

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3. The sabbatical leave must run concurrently with the school year September to June.
4. A suitable substitute can be found.
5. The sabbatical leave time will not count for placement on the current salary guide.
6. Sabbatical leave will be granted for the purpose of attendance at a university or college that offers course work relating to elementary education.
7. The teacher must notify the Board of Education by March 1 of the following year of his/her desire to return to the district.
8. No more than one (1) sabbatical leave will be granted per year.

ARTICLE VII INSURANCE

- A.** The Board of Education will pay the full health premium for any Board approved plan except that bargaining unit members selecting the traditional indemnity plan will contribute twenty dollars (\$20.00) per month toward the premium cost. New members may select the traditional indemnity insurance plan in their sixth year of employment with the Springfield Township Board of Education.
- B.** The PPO plan will include an eye care plan equal to or better than the existing plan.
- C.** In the event that the premium for any Board of Education approved health plan would exceed the cost of the traditional indemnity plan employees will pay the difference in cost between the plan in which they are enrolled and the traditional indemnity plan.
- D.** The PPO copays are:
- | | |
|-----------|--|
| 2007-2008 | No Change |
| 2008-2009 | \$10.00 Primary Physician// \$20.00 Specialist/80% co-insurance of R&C |
| 2009-2010 | \$15.00 Primary Physician// \$20.00 Specialist/80% co-insurance of R&C |
| 2010-2011 | \$15.00 Primary Physician// \$25.00 Specialist/80% co-insurance of R&C |
- E.** The Board of Education will pay the premium for a 21/1 prescription drug plan with co-pay amounts of :
- | | |
|-----------|---|
| 2007-2008 | \$10.00 brand name/\$0.00 generic/\$0.00 mail |
| 2008-2009 | \$10.00 brand name/\$5.00 generic/\$0.00 mail |
| 2009-2010 | \$15.00 brand name/\$5.00 generic/\$5.00 mail |
| 2010-2011 | \$15.00 brand name/\$5.00 generic/\$5.00 mail |
- F.**
1. **Support Staff Employees** working twenty-seven (27) hours per week or more shall be eligible for single health benefits during their first twelve (12) months of employment (ten (10) months for (10) month employees).
 2. **Support Staff Employees** shall be eligible to elect couple, parent child or family health coverage after their first 12 months (for 12 month employees) or 10 months (for 10 month employees) of employment.(employees employed prior to March 1, 2000 who worked fewer than twenty-seven hours per week and received health insurance shall continue to receive health insurance, unless their hours should decrease to less than twenty (20) hours per week, at which time they would be ineligible for insurance.)
- G.** The insurance outlined in this article, except employee-only dental, will cover all teachers (and their families according to individual notification) as follows:
1. Employment prior to 1995-1996

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Teachers with less than 0.6 teaching schedule will be eligible for single coverage, only teachers with 0.6 or greater teaching schedule will be eligible for family coverage.

2. Employment after 1995-1996

Employment after 1996 with .59 or less teaching schedule (less than 20 hours per week) will not be eligible for any health coverage.

3. Teachers with a 0.6 or greater teaching schedule, will be eligible to receive employee-only health/prescription/dental coverage until tenure is obtained; except that, a non-tenured teacher employed during or after this date who had at least five (5) or more years of previous teaching experience on the salary guide will be eligible for family health/prescription/dental coverage after their first year of employment.

H. MEDICAL COVERAGE WAIVER

Any employee may elect to accept a payment equal to 35% of the PPO premium for which they are eligible in lieu of medical coverage and/or a payment of 35% of the premium for which they are eligible in lieu of prescription coverage. The member must have alternate coverage.

I. DENTAL

Support Staff

1. The Board will pay the full premium for family dental for eligible bargaining unit members employed full time. There will be a fifty dollar (\$50.00) per person deductible with a family aggregate of one hundred fifty dollars (\$150.00)
2. Employees shall be eligible for single coverage during their first twelve (12) months of employment (ten (10) months for ten (10) month employees).
3. Coverage for new employees will be effective the first of the month following sixty (60) calendar days of employment.
4. Bargaining unit members eligible for single coverage(s), may at their option, elect couple, parent-child or family coverage with the difference in premium to be paid by the bargaining unit member.
5. The Board of Education will pay the full cost of dental insurance, capped at the premiums in effect on June 30, 2004.

Certificated Staff

1. The Board will pay the full premium, for an employee or family, \$50.00 deductible, dental plan.
2. Coverage for new employees will be effective the first of the month following sixty (60) calendar days of employment.
3. The Board of Education will pay the full premium, capped at the 2000-01 premium.

**ARTICLE VIII
ADDITIONAL COMPENSATION**

The Board agrees to provide the following additional compensation upon presentation of a receipt to the Board office.

1. \$250.00 clothing and shoe allowance (for items to be worn on the job) for all full time custodial, maintenance and food service employees.
2. \$150.00 clothing and shoe allowance (for items to be worn on the job) for all part-time custodial, maintenance and food service employees.
3. The Board of Education agrees to provide additional compensation to teachers who have obtained graduate credits beyond a Bachelor's Degree in an accredited Master Degree Program in Education as per the included salary guide. The Board of Education shall pay the above additional compensation based upon the number of graduate credits and/or Master's Degree obtained in education by the first day of September and the first day of February.
4. Certificated staff, who work beyond the school day and/or the school year, will be compensated at the rate of :

2007-2008 \$31.50	2008-2009 \$33.08	2009-2010 \$34.66	2010-2011 \$36.33
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5. Support staff, who work beyond the school day and/or school year, will be compensated at the rate of 50% of the certificated staff rate.

**ARTICLE IX
BARGAINING UNIT MEMBERS RIGHTS**

A. NO DISCRIMINATION

The Board agrees that it will not discriminate against any employee with respect to hours, wages or any term or condition of employment by reason of his/her membership in the association.

B. JUST CAUSE

No bargaining unit member shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.

C. REPRESENTATION

Whenever any bargaining unit member is required to appear before the Superintendent of Schools, Board or any committee or member thereof concerning any matter which could adversely affect the continuation of that bargaining unit member in his/her office, position or employment or the salary or any increments pertaining thereto, then he/she shall be given prior oral or written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview. Any suspension of a bargaining unit member pending charges shall be without pay.

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D. VACANCIES-SUPPORT STAFF

1. Vacancies will be posted in a place that will be consistent and known to employees. Posting will be for a minimum of five (5) school days during the school year. During the school year, a substitute may be hired during the advertising, interviewing and hiring period, but this process must begin and end in a reasonable period of time with the full intention of hiring a replacement.
2. During the summer, vacancies will be posted for ten (10) business days.
3. An interview will be granted to all applicants who are bargaining unit members.

E. REPORT CARD GRADES TIMELINE

Teachers shall be given four (4) school days beyond the end of the marking period to complete report cards at the completion of each marking period.

**ARTICLE X
ASSOCIATION RIGHTS AND PRIVILEGES**

Whenever any representatives of the Association or any bargaining unit member is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he/she shall suffer no loss in pay.

The Association and its representatives shall have the right to use the inter-school facilities and school mail boxes with the approval of the Superintendent of Schools.

Association meetings may be held twice per month providing advance notice be given to the Superintendent of Schools. The Superintendent may grant additional meetings as needed.

The Association shall have, in each school building, the exclusive use of a bulletin board in each faculty lounge and teachers' dining room.

**ARTICLE XI
REPRESENTATION FEE**

The Board of Education agrees to collect and forward to the Association a representation fee pursuant to NJSA 34:13A-5.5.

**ARTICLE X11
CREDIT UNION**

The Board agrees to deduct from the employees' salaries money for the ABCO Public Employees Federal Credit Union programs as said bargaining unit members individually and voluntarily authorize Board to deduct and to transmit the monies promptly to the Credit Union. The employee may change the amount of deductions to be effective January 1, April 1, July 1 and/or September 1 by submitting written notice to the Secretary of the Board sixty (60) days in advance of the prementioned dates. A new employee may elect to enroll at the time of initial employment.

**ARTICLE XIII
GRIEVANCE PROCEDURE**

A. DEFINITIONS

1. A "grievance" is a claim based upon an event or condition which affects the welfare and/or terms and conditions of employment of a bargaining unit member and/or the interpretation, meaning or application of any of the provisions of this Agreement.
2. (Support Staff only--It does not include the failure or refusal of the Board to renew a contract of a non-tenured employee.)
3. An "aggrieved person" is the person making the claim.
4. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

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 the welfare and/or terms and condition of teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any bargaining unit member having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted intervention of the Association, provided the adjustment is not inconsistent with the terms of the Agreement and that the Association has been given the opportunity to be present as such adjustments and to state its views.

C. PROCEDURE

1. Since it is important that grievance be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified, however, may be extended by mutual agreement.
2. 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 grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as its practicable.
3. Level One: An aggrieved person shall discuss a grievance with his/her superior within thirty (30) school days after the occurrence. A bargaining unit member with a grievance shall first discuss it with his/her principal or immediate superior with the objective of resolving the matter informally. The aggrieved shall have the right to have the Association's designated representative present.
4. Level Two: If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, he/she may file the grievance in writing with the Association for review with a duplicate copy to the Superintendent of Schools within five (5) school days after the decision at Level One to ten (10) school days after the grievance was presented, which ever is sooner. Within five (5) school days after receiving the written grievance, the Association Committee may refer it to the Superintendent of Schools for resolution.

5. Level Three.

- a. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level Two, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent of Schools he/she may within five (5) school days after a decision by the Superintendent of Schools or fifteen (15) school days after the grievance was delivered to the Superintendent of Schools, whichever is sooner, request in writing that the Association submit his/her grievance to the Board of Education. The Association may submit the grievance to the Board of Education within fifteen (15) school days after receipt of a request by the aggrieved person.
- b. If the Board and representatives of the bargaining unit member's organization are unable to agree, they may, at the request of either party and with concurrence of both parties, submit the matter to advisory arbitration within fifteen (15) school days after the request is made and concurred with.
- c. The advisory arbitrator will be selected from a panel submitted by the American Arbitration Association. The arbitration must be restricted to a decision based upon the facts submitted to him/her and be restricted from expanding the agreement, i.e. "cannot add to or subtract from..."
- d. The costs for the services of the arbitrator, including per diem expenses, if any, and actually and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring the same.

D. MISCELLANEOUS

1. No reprisals of any kind shall be taken by the Board or by any members of the administration against any party in interest, any member of the Association Committee or any other participant in the grievance procedure by reason of such participation.
2. If, in the judgment of the Association Committee, a grievance affects a group or class of bargaining unit members, the Association Committee, may submit such grievance at level One. The Association Committee may process such a grievance at all levels of the grievance procedure even though the aggrieved person does not wish to do so.
3. All decisions shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Chairman of the Association Committee.
4. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this ARTICLE.

**ARTICLE XIV
ADMINISTRATIVE/BARGAINING UNIT MEMBER COUNCIL**

An Administrative/Bargaining Unit Member Council shall be established and shall meet at the discretion of either party. The purpose of the Council shall be to strengthen the educational program through discussions. The council may consider but not be limited to curriculum improvements, instructional organization, extra curricular programs, inservice training, and other related matters regarding the effective operation of the Springfield Township School District.

The Council shall consist of four (4) members; the Superintendent of Schools and another member selected by him/her and two (2) members selected by the Association President.

The Council shall meet at least once per month unless mutually agreeable to meet more or less. The meeting shall be held at a mutually agreeable time and shall not last more than an hour unless mutually agreeable.

**ARTICLE XV
SALARY ADJUSTMENTS**

- A. Employees whose employment began prior to February 1 will be compensated on the next step of the adopted salary guide for the following school year.
- B. Employees whose employment began February 1 or after will be compensated on the same step of the adopted salary guide for the following school year.
- C. Bargaining unit members may elect to have their paychecks directly deposited into a bank of their choice.
- D. Professional Development stipend for Assistants with 30 college credits:

2007-2008 \$424.00 2008-2009 \$449.44 2009-2010 \$476.16 2010-2011 \$500.23

Professional Development stipend for Assistants with 60 college credits or an Associate's Degree:

2007-2008 \$848.00 2008-2009 \$898.88 2009-2010 \$948.32 2010-2011 \$1,000.47

The college credits must provide a benefit to the school district or satisfy the requirements of the Elementary and Secondary Education Act, subject to the approval of the Chief School Administrator.

- E. For certificated staff the salary base for 2006-2007 shall be increased by 5.0% for 2007-2008 and again by 5.0% for 2008-2009 (compounded) and by 4.8% for 2009-2010(compounded) and by 4.8% for 2010-2011 (compounded). These increases are inclusive of increment.
- F. For support staff the salary base for 2006-2007 shall be increased by 6.0% for 2007-2008 and again by 6.0% for 2008-2009 (compounded) and by 5.5% for 2009-2010 (compounded) and again by 5.5% for 2010-2011. These increases are inclusive of increment.

The new money each year shall be distributed by first moving people up on the guide (paying the increment) and then distributing the remaining money as equal money (per hourly rate both on guide and off-guide for support staff).

- G. Full-time custodial night differential \$.40 an hour.
- H. Any member called back to school for an emergency situation shall be compensated for at least one hour.

**ARTICLE XVI
RIGHTS OF THE BOARD OF EDUCATION**

A. In recognition of the fact that the laws of the state vast responsibility in the Board for the quality of education in and the efficient and economical operation of the school district, it is herein agreed that except as specifically and directly modified by express language in a specific provision of this contract, the Board retains all rights and powers that it has, or may hereafter be granted by law.

B. TEACHER SUSPENSION

Any suspension of a teacher pending charges shall be without pay.

**ARTICLE XVII
SICK LEAVE REIMBURSEMENT**

Support Staff

The Board will pay retiring bargaining unit members for accumulated sick leave as follows:

1. After 10 – 15 years of employment the Board will pay twenty-five (\$25.00) dollars per day to a maximum of 100 days.
2. After 16 – 20 years of employment the Board will pay twenty-five (\$25.00) dollars per day to a maximum of 150 days.
3. After more than 20 years of employment the Board will pay twenty-five (\$25.00) dollars per day to a maximum of 200 days.

For the purposes of this article, retirement will mean that an employee, 55 years of age or older, will be leaving the employment of Springfield Township Schools and will not be employed elsewhere in the same capacity.

Certificated Staff

Upon retirement, teachers with ten (10) years or more of consecutive service in the district will receive \$50.00 per day to a maximum of 200 days.

1. Number of days paid shall be at this rate once a minimum of 30 days has been accumulated. If a minimum of 30 days has not been accumulated, a rate of \$10 per day shall be paid for the number actually accumulated.
2. Estate of deceased teacher receives reimbursement only if employee has declared intention to retire.
3. In order to be eligible for this sick leave reimbursement, the employee must notify the Board of Education by January 31st of the year prior to the anticipated retirement. Sick leave reimbursement shall be paid on July 1st. of the school year. Failure to provide this notification will result in a one (1) year delay in payment.

**ARTICLE XVIII
CHAPERONING DUTIES**

Chaperoning duties for school events that are scheduled beyond the contractual day for bargaining unit members shall be voluntary. In the event there are not adequate volunteers to provide for the safety of the students, the administration may assign additional bargaining unit members to chaperoning duties. Such assignments shall be as equitable as possible.

Bargaining unit members shall be paid at the following rate per event:

2007-2008 \$26.25	2008-2009 \$27.56	2009-2010 \$28.89	2010-2011 \$30.27
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**ARTICLE XIX
STUDENT TUITION**

Bargaining unit members who live outside of Springfield Township and wish to have their children attend Springfield Township School will pay seventy-five percent (75%) of the regular established tuition rate.

The Board reserves the right (based on enrollment patterns) to decide whether or not a child can be accepted into a particular grade.

**ARTICLE XX
TUITION REIMBURSEMENT**

All reimbursements shall be made in June. If more credits have been taken than can be reimbursed under the maximum, reimbursement shall be proportional per credit.

Support Staff

1. Maximum of nine (9) credits per fiscal year by any one bargaining unit member, measured by the fiscal year in which the class ends.
2. Maximum expense to the Board of Education per fiscal year:

2007-2008	\$100/credit (no change)	cap: \$3000.00
2008-2009	BCC Rate	cap: \$3600.00
2009-2010	BCC Rate	cap: \$3700.00
2010-2011	BCC Rate	cap: \$3800.00
3. Courses shall be taken at an accredited college, and shall be submitted to the Superintendent for prior approval prior to registration. Non-credit courses or workshops may be approved at the discretion of the Superintendent. The costs shall come out of the pool set forth above.
4. To be reimbursed, an employee will provide proof of passing or completion of a graded or non-graded course and proof of payment to the Board Office.

Certificated Staff

1. The cap each year is to be divided equally among the staff up to a maximum of nine (9) credits per year per staff member. Payment will be made at the end of the school year, proportionally if needed, as long as the transcripts or grades have been submitted.

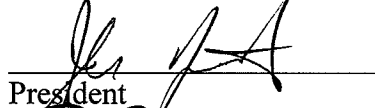
2007-2008	\$240 (no change)	cap: \$6000.00
2008-2009	TCNJ Rate	cap: \$7200.00
2009-2010	TCNJ Rate	cap: \$7400.00
2010-2011	TCNJ Rate	cap: \$7600.00
2. All courses to be considered for reimbursement shall have prior approval of the Board. A grade of "B" must be obtained for reimbursement purposes.
3. Teachers who wish to be eligible for increased compensation as a result of additional graduate credits shall notify the Superintendent of their intention, in writing, by January 31st of the preceding year.
4. Graduate credit which can be applied to salary movement will be granted for workshops attended as an employee of the Springfield Township Board of Education as follows:
 - o Workshops of 2 or 3 days duration = 1 credit.
 - o Workshops of 4 or more days duration = 2 credits.
 All such workshops shall have advance approval of the Superintendent who will verify that they are relevant to the teacher's assignment.

**ARTICLE XXI
DURATION OF AGREEMENT**

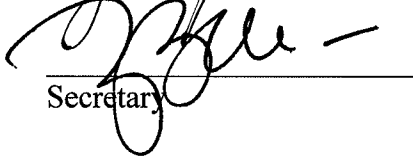
A. This Agreement and all its provisions shall be effective as of July 1, 2007 and shall continue in effect until June 30, 2011. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date above indicated.

B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents and attested by their respective secretaries.

SPRINGFIELD TOWNSHIP
BOARD OF EDUCATION

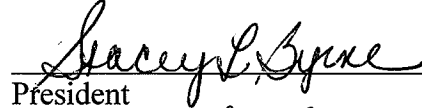


President

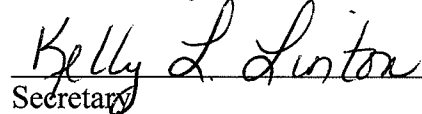


Secretary

SPRINGFIELD TOWNSHIP
EDUCATION ASSOCIATION



President



Secretary

**Springfield Township School
Salary Guide – Certificated Staff**

YEAR 1 (2007-2008)

Step	BA	BA+9	BA+18	BA+27	MA
1	44,458	45,211	46,215	46,968	47,722
2	44,858	45,611	46,615	47,368	48,122
3	45,258	46,011	47,015	47,768	48,522
4	45,658	46,411	47,415	48,168	48,922
5	46,058	46,811	47,815	48,568	49,322
6	46,686	47,439	48,443	49,197	49,950
7	47,439	48,192	49,196	49,949	50,703
8	48,066	48,819	49,823	50,577	51,330
9	48,946	49,699	50,703	51,455	52,210
10	50,326	51,079	52,083	52,837	53,590
11	51,706	52,459	53,463	54,216	54,970
12	53,213	53,966	54,970	55,723	56,477
13	54,562	55,315	56,319	57,072	57,826
14	56,068	56,821	57,825	58,578	59,332
15	58,704	59,457	60,461	61,214	61,968
16	61,560	62,313	63,317	64,071	64,824
17	65,106	65,859	66,863	67,616	68,370
18	70,033	70,786	71,790	72,543	73,297
19	75,020	75,773	76,777	77,530	78,284

YEAR 2 (2008-2009)

Step	BA	BA+9	BA+18	BA+27	MA
1	46,477	47,230	48,234	48,987	49,741
2	46,877	47,630	48,634	49,387	50,141
3	47,277	48,030	49,034	49,787	50,541
4	47,677	48,430	49,434	50,187	50,941
5	48,077	48,830	49,834	50,587	51,341
6	48,705	49,458	50,462	51,216	51,969
7	49,458	50,211	51,215	51,968	52,722
8	50,085	50,838	51,842	52,596	53,349
9	50,965	51,718	52,722	53,474	54,229
10	52,345	53,098	54,102	54,856	55,609
11	53,725	54,478	55,482	56,235	56,989
12	55,232	55,985	56,989	57,742	58,496
13	56,581	57,334	58,338	59,091	59,845
14	58,087	58,840	59,844	60,597	61,351
15	60,723	61,476	62,480	63,233	63,987
16	63,579	64,332	65,336	66,090	66,843
17	67,125	67,878	68,882	69,635	70,389
18	72,052	72,805	73,809	74,562	75,316
19	77,039	77,792	78,796	79,549	80,303

**Springfield Township School
Salary Guide – Certificated Staff**

YEAR 3 (2009-2010)

Step	BA	BA+9	BA+18	BA+27	MA
1	48,560	49,460	50,360	51,260	52,160
2	48,960	49,860	50,760	51,660	52,560
3	49,360	50,260	51,160	52,060	52,960
4	49,760	50,660	51,560	52,460	53,360
5	50,160	51,060	51,960	52,860	53,760
6	50,788	51,688	52,588	53,488	54,388
7	51,541	52,441	53,341	54,241	55,141
8	52,168	53,068	53,968	54,868	55,768
9	53,048	53,948	54,848	55,748	56,648
10	54,428	55,328	56,228	57,128	58,028
11	55,808	56,708	57,608	58,508	59,408
12	57,315	58,215	59,115	60,015	60,915
13	58,664	59,564	60,464	61,364	62,264
14	60,170	61,070	61,970	62,870	63,770
15	62,806	63,706	64,606	65,506	66,406
16	65,662	66,562	67,462	68,362	69,262
17	69,208	70,108	71,008	71,908	72,808
18	74,135	75,035	75,935	76,835	77,735
19	79,122	80,022	80,922	81,822	82,722

YEAR 4 (2010-2011)

Step	BA	BA+9	BA+18	BA+27	MA
1	51,040	52,040	53,040	54,040	55,040
2	51,440	52,440	53,440	54,440	55,440
3	51,840	52,840	53,840	54,840	55,840
4	52,240	53,240	54,240	55,240	56,240
5	52,640	53,640	54,640	55,640	56,640
6	53,268	54,268	55,268	56,268	57,268
7	54,021	55,021	56,021	57,021	58,021
8	54,648	55,648	56,648	57,648	58,648
9	55,528	56,528	57,528	58,528	59,528
10	56,908	57,908	58,908	59,908	60,908
11	58,288	59,288	60,288	61,288	62,288
12	59,795	60,795	61,795	62,795	63,795
13	61,144	62,144	63,144	64,144	65,144
14	62,650	63,650	64,650	65,650	66,650
15	65,286	66,286	67,286	68,286	69,286
16	68,142	69,142	70,142	71,142	72,142
17	71,688	72,688	73,688	74,688	75,688
18	76,615	77,615	78,615	79,615	80,615
19	81,602	82,602	83,602	84,602	85,602

**Springfield Township School
Salary Guide – Support Staff**

YEAR 1 (2007-2008)

Step	Aides	Custodian	Van	
1	12.00	12.29	14.34	
2	12.11	12.39	14.44	
3	12.21	12.49	14.44	
4	12.32	12.60	14.44	
5	12.73	13.01	14.44	
6	13.15	13.43	14.44	
7	13.56	13.84	14.44	
8	14.05	14.32	14.44	
Off	14.64	18.35		
	15.61			

YEAR 2 (2008-2009)

Step	Aides	Custodian	Van	Maintenance
1	12.61	12.92	15.07	14.86
2	12.72	13.03	15.17	15.23
3	12.83	13.13	15.17	15.61
4	12.94	13.24	15.17	16.00
5	13.37	13.67	15.17	16.40
6	13.82	14.11	15.17	16.81
7	14.25	14.54	15.17	17.23
8	14.77	15.05	15.17	17.66
Off	15.38	19.29		
	16.40			

YEAR 3 (2009-2010)

Step	Aides	Custodian	Van	Maintenance
1	13.15	13.47	15.72	15.31
2	13.26	13.58	15.82	15.69
3	13.38	13.69	15.82	16.08
4	13.49	13.81	15.82	16.48
5	13.94	14.26	15.82	16.89
6	14.41	14.72	15.82	17.31
7	14.85	15.17	15.82	17.75
8	15.40	15.70	15.82	18.19
Off	16.04	20.11		
	17.10			

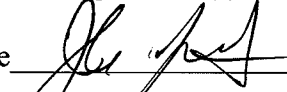
**Springfield Township School
Salary Guide – Support Staff**

YEAR 4 (2010-2011)

Step	Aides	Custodian	Van	Maintenance
1	13.74	14.07	16.53	15.76
2	13.86	14.19	16.53	16.16
3	13.98	14.30	16.53	16.56
4	14.10	14.42	16.53	16.97
5	14.57	14.89	16.53	17.40
6	15.05	15.37	16.53	17.83
7	15.52	15.84	16.53	18.28
8	16.08	16.40	16.53	18.74
Off	16.76	21.01		
	17.86			

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s).

Name 
Title President