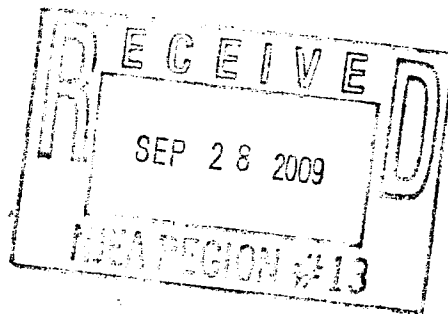


AGREEMENT BETWEEN
THE BETHLEHEM TOWNSHIP
EDUCATION ASSOCIATION
AND THE
BETHLEHEM TOWNSHIP
BOARD OF EDUCATION

2007 – 2008
and
2008 – 2011



DRAFT: 11-Jun-09
FINAL: 21-Aug-09

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>GENERAL PROVISIONS</u>	<u>PAGE</u>
1	Recognition.....	1
2	Negotiation of Successor Agreement.....	1
3	Grievance Procedure.....	2
4	Rights and Privileges of Both Parties	5
5	Employee Rights.....	5
6	Personnel Records	6
7	Unit Member Employment	6
8	Work Year, Work Day and Assignment.....	7
9	Teacher Evaluation	10
10	Evaluation of Students.....	11
11	Sick Leave.....	11
12	Temporary Leaves of Absence	12
13	Other Leaves of Absence	12
14	Professional Growth and Development	14
15	Salaries.....	16
16	Medical Insurance.....	17
17	Unused Sick Day Benefit.....	20
18	Representation Fee.....	22
19	Miscellaneous Provisions	24
20	Duration of Agreement A	25
	Duration of Agreement B	26

Salary Schedules

Schedule A-1	Teachers:	2007-2008
Schedule A-2	Teachers:	2008-2009
Schedule A-3	Teachers:	2009-2010
Schedule A-4	Teachers:	2010-2011
Schedule B	Cafeteria:	2007-2008
Schedule C	Bus Driver:	2007-2011
Schedule D	Extracurricular Salaries:	2007-2011

ARTICLE 1

RECOGNITION

A. Pursuant to the provisions of Chapter 123, Laws of 1974, the Bethlehem Township Board of Education, an Equal Opportunity Employer, hereby recognizes the Bethlehem Township Education Association as the majority representative and as the exclusive and sole representative for collective negotiations concerning terms and conditions of employment for the following full and part-time personnel:

1. Certificated teaching staff members
2. Cafeteria
3. Bus drivers employed by the Board of Education

The following personnel are excluded:

1. Superintendent of Schools
2. Secretary to the Superintendent
3. Administrative Personnel
4. Supervisory Personnel
5. Cafeteria Manager
6. Secretary of the Board
7. Assistant Secretary to the Board
8. Head Custodians
9. All other personnel are excluded

B. Unless otherwise indicated, the term "employee," when used hereinafter in the Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined.

ARTICLE 2

NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123, Public Laws 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment, provided such negotiations are requested by the Association's exclusive representative. Any Agreement so negotiated shall apply to all employees, be reduced to writing, be signed after adoption by both the Board and the Association.
- B. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations.
- C. The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

- D. 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 3

GRIEVANCE PROCEDURE

A. Definition

1. Grievance

A "grievance" is a claim by an employee or the Association based upon the interpretation, application, or violation of this Agreement, policies or administrative decisions affecting an employee or a group of employees.

2. Aggrieved Person

An "aggrieved person" is the employee or employees or the Association making the claim.

B. Purpose

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 employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits

Since it is important to both parties that grievances be processed as rapidly as possible, and in good faith, 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 length of time specified may, however, be extended by mutual agreement.

2. Year End Grievance

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, both parties should attempt to reduce the time limits set forth herein, so that the Grievance Procedure may be exhausted prior to the end of the school year or as soon as practicable thereafter.

3. Level One - Building Principal

An employee with a grievance shall first discuss it with the building principal either directly or through the Association's designated representative, with the objective of resolving the matter informally.

If the aggrieved person is not satisfied with the discussion, the employee or the Association may within five (5) school days and if within thirty (30) calendar days of the action giving rise to the grievance, set forth the grievance in writing to the building principal with a copy to the Superintendent.

The written grievance shall state: (a) the grievant's name; (b) the date of the written grievance; (c) the specific remedy sought by the grievant; (d) the specific contract article violation alleged; and (e) the date of the alleged violation.

The building principal shall communicate his/her decision to the grievant in writing within five (5) school days of receipt of the written grievance.

4. Level Two - Superintendent

The grievant may appeal the building principal's decision to the Superintendent. The appeal to the Superintendent must be in writing and filed within five (5) school days of receipt of the building principal's written decision. If the Superintendent is the building principal, the grievance may proceed to level three. The Superintendent shall meet with the grievant and his/her representative within ten (10) school days to discuss the grievance. The Superintendent shall issue a written decision concerning the grievance within five (5) school days after this meeting.

5. Level Three - Board of Education

The grievant may appeal the Superintendent's decision to the Board of Education. The appeal to the Board of Education must be in writing and filed within ten (10) school days of receipt of the Superintendent's written decision.

The Board of Education, or its designated committee, shall meet with the grievant and his/her representatives within fifteen (15) school days to discuss the grievance or at the next regular meeting not to exceed thirty [30] days. The Board shall issue a written decision concerning the grievance no later than ten (10) school days after this meeting. The decision of the Board at this level is final insofar as the dispute relates to Board policies or administrative decisions.

6. Level Four - Arbitration

If the grievant is not satisfied with the disposition of the grievance at the Board level, or if no decision has been rendered within ten [10] school days of the Board meeting, the Association may submit the grievance to arbitration if the dispute concerns the express written terms of the labor Agreement. A request for a list of arbitrators may be made either to the American Arbitration Association or the Public Employment Relations Commission. The parties shall then be bound by the rules and procedures of the

designated agency in the selection of an arbitrator. The arbitrator so selected shall confer with the representatives of the Board and the Association, holding hearings promptly and shall issue a decision which shall be in writing and which shall set forth the findings of fact, reasoning and conclusions on the issue submitted. The arbitrator may not amend or modify the provisions of this Agreement. The decision of the arbitrator shall be binding upon the parties.

In the event of arbitration, the costs of the arbitrator's services shall be shared by the parties and each of the parties shall bear their own costs.

7. Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year, and the avoidance of disputes which threaten to interfere with such operation. Since the parties have established a comprehensive Grievance Procedure under which unresolved disputes may be settled, the parties have removed the basic cause of work interruptions during the period of this Agreement. The Association accordingly agrees, during the period of this Agreement, that it will not, nor will any person acting in its behalf cause, authorize, or support, nor will any of its members take part in any strike. The Board accordingly agrees, during the period of this Agreement, that it will not lockout employees.

Rights of Employees to Representation

1. Employee and Association

Any aggrieved employee may be represented at all stages of the Grievance Procedure by himself, or, at his option, by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the Grievance Procedure.

2. Separate Grievance File

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

3. Meetings and Hearings

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.

4. Failure by the Board or its agents at any step of this Procedure to comply with time limits shall permit the grievant to proceed to the next step. Failure by the grievant to appeal a grievance to the next step within time limits shall be deemed to be waiver of further appeal of the decision.

5. All employees will continue under the direction of the supervisors regardless of the filing and processing of any grievance.

6. Whenever any member of the Association who has filed a grievance is mutually scheduled by the parties to participate during that individual's working hours in grievance proceedings neither he/she nor his/her employee representative in the employ of the Board shall suffer loss of pay.

ARTICLE 4

RIGHTS AND PRIVILEGES OF BOTH PARTIES

A. Information

The Board agrees to make available at reasonable hours all public information, pertinent to Board business, in order to assist the Association in processing any grievance or complaint and developing intelligent, accurate, informed and constructive programs.

B. Use of School Buildings

The Association and its representatives may be granted upon notification to the Superintendent and the principal of the building and with approval from the Superintendent or his/her designee the privilege to use school buildings at all reasonable hours for proper Association meetings. The Superintendent or his/her designee and the principal of the building shall be notified in advance of the time and place and probable duration of all such meetings.

C. Use of School Equipment

The Board extends the following privilege to the Association:

The use of facilities and equipment, designated by the Board, when not otherwise in use. The Association is to pay for the reasonable cost of all materials and supplies incident to such use.

D. Employee-Administration Liaison

The Association's Liaison Committee shall meet with the Superintendent or his/her designee, at least once every calendar quarter during the year if requested by either party to review and discuss current problems and practices of mutual interest and the administration of this Agreement. The committee's recommendations are advisory only.

ARTICLE 5

EMPLOYEE RIGHTS

- A. The Board and the Association recognize their obligations under Chapter 123, P.L. 1974.
- B. Whenever any employee is required to appear before the Board, or any Committee of the Board, concerning matters of employment, he/she shall be given prior written notice of the reasons for such meeting and shall be entitled to have a representative of the Association present to advise

him/her and represent him/her during the meeting. Payment of the employee's salary during suspension shall be at the discretion of the Board of Education.

ARTICLE 6

PERSONNEL RECORDS

- A. No material derogatory to an employee's conduct, service, character or personality shall be placed in his/her personnel file unless the employee has had an opportunity to review the material.
- B. The employee shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the expressed understanding that such signature in no way indicates agreement with the contents thereof.
- C. In the event the employee refuses to review or sign the material, the Association representative will be called to verify said refusal in the presence of the employee. The Association representative and administrator shall sign the document in the presence of the employee and it will then be placed in the employee's personnel record.
- D. The employee shall also have the right to submit a written answer to such material and his/her answer shall be reviewed by the administrator or his/her designee and attached to the file copy.
- E. The employee shall have the right to review his/her personnel file, with the exception of pre-employment materials, upon request at a time mutually agreed to by the employee and the administrator.
- F. At least once every two (2) years, an employee shall have the right to indicate those documents and/or other materials in his/her personnel file which he/she believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the Superintendent and if, in the determination of the Superintendent, they are obsolete or otherwise inappropriate to retain, they shall be destroyed.

ARTICLE 7

UNIT MEMBER EMPLOYMENT

I. CERTIFICATED STAFF EMPLOYMENT PROCEDURE

- A. Upon initial employment, up to full credit on the teacher's salary guide may be given for previous teaching experience in a duly accredited school.
- B. Placement on Salary Schedule

Each teacher who is eligible shall be placed on the next step of the salary schedule as of the beginning of each school year. To qualify for placement at the next step of the salary guide, a

teacher must have been employed for a minimum of ninety (90) work days during the previous school year. The Board reserves the right to withhold an increment as prescribed by statute.

C. Notification of Contract and Salary

Teachers shall be notified of their contract and salary status for the ensuing year as provided by law. In the event the Agreement is not ratified by the date teachers are to be notified of their salary, they shall be notified of their contract by the date provided by law, and of their salary no later than five (5) days after the ratification of the Agreement.

II. NON-CERTIFICATED STAFF EMPLOYMENT PROCEDURE

- A. All employees shall receive written notice of whether they will be retained by June 1 of each year. Such notice shall contain the salary or hourly rate which the employee is to receive, if known by that date.
- B. Placement on Salary Schedule
1. Each employee shall be placed on his/her proper position on the salary schedule.
 2. The Board retains the right to hire new bus driver and cafeteria employees at up to fifteen percent (15%) below the lowest existing salary for said positions as enumerated in the agreement. Subsequently, settlement percentages or equal dollars will be applied to the new salaries per negotiations between the parties.
- C. All new employees shall be considered probationary for sixty (60) working days after which the employee may only be discharged or suspended for just cause.
- D. Should an employee wish to terminate his/her employment, thirty (30) days notice shall be provided to the Board of Education.

ARTICLE 8

WORK YEAR, WORK DAY AND ASSIGNMENT

I. TEACHERS

A. In-School Work Year

- 1a. The school calendar shall be established by the Board of Education upon the recommendation of the Superintendent after his/her consultation with representatives of the Association. However, the Board and Association recognize that the established

calendar may be altered due to inclement weather, or other cause, which necessitates the cancellation and rescheduling of school sessions.

- 1b. One (1) additional in-service day was added during the 1998-1999 school year. Another in-service day was added during the 1999-2000 school year.
2. Teachers are expected to devote to their assignment the time necessary to meet their responsibilities, and shall be required to sign in and sign out.
3. The school day shall be defined as seven (7) hours, of which five hours and thirty minutes (5' 30") are instructional time. The arrival and departure time for all teachers shall remain in accord with the established policy of the Board of Education.
4. Teachers may leave the building, upon notification to the principal, during their scheduled, duty-free lunch period.

B. Evening Meetings

Teachers may be required to attend no more than six (6) evening assignments or meetings each school year.

C. Faculty Meetings

Teachers may be required to stay after the end of the regular workday, without additional compensation, for the purpose of attending no more than two (2) one-hour faculty/curriculum meetings per month.

D. Teacher Plan Books

All teachers will maintain a plan book on a week-by-week basis, and submit the plan book to the building administrator on a weekly basis. Plan books will be turned in to the office at the end of the year and returned to the teacher prior to commencing of school in September.

E. Substitute Coverage

In those cases where substitutes are not available and regular teachers are used as substitutes during their preparation times, the teacher shall be paid at the rate of twenty dollars [\$20.00] per hour. Payment for such coverage shall be made at the end of the school year.

F. Teacher Assignment

1. Notification Date for Presently Employed Teachers

All teachers shall be given written notice of their tentative schedules, class and/or subject assignments, building assignments and room assignments for the forthcoming year not later than May 20. A list of said tentative schedules and assignments shall be simultaneously supplied to the Association President.

2. Revisions

In the event that changes in schedules, class and/or subject assignments, building assignments, or room assignments are proposed after June 15, the Association and any teacher affected shall be notified promptly in writing and, upon the request of the teacher and the Association, the changes shall be promptly reviewed between the principal or his/her representative and the teacher affected, and at his/her option, a representative of the Association.

G. Vacancies

1. No later than June 1 of each school year the Superintendent shall supply to the Association, and post in the office, a list of the vacancies that are expected to occur during the following school year.
2. Teachers who desire a change in grade may file a written statement of such desire with the Superintendent not later than May 5 of each school year. Such statement shall include the grade and/or subject to which the teacher desires to be assigned.
3. If a vacancy arises during the school year, the Association shall be notified.

II. CAFETERIA EMPLOYEES

- A. Cafeteria employees shall work and be compensated for 184 days.
- B. On days when school is closed for the entire school day, cafeteria employees are not required to work.

III. BUS DRIVERS

A. Inclement Days

Attendance shall not be required whenever student attendance is not required due to inclement weather, however in the event that drivers have reported to work prior to school being cancelled, they shall be compensated a minimum of two (2) hours pay.

B. Physical Exams

For Bus Drivers not receiving health benefits paid for by the Board of Education, the Board shall pay up to one hundred eighty dollars [\$180] each year towards the cost of a physical exam for the driver. A voucher for the exam must be presented and signed by the driver.

C. Class Trips

All class trip assignments will be made through the Superintendent's office and seniority will be a factor considered in determining who the driver will be, however it will not be the only factor.

D. Fingerprints

The Board of Education shall pay the cost of fingerprinting for bus drivers. If the driver fails the fingerprint background check the Board shall not be obligated to reimburse the cost of fingerprinting. Reimbursement shall occur after the background check is completed and a letter certifying passing is forwarded to the district by the State.

ARTICLE 9

TEACHER EVALUATION

A. Frequency

1. Non-tenured teachers shall be observed through classroom visitation by a certified supervisor at least three (3) times in each school year and tenured teachers at least one (1) time in each school year to be followed in each instance by a written evaluation report and by a conference between the teacher and his/her immediate supervisor. Each observation shall consist of at least a complete lesson.
2. No more than one observation/classroom visitation required under A. above shall occur on the same day. No required observation/classroom visitation shall occur prior to the completion of the evaluation conference following the previous observation/classroom visitation.
3. Evaluation conferences shall occur within ten (10) calendar days of the observation.

B. Open Evaluation

All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, public address, cameras, audio systems, and similar surveillance devices shall be strictly prohibited.

C. Copies of Evaluations

A teacher shall be given a copy of any evaluation report prepared by his/her evaluator at least one (1) day before any conference to discuss it. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.

D. Reports

Evaluation reports shall be presented to each teacher in accordance with the following procedures:

1. Such reports shall be issued in the name of the evaluator. The evaluator is the person who observed the teaching performance as required heretofore in this Article.
2. Such reports shall be addressed to the teacher.
3. Such reports shall be written in narrative form and shall include specific suggestions as to measures that the teacher might take to improve his/her performance in each of the areas wherein weaknesses have been indicated.

ARTICLE 10

EVALUATION OF STUDENTS

The teacher has the responsibility to determine student grades based upon their professional judgement of available criteria pertinent to any given subject area, within the grading policy of the Bethlehem Township School District. The administration reserves the right to make the determination to change a student's grade. The teacher shall be notified of the change by the administrator making the change.

ARTICLE 11

SICK LEAVE

- A. The Board shall grant each regularly employed ten-month employees ten (10) accumulative sick leave days per year.
- B. Bus drivers are eligible for ten (10) accumulative sick days per year.
- C. Notification of Accumulation

Employees shall be given a written accounting of accumulated sick leave days no later than September 15 of each contract year.

ARTICLE 12

TEMPORARY LEAVES OF ABSENCE

A. Types of Leave

Employees shall be entitled to the following temporary non-accumulative leaves of absence with full pay for each school year:

1. Personal

All unit members are eligible for three (3) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the principal for such personal leave shall be made at least three (3) days before taking such leave (except in the case of emergencies) and the applicant for such leave shall not be required to state the reason for taking such leave other than that he/she is taking it under this section. During the term of this Agreement, only emergency personal days will be granted on the day immediately before and after a holiday *or recess*. Any personal days not used during the year will be credited towards accumulated sick leave.

2. Good Cause

Other leaves of absence with pay may be granted by the Board for good reason.

B. In Addition to Sick Leave

Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the employee is entitled.

C. Death in Family Leave

Employees shall be entitled to a maximum of five (5) days when a death occurs in the immediate family. Immediate family is defined to include husband, wife, father, mother, son, daughter, husband's parents/grandparents, and wife's parents/grandparents. When individual circumstances are such that a close relative other than those defined as a member of the immediate family, should be considered as a member of the immediate family, a special request may be granted by the Superintendent.

ARTICLE 13

OTHER LEAVES OF ABSENCE

A. Disability Leaves Due to Pregnancy

1. An employee who anticipates a disability leave due to pregnancy shall notify the Superintendent in writing of the anticipated commencement of the disability as soon as the employee knows of it.

2. No later than 90 calendar days prior to the anticipated delivery date, the employee shall request either a leave of absence while she is disabled, for which accumulated sick leave may be utilized, or an unpaid leave of absence for child care, as provided in the Child Care Leaves section below. A doctor's verification of anticipated delivery date shall accompany this request.
3. Disability leave with pay shall be for a period of one month prior to the birth and one month subsequent to the birth providing sufficient sick leave time is available to the employee.
4. The Board of Education reserves the right to regulate the commencement and termination dates of anticipated disability leaves due to pregnancy in order to preserve educational continuity. When this occurs, a teacher who is placed on an involuntary unpaid leave shall be entitled to all sick leave and insurance benefits during the period of actual disability, according to the negotiated agreement and the rules of the insurance carrier.
5. If all sick leave time is used, payment of salary shall cease.

B. Child Care Leaves

1. The Board may grant voluntary unpaid leaves of absence for the purpose of child care who fulfill the requirements set forth below.
2. Such leaves of absence may be for one-half school year, one full school year or a maximum of two school years at the request of the teacher and the approval of the Board.
3. To avoid unnecessary interruptions in instruction, child care leaves shall commence on either September 1, or February 1, and shall terminate on the September 1 or February 1 following the leave.
4. A teacher desiring an unpaid leave shall apply no less than 90 calendar days before the anticipated delivery date of the infant. In the case of an adoption, notice shall be given to the Principal and Superintendent when an official approval of the application for adoption is received. In cases of adoption, application shall be made for a specific leave period as soon as the teacher is informed of the custody date and said leave shall be granted.
5.
 - a. To be eligible for a salary increment and credit toward longevity payments, a teacher must return to work by February 1 in the school year that the leave terminates.
 - b. Any teacher leaving on or after February 1 will be given full credit on the salary guide for that year when they return.
6. A teacher on a voluntary unpaid leave of absence shall have their health benefits paid for the period of absence corresponding with their FLA or FMLA entitlement.
7. To be eligible for a new child care leave, a teacher must have been actively employed in the district for the full academic year prior to the requested leave. This statement is

interpreted to mean that a teacher returning from a Child Care leave shall work one complete school year before a new Child Care leave will be granted.

8. All leave entitlements under the New Jersey and Federal Family Leave Acts are considered to be within the leaves granted above.

ARTICLE 14

PROFESSIONAL GROWTH AND DEVELOPMENT

- A. To be eligible for Professional Growth and Development benefits, a teacher must be employed for a minimum of one-half teaching schedule.
- B. Teacher Improvement Training

The Board agrees to pay tuition charges for successful completion of enrichment or professional improvement courses taken by teachers upon prior notification and approval of the administration of subject material to be studied concurrent with their period of employment. Non approval of any courses applicable to the field of education is subject to grievance as outlined in grievance procedure.

Any employee receiving tuition reimbursements must commit to a minimum of one [1] year of employment with the Bethlehem Township Board of Education after tuition reimbursement is made to the employee. If the employee leaves employment with the District prior to the completion of the one [1] year period, the employee will reimburse the District for the full amount of tuition reimbursed.

The following conditions must be followed:

1. Teachers must receive written approval from the Superintendent of Schools for reimbursement of tuition charges, prior to the start of the course to be taken.
2. To be eligible for reimbursement, a teacher must have successfully completed one (1) full year of teaching in the Bethlehem Township Schools and have worked at least one (1) day of a second contract period.
3. Upon successful completion of the course, the teaching staff member will be reimbursed for tuition upon presentation of a transcript and a receipt for the tuition that was paid according to the following schedule:
 - Grade of A or B = 100% reimbursement
 - Grade of C = 75% reimbursement

Courses only offered on a Pass/Fail basis, with documentation supplied to the Superintendent, shall be reimbursed at 100% for a passing grade.

4. Teaching staff members are eligible for reimbursement for graduate credits to a maximum of nine (9) credits during each school year (July 1 through June 30), not to exceed the College of New Jersey rate in effect as of July 1 of each contract year.
- C. The maximum total expense to the Board of Education for tuition reimbursement in any one fiscal year shall be:
1. For 2008-2009: the Board will fund all tuition reimbursement requests that have been approved as of the date: January 21, 2009.
 2. For 2009-2010: the cap on the Board's expense shall be \$24,000.
 3. For 2010-2011: the cap on the Board's expenses shall be \$27,000.
- D. Reimbursement shall be made pursuant to the following regulations:
1. Summer semester: the employee is guaranteed fifty percent [50%] of cost for first course taken
 2. Fall semester: the employee is guaranteed up to fifty percent [50%] of cost for first course taken based on an equal division of the balance of the funds available after the summer semester.
 3. Spring semester: the employee is guaranteed up to fifty percent [50%] of cost of the first course taken if enough money remains in the pool of funding.
 4. At the end of the fiscal year, if any money remains in the pool, it will be divided up equally between all those individuals for the first course taken. Second courses will be paid if sufficient funds remain in the pool. Second courses will be reimbursed on the basis of an equal division of the remaining funds to all teachers who took courses.
 5. Spring coursework must be verified to the Board office by June 30th of the fiscal year. Employees must provide a transcript with a grade and the bill for the course. If the transcript is not available, the employee must provide the bill so that funds may be encumbered. Reimbursement will not be made until such time as the transcript is provided to the Board office which must be done as soon as possible after June 30th, but no later than August 15th after which time the employee may not be reimbursed.
 6. On September 15th and January 15th of each school year, the Association will be notified by the Board office of the amount of money remaining in the tuition account.
- E. Workshops, In-Service and Seminar Reimbursement

The Board of Education agrees to reimburse teaching staff members for expenses for workshops, seminars, conferences and in-service training sessions according to the following provisions:

1. Teachers must receive written approval from the Superintendent of Schools, prior to attendance at the event, to be eligible for reimbursement.
2. Eligible expenses include the cost of the event, up to \$7.00 for a meal and mileage.
3. Requests will be approved based upon the value of the activity to the Bethlehem Township Schools and the budgetary constraints of the district.

- F. Effective January 1, 2000, fifteen (15) hours of in-service education shall equal 1 CEU toward column advancement on the guide. No more than six (6) CEU credits earned from in-service education may be used to advance to a new salary guide column. Once six (6) credits have been used as part of salary guide column advancement, the same credits may not be reapplied for a subsequent salary guide column advancement.
- G. The Board of Education agrees that new in-service days shall be used on an hour for hour of in-service basis toward the 100 hour in-service requirements per the regulations adopted by the State.

ARTICLE 15

SALARIES

A. Salary Schedule

1. The salary of each member covered by this Agreement is set forth on the attached schedules.

Schedule	A	- Teachers		
		A-1	-	2007-2008
		A-2	-	2008-2009
		A-3	-	2009-2010
		A-4	-	2010-2011
Schedule	B	- Cafeteria Personnel	-	2007-2008
Schedule	C	- Bus Drivers	-	2007-2011
Schedule	D	- Extracurricular	-	2007-2011

B. Method of Payment

1. Summer Pay Plan

Each member may individually elect to have a percentage of his/her monthly salary deducted from his/her pay for the purpose of deposit in the County Educators Employee's Federal Credit Union, as designated by the Teachers Association. These funds will be deposited monthly and shall then be subject to the rules and regulations of the County Educators Employee's Federal Credit Union. The Board of Education shall have no further responsibility for these funds. Remittance of deposit to the credit union shall be no later than five (5) days following the last monthly pay period.

2. Final Pay

Ten (10) month employees shall receive their final checks and shall receive the pay schedule for the following year upon completion of their responsibilities and release by the principal.

C. Mileage

Employees who may be required to use their own automobiles in the performance of their duties shall be reimbursed for all such travel at the current IRS rate for all driving done between arrival of the first location at the beginning of their workday and subsequent locations until the end of their workday, provided, however, that if the distance from the employee's home to his/her first location or from the employee's last location to his/her base school, he/she shall be reimbursed for the difference at the current rate established by the State of New Jersey.

D. Teachers assigned and who have agreed to work on Curriculum Committees during the summer shall be paid a salary commensurate with the specific curriculum study undertaken and to be completed as designated by the Board of Education. The rate for this work shall be \$25.00 per hour.

ARTICLE 16

MEDICAL INSURANCE

A. The Board of Education shall pay all premiums for employee and dependent coverage as of May 1, 2008, with the Oxford/United Health Plan or comparable benefits with another carrier, subject to their policies and procedures.

The following shall apply:

\$10 office co-pay
\$15 specialist co-pay
\$50 emergency room fee

Out-of-network deductible shall be \$200 individual / \$400 family

B. The Board of Education shall pay all premiums for employee and dependent coverage with New Jersey Dental Service plan or comparable benefits with another carrier, subject to their policies and procedures.

1. That program shall consist of the following:

FEE BASIS: The following program is based upon the Usual, Customary and Reasonable Fee Concept.

PROGRAM: Co-Payment -
Preventive and Diagnostic: 100%
Remaining Basic Services: 70% - 30%
Prosthodontic Benefits: 50% - 50%
Orthodontic Benefits: 50% - 50%

The maximum amount payable by NJDSP for the above dental services, excluding Orthodontic Benefits, provided an eligible patient in any calendar year is \$1,000.00

Orthodontic Benefits are subject to a \$1,000.00 maximum per case which is separate from the \$1,000.00 maximum mentioned above applicable to Basic and Prosthodontic Benefits.

2. The following annual deductibles shall go into effect July 1, 2004:

\$50 individual and \$150 family

3. All employees become eligible for dental benefits on the first day of the month following two full months of continuous full time employment with a minimum of 20 hours per week, unless otherwise approved by NJDSP.

- C. The Board of Education shall pay all premiums for employee and dependent coverage for a Prescription Card Plan, with the following co-pay effective July 1, 2004:

Retail

- \$ 10.00 generic drugs
- \$ 20.00 brand name drugs

Mail Order: the mail order co-pay shall be applied one time [1x] for the mail order supply.

- \$ 10.00 generic drugs
- \$ 20.00 brand name drugs

The prescription carrier shall be determined by the Board.

- D. Direct Reimbursement

1. Employees are eligible for a maximum of \$150 each, per school year, in direct reimbursement for optical, un-reimbursed dental, and un-reimbursed prescription expenses.
2. Reimbursement payments will be made two [2] times per year, in December and in June. A reimbursement payment in December may only be requested if the employee has a minimum of fifty dollars [\$50.00] in eligible expenses. Employees must submit receipts to qualify for reimbursement. Unexpended reimbursement funds do not accumulate from year to year.

- E. To be eligible for any of the insurance coverages outlined in this article, an employee must be regularly employed for a minimum of twenty (20) hours per week.

- F. An employee's insurance coverages shall terminate when the employee ceases to be employed by the Bethlehem Township Board of Education.

- G. It is the responsibility of the employee to follow all procedures necessary to qualify his/her dependents for coverage.

H. Employees hired after July 1, 1992 shall be entitled, at Board expense, to the basic health benefits outlined in section A above. For the coverages outlined in sections B and C above, the employee shall be entitled, at Board expense, to single dental and prescription coverages only. The employee shall have the option to purchase additional coverage, at the group rate, through pre-tax payroll deductions. Said employees shall be eligible for the benefit outlined in section D above.

I. Bus Driver Health Benefits

1. Bus Drivers who qualify for health benefits (i.e. are regularly employed for a minimum of twenty (20) hours per week) will have the basic health package as described under section A above paid for by the Board of Education.
2. Bus Drivers may purchase the dental coverage, outlined in section B above, at the group rate, through payroll deductions, providing that they meet the qualifying twenty (20) hours minimum.
3. Bus Drivers may purchase the prescription coverage, outlined in section C above, at the group rate, through payroll deductions.
4. Only those bus drivers who qualify for and pay for, at least, single dental and prescription coverage, are eligible for the direct reimbursement benefit under section D above.

J. Flexible Spending Account

The Board of Education shall sponsor and pay for administrative fees related to a Section 125 Flexible Spending Account (FSA) program for all employees that are eligible for group insurance. Features, provisions, and maximums will be governed by IRS regulations. The choice of FSA vendor will be solely at the discretion of the Board.

K. Benefits Waiver Program

1. Upon date of hire or on each July 1st, employees may waive their right to elect coverage in return for a cash incentive equal to 25% of the premium that would otherwise be paid by the Board of Education. Payment will be made as follows: half in the second December paycheck and half in the second June paycheck. Employees may waive medical or dental coverage. Prescription coverage is not part of this provision.
2. Employees may re-enroll unconditionally each subsequent July 1st and they may also re-enroll immediately if they submit proof of a life status change (e.g. unemployment, death, disability of a spouse; divorce or legal separation; activation to full-time military status, etc.) Re-enrollment will include any eligible dependents and will not require any waiting period or exclusion for pre-existing conditions.

3. This provision will be available to the first 25% of the entire insurable population that elects it.

ARTICLE 17

UNUSED SICK DAY BENEFIT

- A. The following unused sick day benefit provisions apply to certificated staff members hired prior to July 1, 1994.

To qualify for unused sick day benefits, an individual must have completed a minimum of eighteen (18) years of teaching within the Bethlehem Township School District.

Teachers who qualify for unused sick day benefits under Stages I, II, III, or IV, must retire under the provisions of the Teachers Pension and Annuity Fund and actually begin collecting retirement pay, to be eligible for the unused sick day benefits.

All unused sick leave will be reimbursed at the rate of eighty-five percent (85%) of the teachers' average per diem rate for the last three (3) last years of employment, times the appropriate number of eligible days.

The per diem rate is defined as 1/200th of the annual salary.

For qualified employees, unused sick day benefits shall be paid in accordance with the following:

STAGE I

- [a] for individuals with a minimum of eighteen (18) completed years of service but less than twenty-one (21) completed years of service within the district.
- [b] Number of days eligible for reimbursement is calculated on the basis of 20.00% of the total days accumulated. Maximum number of days which can be reimbursed: forty (40).
- [c] Payments under Stage I shall be made over two (2) years.

STAGE II

- [a] for individuals with a minimum of twenty-one (21) completed years of service but less than twenty-four (24) completed years of service within the district.
- [b] Number of days eligible for reimbursement is calculated on the basis of 25.00% of the total days accumulated. Maximum number of days which can be reimbursed: sixty (60).
- [c] Payments under Stage II shall be made over two (2) years.

STAGE III

- [a] for individuals with a minimum of twenty-five (25) completed years of service but less than twenty-nine (29) completed years of service within the district.
- [b] Number of days eligible for reimbursement is calculated on the basis of 33.33% of the total days accumulated. Maximum number of days which can be reimbursed: ninety-seven (97).
- [c] Payments under Stage III shall be made over three (3) years.

STAGE IV

- [a] for individuals with a minimum of thirty (30) completed years of service within the district.
- [b] Number of days eligible for reimbursement is calculated on the basis of 50.00% of the total days accumulated. Maximum number of days which can be reimbursed: one hundred fifty (150).
- [c] Payments under Stage IV shall be made over three (3) years.

- B. For all certificated employees hired subsequent to July 1, 1994, unused sick day benefits shall be as follows:
 - 1. The teacher must have completed a minimum of eighteen (18) years of teaching within the Bethlehem Township School District and retire according to the T.P.A.F.
 - 2. The teacher must have accumulated a threshold of one hundred (100) sick days to qualify for unused sick day benefits.
 - 3. For every sick day beyond the threshold, the teacher shall be paid twenty-five dollars (\$25) per day, to a maximum payout of five thousand dollars (\$5,000).
 - 4. Payment shall be made July 1 of the school year immediately following the school year during which the individual retires.
- C. Bus Drivers with a minimum of eighteen [18] years of service in the district shall be reimbursed for accumulated sick leave at the rate of fifty percent [50%] of the employee's per diem rate for all accumulated sick leave.

ARTICLE 18

REPRESENTATION FEE

A. Purpose of Fee

If an employee does not become a member of the Association during any membership year, i.e.: September 1 through August 31 which is covered in whole or in part by this Agreement, said employee will be required to pay a representative fee to the Association for that membership. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative and said fee will not be used for partisan political or ideological activities or causes or applied toward the cost of benefits available only to members of the majority representatives.

B. Amount of Fee

1. Notification

Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments

charged by the Association to its own members for that membership year. The representation fee to be paid by nonmembers will be determined by the Association in accordance with the law.

2. Legal Maximum

In order to adequately offset the per capita cost of services rendered by the Association as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fee and assessments charged by the Association to its own members, and the representation fee will not exceed 85% of that amount as the maximum presently allowed by law. The Association and Board of Education will adhere to any changes that would take place in the law.

C. Deduction and Transmission of Fee

1. Notification

Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those employees who have not become members of the Association for the then current membership year. The Board will deduct from the salaries of such employees in accordance with paragraph 2 below the full amount of the representation fee and promptly will transmit the amount so deducted to the Association. The Association will certify to the Board prior to the start of each membership year that the amount of representation fee to be assessed does not exceed 85% of the dues, fees and assessments and provide the Board with a demand and return procedure. The Association agrees that it will maintain a Demand and Return System.

2. Payroll Deduction Schedule

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks to each employee on the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first paycheck paid:

- (a) 10 days after receipt of the aforesaid list by the Board; or
- (b) 30 days after the employee begins his/her employment previously served in a bargaining unit position and continued in the employ of the Board in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first paycheck paid 10 days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

3. Termination of Employment

If an employee who is required to pay a representation fee terminates his/her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

4. Mechanics

Except as otherwise provided in this article, the mechanics for the deduction of the representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

5. Changes

The Association will notify the Board in writing of any changes in the list provided for in paragraph 1 above and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than 10 days after the Board received said notice.

6. New Employees

On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding 30 day period. The list will include names, job titles and dates of employment for all such employees.

- D. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses, that may arise out of, or by reason of, any action taken or not taken by the Board in conformance with this provision.

- E. The Association shall maintain a Demand and Return system and shall provide the Board with a copy of those provisions on an annual basis.

ARTICLE 19

MISCELLANEOUS PROVISIONS

A. Policy

This Agreement constitutes policy for the term of said Agreement, and the parties shall carry out the commitments contained herein and give them full force and effect.

B. Separability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall be deemed invalid, but all other provisions shall continue in full force and effect.

C. Compliance Between Individual and Master Agreements

Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

D. Protection of Employees

Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger the health or safety of a normally healthy person.

E. Notice

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

1. If by Association to: Board Secretary

Bethlehem Township Board of Education
940 Iron Bridge Road
Asbury New Jersey 08802

2. If by the Board to: President of the Association

Bethlehem Township Education Association
940 Iron Bridge Road
Asbury New Jersey 08802

ARTICLE 20 - A

DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 2007, and shall continue in effect until June 30, 2008, subject to the Association's and the Board's right to negotiate an amended or successor agreement as provided in Article 2. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.
- B. Copies of this Agreement, after it has been signed, shall be reproduced and the cost shared equally by the Board and the Association. These copies shall be presented to each employee now employed, hereafter employed, or considered for employment by the Board, during the term of this Agreement.

IN WITNESS WHEREOF the parties have affixed their respective signatures this ____ day of _____, 2009.

BETHLEHEM TOWNSHIP EDUCATION ASSOCIATION:

BETHLEHEM TOWNSHIP BOARD OF EDUCATION:

Beverly Ross

President

[Signature]

President

[Signature]

Secretary

[Signature]

Secretary

ARTICLE 20 - B

DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 2008, and shall continue in effect until June 30, 2011, subject to the Association's and the Board's right to negotiate an amended or successor agreement as provided in Article 2. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.
- B. Copies of this Agreement, after it has been signed, shall be reproduced and the cost shared equally by the Board and the Association. These copies shall be presented to each employee now employed, hereafter employed, or considered for employment by the Board, during the term of this Agreement.

IN WITNESS WHEREOF the parties have affixed their respective signatures this _____ day of _____, 2009.

BETHLEHEM TOWNSHIP EDUCATION ASSOCIATION:

Beverly Ross

President

[Signature]

Secretary

BETHLEHEM TOWNSHIP BOARD OF EDUCATION:

[Signature]

President

Nina E. Crivello

Secretary

Schedule A-1 Teacher Salary 2007-2008

Prior Step	New Step	BA	BA+15	MA	MA+15	MA+30
	1	\$40,352	\$41,652	\$42,952	\$44,252	\$45,552
1	2	\$40,452	\$41,752	\$43,052	\$44,352	\$45,652
2	3	\$40,659	\$41,959	\$43,259	\$44,559	\$45,859
3	4	\$40,865	\$42,165	\$43,465	\$44,765	\$46,065
4	5	\$41,072	\$42,372	\$43,672	\$44,972	\$46,272
5	6	\$41,996	\$43,296	\$44,596	\$45,896	\$47,196
6	7	\$43,085	\$44,385	\$45,685	\$46,985	\$48,285
7	8	\$44,058	\$45,358	\$46,658	\$47,958	\$49,258
8	9	\$45,816	\$47,116	\$48,416	\$49,716	\$51,016
9	10	\$47,691	\$48,991	\$50,291	\$51,591	\$52,891
10	11	\$49,619	\$50,919	\$52,219	\$53,519	\$54,819
11	12	\$51,608	\$52,908	\$54,208	\$55,508	\$56,808
12	13	\$53,684	\$54,984	\$56,284	\$57,584	\$58,884
13	14	\$55,793	\$57,093	\$58,393	\$59,693	\$60,993
14	15	\$58,033	\$59,333	\$60,633	\$61,933	\$63,233
15	16	\$59,633	\$60,933	\$62,233	\$63,533	\$64,833
OG12	17	\$60,973	\$62,273	\$63,573	\$64,873	\$66,173
OG11	18	\$62,108	\$63,408	\$64,708	\$66,008	\$67,308
OG10	19	\$63,220	\$64,520	\$65,820	\$67,120	\$68,420
OG9	20	\$64,561	\$65,861	\$67,161	\$68,461	\$69,761
OG8	OG8	\$65,335	\$66,635	\$67,935	\$69,235	\$70,535
OG7	OG7	\$66,420	\$67,720	\$69,020	\$70,320	\$71,620
OG6	OG6	\$68,503	\$69,803	\$71,103	\$72,403	\$73,703
OG5	OG5	\$70,030	\$71,330	\$72,630	\$73,930	\$75,230
OG4	OG4	\$72,080	\$73,380	\$74,680	\$75,980	\$77,280
OG3	OG3	\$73,770	\$75,070	\$76,370	\$77,670	\$78,970
OG2	OG2	\$76,420	\$77,720	\$79,020	\$80,320	\$81,620
OG1	OG1	n/a				

Longevity Increment

1. Upon completion of fourteen [14] years in education and ten [10] years in the Bethlehem Township School District, teachers will receive \$950 annually in addition to their salary on the salary guide.
2. Upon completion of twenty [20] years in education and sixteen [16] years in the Bethlehem Township School District, teachers will receive \$300 annually in addition to their salary and the \$950 longevity increment.

Schedule A-2 Teacher Salary 2008-2009

Prior Step	New Step	BA	BA+15	MA	MA+15	MA+30
	1	\$41,601	\$43,001	\$44,401	\$45,801	\$47,201
1	2	\$41,701	\$43,101	\$44,501	\$45,901	\$47,301
2	3	\$41,912	\$43,312	\$44,712	\$46,112	\$47,512
3	4	\$42,123	\$43,523	\$44,923	\$46,323	\$47,723
4	5	\$42,333	\$43,733	\$45,133	\$46,533	\$47,933
5	6	\$43,211	\$44,611	\$46,011	\$47,411	\$48,811
6	7	\$44,172	\$45,572	\$46,972	\$48,372	\$49,772
7	8	\$45,239	\$46,639	\$48,039	\$49,439	\$50,839
8	9	\$46,932	\$48,332	\$49,732	\$51,132	\$52,532
9	10	\$48,470	\$49,870	\$51,270	\$52,670	\$54,070
10	11	\$50,351	\$51,751	\$53,151	\$54,551	\$55,951
11	12	\$52,375	\$53,775	\$55,175	\$56,575	\$57,975
12	13	\$54,493	\$55,893	\$57,293	\$58,693	\$60,093
13	14	\$56,634	\$58,034	\$59,434	\$60,834	\$62,234
14	15	\$58,919	\$60,319	\$61,719	\$63,119	\$64,519
15	16	\$61,026	\$62,426	\$63,826	\$65,226	\$66,626
16	17	\$62,457	\$63,857	\$65,257	\$66,657	\$68,057
17	18	\$63,650	\$65,050	\$66,450	\$67,850	\$69,250
18	19	\$64,884	\$66,284	\$67,684	\$69,084	\$70,484
19	20	\$66,361	\$67,761	\$69,161	\$70,561	\$71,961
20	20	\$66,361	\$67,761	\$69,161	\$70,561	\$71,961
OG8	OG8	\$67,135	\$68,535	\$69,935	\$71,335	\$72,735
OG7	OG7	\$68,220	\$69,620	\$71,020	\$72,420	\$73,820
OG6	OG6	\$70,303	\$71,703	\$73,103	\$74,503	\$75,903
OG5	OG5	\$71,830	\$73,230	\$74,630	\$76,030	\$77,430
OG4	OG4	\$73,880	\$75,280	\$76,680	\$78,080	\$79,480
OG3	OG3	\$75,570	\$76,970	\$78,370	\$79,770	\$81,170
OG2	OG2	\$78,220	\$79,620	\$81,020	\$82,420	\$83,820

Longevity Increment

1. Upon completion of fourteen [14] years in education and ten [10] years in the Bethlehem Township School District, teachers will receive \$950 annually in addition to their salary on the salary guide.
2. Upon completion of twenty [20] years in education and sixteen [16] years in the Bethlehem Township School District, teachers will receive \$300 annually in addition to their salary and the \$950 longevity increment.

Schedule A-3 Teacher Salary 2009-2010

Prior Step	New Step	BA	BA+15	MA	MA+15	MA+30
	1	\$43,001	\$44,501	\$46,001	\$47,501	\$49,001
1	2	\$43,101	\$44,601	\$46,101	\$47,601	\$49,101
2	3	\$43,312	\$44,812	\$46,312	\$47,812	\$49,312
3	4	\$43,523	\$45,023	\$46,523	\$48,023	\$49,523
4	5	\$43,733	\$45,233	\$46,733	\$48,233	\$49,733
5	6	\$44,411	\$45,911	\$47,411	\$48,911	\$50,411
6	7	\$45,372	\$46,872	\$48,372	\$49,872	\$51,372
7	8	\$46,439	\$47,939	\$49,439	\$50,939	\$52,439
8	9	\$48,082	\$49,582	\$51,082	\$52,582	\$54,082
9	10	\$49,645	\$51,145	\$52,645	\$54,145	\$55,645
10	11	\$51,201	\$52,701	\$54,201	\$55,701	\$57,201
11	12	\$53,175	\$54,675	\$56,175	\$57,675	\$59,175
12	13	\$55,283	\$56,783	\$58,283	\$59,783	\$61,283
13	14	\$57,424	\$58,924	\$60,424	\$61,924	\$63,424
14	15	\$59,709	\$61,209	\$62,709	\$64,209	\$65,709
15	16	\$62,076	\$63,576	\$65,076	\$66,576	\$68,076
16	17	\$63,557	\$65,057	\$66,557	\$68,057	\$69,557
17	18	\$65,100	\$66,600	\$68,100	\$69,600	\$71,100
18	19	\$66,339	\$67,839	\$69,339	\$70,839	\$72,339
19	20	\$68,161	\$69,661	\$71,161	\$72,661	\$74,161
20	20	\$68,161	\$69,661	\$71,161	\$72,661	\$74,161
OG8	OG8	\$68,935	\$70,435	\$71,935	\$73,435	\$74,935
OG7	OG7	\$70,020	\$71,520	\$73,020	\$74,520	\$76,020
OG6	OG6	\$72,103	\$73,603	\$75,103	\$76,603	\$78,103
OG5	OG5	\$73,630	\$75,130	\$76,630	\$78,130	\$79,630
OG4	OG4	\$75,680	\$77,180	\$78,680	\$80,180	\$81,680
OG3	OG3	\$77,370	\$78,870	\$80,370	\$81,870	\$83,370
OG2	OG2	\$80,020	\$81,520	\$83,020	\$84,520	\$86,020

Longevity Increment

1. Upon completion of fourteen [14] years in education and ten [10] years in the Bethlehem Township School District, teachers will receive \$950 annually in addition to their salary on the salary guide.
2. Upon completion of twenty [20] years in education and sixteen [16] years in the Bethlehem Township School District, teachers will receive \$300 annually in addition to their salary and the \$950 longevity increment.

Schedule A-4 Teacher Salary 2010-2011

Prior Step	New Step	BA	BA+15	MA	MA+15	MA+30
	1	\$44,383	\$45,983	\$47,583	\$49,183	\$50,783
1	2	\$44,483	\$46,083	\$47,683	\$49,283	\$50,883
2	3	\$44,694	\$46,294	\$47,894	\$49,494	\$51,094
3	4	\$44,905	\$46,505	\$48,105	\$49,705	\$51,305
4	5	\$45,115	\$46,715	\$48,315	\$49,915	\$51,515
5	6	\$45,693	\$47,293	\$48,893	\$50,493	\$52,093
6	7	\$46,654	\$48,254	\$49,854	\$51,454	\$53,054
7	8	\$47,721	\$49,321	\$50,921	\$52,521	\$54,121
8	9	\$49,139	\$50,739	\$52,339	\$53,939	\$55,539
9	10	\$50,727	\$52,327	\$53,927	\$55,527	\$57,127
10	11	\$52,308	\$53,908	\$55,508	\$57,108	\$58,708
11	12	\$54,022	\$55,622	\$57,222	\$58,822	\$60,422
12	13	\$56,090	\$57,690	\$59,290	\$60,890	\$62,490
13	14	\$58,181	\$59,781	\$61,381	\$62,981	\$64,581
14	15	\$60,466	\$62,066	\$63,666	\$65,266	\$66,866
15	16	\$62,833	\$64,433	\$66,033	\$67,633	\$69,233
16	17	\$64,339	\$65,939	\$67,539	\$69,139	\$70,739
17	18	\$66,182	\$67,782	\$69,382	\$70,982	\$72,582
18	19	\$68,046	\$69,646	\$71,246	\$72,846	\$74,446
19	20	\$69,961	\$71,561	\$73,161	\$74,761	\$76,361
20	20	\$69,961	\$71,561	\$73,161	\$74,761	\$76,361
OG8	OG8	\$70,735	\$72,335	\$73,935	\$75,535	\$77,135
OG7	OG7	\$71,820	\$73,420	\$75,020	\$76,620	\$78,220
OG6	OG6	\$73,903	\$75,503	\$77,103	\$78,703	\$80,303
OG5	OG5	\$75,430	\$77,030	\$78,630	\$80,230	\$81,830
OG4	OG4	\$77,480	\$79,080	\$80,680	\$82,280	\$83,880
OG3	OG3	\$79,170	\$80,770	\$82,370	\$83,970	\$85,570
OG2	OG2	\$81,820	\$83,420	\$85,020	\$86,620	\$88,220

Longevity Increment

1. Upon completion of fourteen [14] years in education and ten [10] years in the Bethlehem Township School District, teachers will receive \$950 annually in addition to their salary on the salary guide.
2. Upon completion of twenty [20] years in education and sixteen [16] years in the Bethlehem Township School District, teachers will receive \$300 annually in addition to their salary and the \$950 longevity increment.

Schedule B

Cafeteria Salary

2007-2008

06-07	07-08
\$18,072	\$18,795
\$17,516	\$18,217

Schedule C

Bus Driver Salaries

2007-2008 and 2008-2011

	07-08	08-09	09-10	10-11
3 runs	\$26,265	\$26,265	\$26,265	\$26,265
2 runs	\$18,896	\$18,896	\$18,896	\$18,896
Special	\$22,284	\$22,284	\$22,284	\$22,284

	<u>2007-2011</u>
Trip rate [hourly]	\$ 18.72
Training Rate [hourly]	\$ 19.50
Late Runs [hourly – 2007-2008 ONLY]	\$ 29.00

Schedule D**Extracurricular Salaries****2007-2011**

	<u>Sport - Activity</u>	<u>2007-2008</u>	<u>2008-2009</u>	<u>2009-2010</u>	<u>2010-2011</u>
# positions					
1	Baseball	\$1,750	\$1,831	\$1,913	\$1,995
1	Softball	\$1,750	\$1,831	\$1,913	\$1,995
1	Volleyball	\$1,750	\$1,831	\$1,913	\$1,995
2	Soccer	\$1,750	\$1,831	\$1,913	\$1,995
1	Cheerleading	\$1,750	\$1,831	\$1,913	\$1,995
2	Basketball	\$2,700	\$2,824	\$2,951	\$3,078
1	Drama Director	\$700	\$732	\$765	\$798
1	Drama Music Director	\$700	\$732	\$765	\$798
1	Athletic Director (Schedule)	\$650	\$680	\$710	\$741
1	Drama (A)	\$450	\$471	\$492	\$513
1	Magazine Drive	\$350	\$366	\$383	\$399
1	Safety Patrol	\$350	\$366	\$383	\$399
1	Student Council	\$800	\$837	\$874	\$912
1	Yearbook	\$800	\$837	\$874	\$912
1	Art (Play)	\$450	\$471	\$492	\$513
2	Grandparent's Day	\$250	\$262	\$273	\$285
1	Destination Imagination	\$5,500	\$5,753	\$6,012	\$6,270
	<u>NEW for 07--08</u>				
1	Basic Skills - Hoppock	\$4,500	\$4,707	\$4,919	\$5,130
1	Cross Country	\$1,750	\$1,831	\$1,913	\$1,995
	Web Manager				
1	Hoppock	\$500	\$523	\$547	\$570
1	Connelly + District	\$1,500	\$1,569	\$1,640	\$1,710
1	Technology Assistant - Hoppock	\$2,000	\$2,092	\$2,186	\$2,280

**Addendum to Agreement Between
The Bethlehem Township Education Association
And The
Bethlehem Township Board of Education**

Article 17

The following paragraph covers the **Section 125 Flexible Spending Account (FSA)** program that was added unilaterally by the Board of Education:

“The Board of Education shall sponsor and pay for administrative fees related to a Section 125 Flexible Spending Account (FSA) program for all employees that are eligible for group insurance. Features, provisions, and maximums will be governed by IRS regulations. The choice of FSA vendor will be solely at the discretion of the Board.”

The following paragraph covers the **Section 125 Benefits Waiver** program that was added unilaterally by the Board of Education:

“Upon date of hire or on each July 1st, employees may waive their right to election coverage in return for a cash incentive equal to 50% of the premium that would otherwise be paid by the Board of Education. Payment will be made as follows: half in the second December paycheck and half in the second June paycheck. Employees may waive medical or dental coverage. Prescription coverage is not part of the provision.

Employees may re-enroll unconditionally each subsequent July 1st and they may also re-enroll immediately if they submit proof of a life status change (e.g., unemployment, death, disability of a spouse; divorce or legal separation; activation to full-time military status, etc.). Re-enrollment will include any eligible dependents and will not require any waiting period or exclusion for pre-existing conditions.

This provision will be available to the first 25% of the entire insurable population that elects it.”

Agreed and Accepted in 2002:

Bethlehem Township Education Association

Norma L. Christie

Sandra Bjerre

Bethlehem Township Board of Education

Don Bluff

Kathy Poethel

