

July 22, 2003

AGREEMENT
BETWEEN
THE MONROE TOWNSHIP BOARD OF EDUCATION
AND
THE MONROE TOWNSHIP HIGH SCHOOL
DEPARTMENT CHAIRPERSONS' ASSOCIATION

ARTICLE 1
RECOGNITION

The Monroe Township Board of Education recognizes the Monroe Township High School Department Chairpersons' Association as the majority representative for a unit including all High School department chairpersons, but excluding all other District employees.

ARTICLE 2
RELATIONSHIP WITH THE MTEA AGREEMENT

The parties agree that the MTEA benefits and all terms and conditions of employment shall apply to High School department chairpersons, except as modified in the balance of this Agreement.

ARTICLE 3
SALARIES

- A. The parties have agreed to minimum and maximum ranges for the High School department chairperson position for each year of this Agreement and they are contained in Attachment A.
- B. The actual salaries of each unit member employed as of this date are contained in Attachment B.
- C. The "salary adjustment" amount has been included in the salaries that are attached and the concept of "salary adjustment" is eliminated.
- D. Longevity shall be identical to those set forth in the Board of Education/MTEA agreement in effect.

ARTICLE 4
TEACHING LOAD

- A. Beginning with the first day of the second semester of the 2003-2004 school year, the teaching load of a High School department chairperson shall be no more than two (2) periods per day.
- B. If the department chairperson is assigned teaching periods above the number set forth above, he/she shall be paid additional compensation of the annual rate of 1/6th of the B.A. minimum for every 5 class periods per week which he/she is assigned.

ARTICLE 5
COMPENSATION FOR ACCUMULATED LEAVE

- A. When an employee who has completed three (3) or more years of employment in Monroe Township leaves for any reason, he or she shall receive a lump sum payment based on the following formula:

$$\begin{aligned} & (1/4 \times \text{Unused Accumulated Sick Leave}) \\ & \text{times} \\ & (1/200 \times \text{Last Annual Contractual Salary Employed Under}) \end{aligned}$$

- B. The above provision applies only to High School department chairpersons employed prior to September 1, 1981. For High School department chairpersons employed after September 1, 1981, the sick leave payment shall be limited to no more than \$4,500 effective July 1, 2002. Any future negotiated adjustments made to the MTEA negotiated agreement relevant to this provision will apply.

ARTICLE 6
PROFESSIONAL DEVELOPMENT

A. Consideration shall be given for professional leave for High School department chairpersons on an individual basis.

B. Tuition Reimbursement

High School department chairpersons are eligible to be reimbursed for graduate level courses taken beyond the attainment of the M.A. under the following terms:

- a. The course must receive the written approval of the Superintendent prior to registration
- b. The High School department chairperson must successfully complete the course
- c. The maximum number of credits which may annually be reimbursed is 12
- d. The reimbursement rate shall be at the prevailing State College rate, including Rutgers, per credit hour.

C. Additionally, during the terms of this Agreement and with prior approval of the Superintendent, one (1) High School department chairperson will be allowed to attend a national convention in which they hold membership and which deals primarily with their current area of employment. If the Board requires a High School department chairperson to attend such a convention, that convention does not count against the one (1) convention guaranteed by this Agreement.

ARTICLE 7
DISABILITY INSURANCE PROGRAM

High School department chairpersons shall be covered by a disability insurance program of the Board's choice.

ARTICLE 8
WORK YEAR

- A. High School department chairpersons shall work the teachers' calendar plus ten additional days.
- B. The specific scheduling of the additional ten days shall be determined by the High School department chairperson's immediate supervisor and the High School principal in consultation with the Assistant Superintendent. The High School department chairperson shall receive notification of the scheduling of the ten days by April 1st each year.
- C. Effective July 1, 2003, when a High school department chairperson is assigned to work more than the ten days set forth above in A., he/she shall be paid at the rate of \$50 per hour for each hour of such additionally-assigned time.

ARTICLE 9
DURATION OF AGREEMENT

This Agreement shall be effective from July 1, 2002 through June 30, 2005.

For the Monroe Township
Board of Education:

For the Monroe Township High
School Department Chairpersons'
Association:

President

President

Secretary

Secretary

August ____, 2003

August ____, 2003

ATTACHMENT A

MINIMUM AND MAXIMUM RANGES FOR THE POSITION

YEAR	MINIMUM	MAXIMUM
2002-2003	\$61,431	\$75,843
2003-2004	\$63,889	\$78,877
2004-2005	\$66,444	\$82,032

Unit members receiving longevity may exceed the maximum of the range by the amount of longevity.

Newly-hired High School department chairpersons may be placed by the Board at any point within the range.

ATTACHMENT B

SALARIES: 2002-2003, 2003-2004 and 2004-2005

These are the salaries for the following High School department chairpersons employed as of the date of this Memorandum of Agreement: Bluefield, Beyer, DiAngelis, Griffin, and Wainwright.

YEAR	SALARY
2002-2003	\$75,843
2003-2004	\$78,877
2004-2005	\$82,032

Longevity is in addition to the amounts shown above.

Unit members hired after June 30, 2003, shall receive a 4.0% increase for 2004-2005.