

Agreement Between

Washington Township Board of Education and

Green Bank Education Association

*(Agreed upon for School Year
2008/09; 2009/10; 2010/11)*

Preamble

This Agreement entered into the 1st day of July 2008, by and between the Washington Township Board of Education, Green Bank, New Jersey, herein called the "Board" and the Green Bank Education Association herein called the "Association".

Article One Recognition

1.1

The Board hereby recognizes the Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for the following personnel; all certified contractual teaching staff members, including classroom teachers, special subject teachers (art, librarian, physical education, music, Spanish, special education) and school nurse. Excluded are all administrative personnel whether or not serving in the classroom or any other capacity, teaching aides and all other personnel not specifically enumerated herein.

1:2

Unless otherwise indicated, the term "teacher", when used hereinafter in the Agreement, shall refer to all professional employees represented by the Association, whether male or female, unless the context shall clearly indicate to the contrary.

1:3

If any provision of the Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provisions or applications shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

Article Two Negotiation of Successor Agreement

2:1

Deadline Date

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 an agreement on all matters concerning the terms and conditions of teacher employment. Such negotiations shall begin not later than October 15th of the calendar year in which the Agreement expires. Any agreement so negotiated shall apply to all teachers, be reduced to writing, ratified by the Association, adopted by the Board, and signed by the Board and the Association.

2:2

Modification

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.

3:4.2 **Level Two**

If the grievance is not resolved to the satisfaction of the aggrieved person, he/she, not later than fourteen (14) calendar days after receipt of the principal's decision, may request a review by the Board of Education. The request shall be submitted through the principal, who shall attach all related papers and forward the request to the Board. The Board shall review the grievance and render a decision, in writing, within thirty (30) calendar days of receipt of the grievance by the Board.

3:4.3 **Level Three**

If the decision of the board does not resolve the grievance to the satisfaction of the Association, and the Association wishes a review by an arbitrator, the Association shall notify the Board through the principal within fourteen (14) calendar days of receipt of the Board's decision. The grievance may be submitted to arbitration. The following procedure will be used to secure the services of an arbitrator:

- a. A request by the Association will be made to the Public Employment Relations Commission (PERC) to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
- b. If the parties within ten (10) school days are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request PERC to submit a second roster of names.
- c. If the parties are unable to determine within ten (10) school days of receipt of the second list, a mutually satisfactory arbitrator, PERC may be requested by either party to designate an arbitrator.
- d. The arbitrator so selected shall confer with representatives of the Board and the Association, shall hold hearings promptly, and shall issue his/her decision no later than thirty (30) calendar days from the date of the close of the hearings.
- e. The arbitrator shall be limited to the issues submitted to him/her and shall consider nothing else. He/she can add nothing to, nor subtract anything from the Agreement between the parties.
- f. Effective June 1, 2008, the recommendation of the arbitrator shall be binding.
- g. The parties shall be responsible for all costs incurred by each, and only the fee and expenses of the arbitrator shall be shared, by each party paying one-half
- h. If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such a grievance in writing to the principal directly and the processing of such grievance shall commence at that level.

3.5

In the event the action for a grievance shall arise during extended vacation periods such as, Christmas, Easter, or summer, then the calendar day requirement set forth herein shall not begin to toll until such time as the Association and the teacher(s) involved know or should reasonably have known of the action giving rise to the grievance.

representative thereof, shall be subject to the grievance procedure herein set forth.

Article Five
Association Rights and Privileges

5:1 **Information**

The Board agrees to make available to the Association, in response to reasonable requests, that information which is in the public domain.

5:2 **Use of the School Building**

The Association and its representatives may have the right to use the school building at all reasonable times for meetings. The principal of the building shall be consulted in advance of the time and place of all such meetings and may grant approval for its use.

5:3 **Exclusive Rights**

The rights and privileges of the Association and its representatives as set forth in the Agreement shall be granted only to the Association as the exclusive representatives of the teachers, and to no other teacher organization.

5:4 **Facilities and Equipment**

The Association may have the right to use school facilities and equipment at reasonable times, when such equipment is not otherwise in use in the school, and with prior approval of the principal.

Article Six
Teacher Employment

6:1 **Certification**

The Board agrees to hire certified teachers holding standard certificates issued by the New Jersey Board of Examiners.

6:2 **Non-Certified Personnel**

The duties of non-certified personnel shall be confined solely and exclusively to such duties as would assist certified professional personnel in the performance of their respective duties.

6:3 **Placement on Salary Schedule**

6.3.1

During the term of this Agreement all teachers employed by the Board shall receive salaries of not less than the minimum rates set forth in the Salary Guide (Schedule A). This scale shall not be changed during the period of this Agreement, except by mutual consent.

6:3.2

All teachers currently employed in the district shall be given full credit on the salary guide for any prior years of contractual teaching experience, unless other arrangements had been made at the time of their employment.

25%

7:3

The Board shall provide the New Jersey State Health Benefits Plan as the carrier for medical coverage. This plan shall be without a stand-alone prescription plan but the New Jersey State Health Benefits Plan shall provide prescription coverage. The Board shall provide the Horizon Dental Option Plan (Quote #1). The Board shall provide 100% single coverage for Medical, Prescription, and Dental Insurance. If an employee selects coverage above individual coverage, the employee shall pay 25% contribution toward dependent coverage, the Board shall pay 75% of the cost of dependent coverage. The Board shall implement a \$125 Plan pursuant to the New Jersey State Health Benefits Plan. A teacher who waives hospitalization insurance will be compensated at 40% of the Board's savings, based on the level of coverage that the employee was enrolled in during the prior year (e.g., single, member/spouse, parent/child, family). The Board reserves its legal right to seek an alternative carrier to either of the aforementioned plans, provided the coverage is equal to or better than the current plan(s).

7:4

To be eligible for insurance coverage under Article Seven, anyone hired after September 1, 1996, must be regularly scheduled to work at least 25 hours per week. Any part-time employee currently (previous to this date, who was covered) shall continue coverage with the State Health Benefits plan and abide by its rules and regulations.

→ Com

Article Eight
Complaint Procedure

8:1 **Procedural Requirement**

Any complaints regarding a teacher made to any member of the Administration by any parent, student, or other person, who does or may influence the evaluation of a teacher, shall be acted upon as follows:

8:1.1

The teacher will be informed of the complaint lodged against him/her.

8:1.2

The teacher may request a conference with the complainant.

8:1.3

If no satisfactory agreement is reached at the preceding level, the teacher may request a conference among the Principal, the teacher, and the complainant.

8:1.4

If no satisfactory agreement is reached at the preceding level, the teacher may request a meeting with the Board.

8:1.5

If no satisfactory agreement is reached at the preceding level, the situation becomes handled under the contracted grievance procedure. Arbitration shall be binding.

8:2 **Right to Representation**

The teacher shall have the right to be represented at any meeting(s) or conference(s) regarding such complaint, beginning at the 8:1.3 level.

10:1.2 Sick

Ten (10) sick leave days shall be allowable in accordance with Title 18A:30-2. Unused sick leave days shall be accumulated from year to year with no maximum limit, and shall be payable as outlined in section 10:3 herein.

10:1.3 Professional

With three (3) days notice, and upon approval of the principal, up to three (3) days per school year for the purpose of visiting other schools or attending meetings or conferences of an educational nature may be granted.

10:1.4 Perfect Attendance

Any teacher whose attendance during any academic year is perfect shall receive a bonus of \$250.00. The above shall be pro-rated for part-time teachers. No teacher shall be deprived of the bonus because of professional days and bereavement days approved by the Board. This bonus shall not be paid if the following days are used: personal, sick, family leave or unpaid leave of absence days during the academic year.

10:1.5 Legal

Time necessary for appearance in any legal proceeding connected with the teacher's employment or with the school system may be granted, provided the legal proceeding is not between the Board and the employee.

10:1.6 Death

Up to five (5) days at any one time shall be granted in the event of the death of a teacher's spouse, child, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandparents, grandchildren, and any other member of the residence.

10:1.7 Family Leave

Two (2) days shall be allowed each year for family leave for illness in the immediate family, to include parents not living in the same household. This leave shall not be deducted from personal leave, nor shall there be any deduction from pay. Any unused family leave days shall be added to a unit member's accumulated sick days for use in subsequent years.

10:1.8 Good Cause

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

10:2 In Addition to Sick Leave

Leaves taken pursuant to Section 10:1 above shall be in addition to any sick leave, which the teacher is entitled.

11:2.2

No teacher shall be prevented from returning to work after disability leave or absence solely on the grounds that there has not been a time lapse between the disabling event (including childbirth) and date of return. Time of return shall, however, be at the beginning of a marking period or on thirty-five (35) calendar days notice. The teacher may, in any event, return on such notice, if physically qualified, at the beginning of the next or second succeeding school year. Return at other times shall be by agreement, in writing.

11:2.3

Leaves of absence under other circumstances may be granted by joint agreement of the Board and teacher.

11:2.4

Leaves for more than one academic year, in addition to one in which an extended leave commences, shall be by mutual agreement only.

11:2.5

Teachers entitled to accumulated sick pay during periods of disability shall be paid according Title 18A:30.2.1.

11:3 **Adoption**

Any teacher adopting an infant child shall at his/her request, by giving thirty (30) calendar days notice to administration, receive similar leave, which shall commence upon receiving de facto custody of said infant, or earlier, if necessary, to fulfill the requirements for adoption.

11:4 **Other Leaves**

Leaves taken pursuant to this Article shall be in addition to any sick leave to which a teacher is entitled.

11:5 **Good Cause**

Other leaves of absence without pay may be granted by the Board for good reason.

11:6 **Return from Leave**

11:6.1 **Salary**

Upon return from leave granted pursuant to this Article, a teacher shall be placed on the salary schedule at the level he/she would have achieved at the commencement of said leave.

11:6.2 **Benefits**

All benefits to which a teacher was entitled at the time of his/her leave of absence commenced, including unused accumulated sick leave, shall be restored upon his/her return, and he/she shall be assigned to a position within the scope of his/her educational certification.

11:7 **Extensions and Renewals**

All extensions and renewals of leave shall be applied for in writing; and, if granted, shall also be in writing.

Article Thirteen
Maintenance of Classroom Control and Discipline

13:1 **Definition of Responsibilities**

Definition of the duties and responsibilities of all administrators, coordinators, supervisors, and other personnel pertaining to student behavior shall be reduced to writing by the principal and presented to each teacher at the start of each school year.

13:2 **Special Assistance**

When, in the judgment of a teacher, a student requires the attention of the principal, he/she shall so inform the principal. The principal shall arrange as soon as possible for a conference among him/herself the teacher, and an appropriate specialist to discuss the problem and decide upon appropriate steps for its resolution. If no satisfaction is received, the Board shall be consulted.

13:3 **Disruptive Students**

When, in the judgment of a teacher, a student is demonstrating behavior which endangers the health, safety, and well-being of staff, the principal shall be notified. In such cases, the principal shall take appropriate action which may include discussions with the teacher and placement of the student back in the classroom. Further, if in the opinion of the principal, a conference with the parents is necessary, the principal shall arrange as soon as possible, and under normal circumstances, not later than the conclusion of the following school day, a conference among him/herself, the teacher, and the parents to discuss the problem and to decide upon appropriate steps for its resolution. If no satisfaction is received at this level, the matter will be referred to the Board.

Article Fourteen
Personal and Academic Freedom

14:1 **Personal**

The Board recognizes that teachers are entitled to enjoy a personal life and the rights of citizenship, and will observe such rights as provided by law.

14:2 **Citizenship**

Teachers shall be entitled to full rights of citizenship, and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher, providing such activities do not violate any local, state, or federal law.

Article Fifteen
Books and other Instructional Materials and Supplies

15:1 **Instructional Materials Reimbursement from Petty Cash**

Reimbursement
Purchases of instructional materials/materials by the teacher with prior approval of Chief School Administrator in accordance with standards and procedures to be established by the Board and school law shall be fully reimbursed.

15:2 **Testing**

Achievement tests which are to be used by the Washington Township School for district, school, subject, or grade-wise purposes shall be in consultation with the teachers, except as may be required by law. The teachers shall be consulted as to the kind and type of test, the use to which a test is to be put, dissemination of the results, and any interpretation of those results.

17:2 School Schedule

The school calendar for each year of this Agreement shall be distributed to teachers after adoption by the Board. Prior to such adoption, the Association shall be given an opportunity to discuss the calendar with the Chief School Administrator. Changes in the calendar shall be made only after discussion between the Association and the Board.

17.3 Workshops/Training

Any workshops or trainings required by the district after school hours or during the summer shall be compensated at \$18.00 per hour.

Article Eighteen
Miscellaneous Provisions

18:1 Nondiscrimination

The Board and the Association agree that there shall be no discrimination and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, transfer, or discipline of teachers or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.

18.2 Savings Clause

Proposed new rules or modification of existing rules governing working conditions shall be negotiated with the majority representative before they are established.

18:3 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 not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

18:4 Compliance Between Individual Contract and Master Agreement

Any individual contract between the Board and an individual teacher, 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.

18:5 Mutual Sharing

After agreement on format, the Agreement shall be printed, and the expenses for such printing shall be shared by the Board and the Association.

18.6 Notice

Whenever any notice is required to be given by either of the parties of this Agreement to the other, pursuant to the provisions of this Agreement, either party may do so by telegram or registered letter.

Article Nineteen
Professional, Educational Improvement Assistance

19:1 Criteria for Reimbursement

The Board shall provide financial assistance to personnel covered by this agreement according to the following criteria.

be guaranteed a minimum of 175 minutes per full school week of preparation time. No more than 30 minutes per week of a teacher's prep time may be utilized for meetings with the superintendent and/or principal. If instructional duties are assigned by the administrator during a teacher's prep period, that teacher will receive \$20 for the lost prep or the prep period will be made up within seven (7) days. Prep time will be scheduled in a minimum of 30 minute blocks.

20:2 Meetings

Teachers may be required to remain after the end of the regular workday, without additional compensation, for the purpose of attending faculty or other professional meetings. Except to meet state obligations, such meetings shall not occur more often than twice a month, and shall end not later than 4:00 p.m. So far as is practical, they shall be scheduled on a regular basis or with not less than one week's notice, as applicable, and on a day other than Friday or the day preceding a holiday. Nothing in this provision shall prevent the scheduling of meetings as required by special problems. Teachers may have the opportunity to suggest items for the agenda of regular teachers' meetings.

20:3 Field Trips

In the event that a trip exceeds the contractual day by more than 120 minutes, the teacher shall be given compensatory time using the following formula:

0-2 hours over the regular scheduled work day: no compensatory time

More than 2 hours and up to 8 hours over the regular scheduled work day: one-half day comp time

More than 8 hours and up to 20 hours over the regular scheduled work day: one full day comp time

More than 20 hours over the regular scheduled work day; two full days comp time.

Compensatory time will be at mutually agreeable times.

Every attempt to secure a substitute to replace the teacher shall be made.

Hours above the regular scheduled work day shall accumulate within one school year. If an employee is not able to take compensatory time in the school year in which it is earned, that employee may carry over the comp time into the next school year, to be taken no later than December 31. (Example: Comp time earned in the 2008-2009 school year must be taken no later than December 31, 2009.)

20:4 School Grounds

Teachers may leave the school grounds without requesting permission during their duty-free lunch period. However, they shall advise the office upon their departure and return in order that legal responsibility for pupils can be assured.

20:5 Bus Duty

No duties other than rotating bus supervision shall be prescribed for a teacher during the twenty (20) minutes preceding and 5 minutes following the student school day.

20:6 Lunch and Detention Duty

A lunch, recess and detention schedule shall be developed by a committee comprised of association representatives and administration. The final schedule is subject to administrative approval.

Article Twenty-Three
Representation Fee

23:1 **Purpose of Fee**

If an employee does not become a member of the Association during any membership year (i.e., from September 1st the following August 31st), which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for the membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as a majority representative.

23:2 **Amount of Fee**

23:2.1 **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, charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will be equal to 85% of that amount.

23:2.2 **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 charged by the Association to its own members, and the representation fee has been set at 85% of that amount solely because it is the maximum presently allowed by law. If the law is changed in this regard, the amount of the representation fee will automatically be increased to the maximum allowed, said increase to become effective as of the beginning of the Association membership year immediately following the effective date of the change.

23:3 **Deduction and Transmission of Fee**

23:3.1 **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 23:3.2 below, the full amount of the representation fee and will promptly transmit the amount so deducted to the Association.

23:3.2 **Payroll Deduction Schedule**

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid 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. Ten (10) days after receipt of the aforesaid list by the Board; or
- b. Thirty (30) days after the employee begins his or her employment 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 ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

23:3.3 **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 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 employ during the membership year in question.

Article Twenty-Five
Duration of Agreement

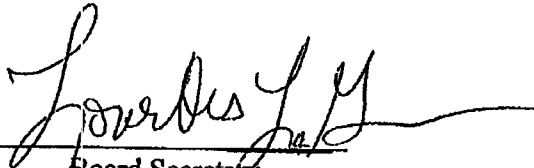
This Agreement shall be effective July 1, 2008 and shall continue in effect until June 30, 2011 subject to the Association's right to negotiate over a successor agreement.

Execution

In witness whereof, the parties have caused this Agreement to be signed by their respective Presidents, attested to by their respective secretaries, all on the day and year first written above.

ATTEST:

Washington Township Board of Education

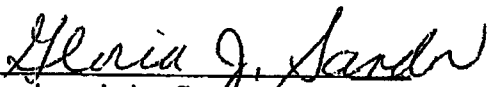


Board Secretary

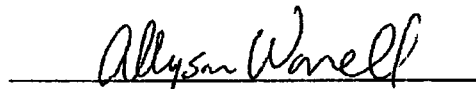


Board President

Green Bank Education Association



Association Secretary



Association President

WASHINGTON TOWNSHIP PUBLIC SCHOOL
2009 - 2010 SALARY GUIDES
APPENDIX A

STEP	B.A.	B.A. + 15	B.A. + 30	M.A.
1	\$ 41,549.00	42,324.00	43,099.00	43,874.00
2	\$ 41,549.00	42,324.00	43,099.00	43,874.00
3	\$ 41,549.00	42,324.00	43,099.00	43,874.00
4	\$ 42,049.00	42,824.00	43,599.00	44,374.00
5	\$ 42,549.00	43,324.00	44,099.00	44,874.00
6	\$ 46,800.00	47,575.00	48,350.00	49,125.00
7	\$ 48,279.00	49,054.00	49,829.00	50,604.00
8	\$ 51,260.00	52,035.00	52,810.00	53,585.00
9	\$ 53,409.00	54,184.00	54,959.00	55,734.00
10	\$ 54,789.00	55,564.00	56,339.00	57,114.00
11	\$ 56,438.00	57,213.00	57,988.00	58,763.00
12	\$ 60,000.00	60,775.00	61,550.00	62,325.00
13	\$ 63,401.00	64,176.00	64,951.00	65,726.00
14	\$ 66,333.00	67,108.00	67,883.00	68,658.00
15	\$ 68,576.00	69,351.00	70,126.00	70,901.00
16	\$ 70,500.00	71,275.00	72,050.00	72,825.00
17	\$ 73,191.00	73,966.00	74,741.00	75,516.00

Step numbers do not equal years of experience

ARTICLE 7:2 – LONGEVITY

	2008-2009	2009-2010	2010-2011
10 YEARS	\$ 747.00	\$ 600.00	\$ 671.00
15 YEARS	\$ 1,495.00	\$ 1,348.00	\$ 1,419.00
20 YEARS	\$ 2,237.00	\$ 2,090.00	\$ 2,161.00
25 YEARS	\$ 2,984.00	\$ 2,837.00	\$ 2,908.00

ARTICLE 10:3 – SICK LEAVE BUYBACK

2008-2011
\$ 49.00

ARTICLE 19:3 HIGHER EDUCATION INCREMENTS

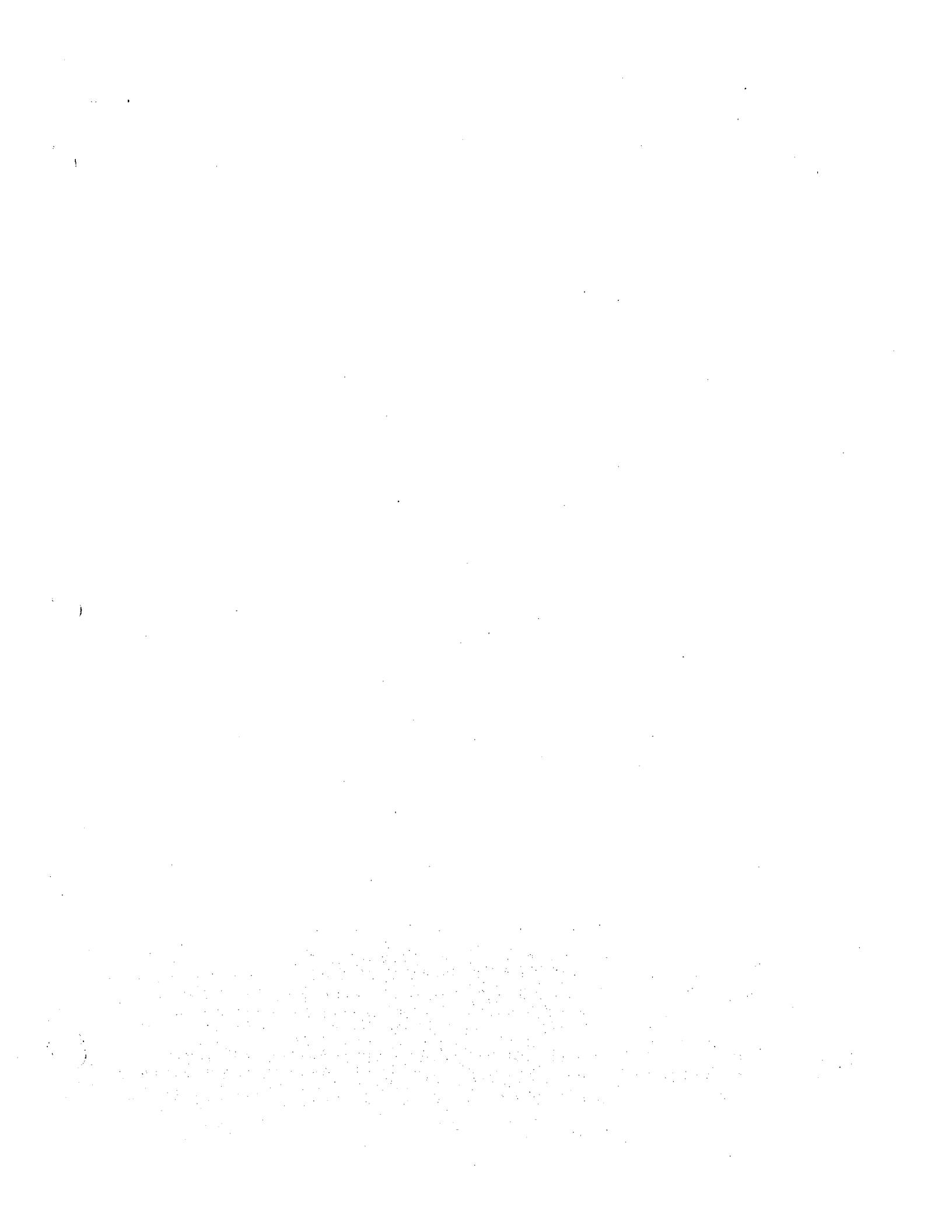
DEGREE	2008-2011
BA + 15	\$ 775.00
BA + 30	\$ 1,550.00
MA	\$ 2,325.00

ARTICLE 22:2 CO-CURRICULAR COMPENSATION

ACTIVITY	TIER	2008-2011
Safety Patrol	1	\$ 500.00
Student Council	1	\$ 500.00
Fishing Club	1	\$ 500.00
Play Coordinator	1	\$ 500.00
Softball Coach	2	\$ 750.00
8 th Grade Advisor	3	\$ 1,000.00
Yearbook Advisor	3	\$ 1,000.00
Head Teacher/ Coord. of School Activities & Assemblies	4	\$ 1,500.00

**ARTICLE 24:4 HOMEBOUND INSTRUCTION; SUMMER SCHOOL INSTRUCTION;
SUMMER CURRICULUM WORK COMPENSATION**

2008-2011
\$ 45.00



B.H.
from J.H.
FYI

Memorandum of Agreement

The Washington Township School District and the Green Bank Education Association (GBEA) have reached the following agreement.

The duration of this Memorandum of Agreement (MOA) shall be for one year: 2010-2011.

This MOA amends the current contract (2008-2011) pursuant to Article 2:2 of the current contract between the Board and the Association. Article 2:2 of the collective bargaining agreement provides: "This Agreement shall not be modified in whole or in part except by an instrument in writing duly executed by both parties."

This MOA amends Article 6:3, 6.3.1 and 6.3.2 only.

This MOA shall be subject to ratification by a majority of the full membership of both parties.

The agreement consists of the following:

GBEA members agree to accept a 2.5% reduction of base salary for 2010-2011 as follows:

- 1) In September 2010, all members will move one step on the salary guide.
- 2) Modified salaries will be paid as per the spreadsheet attachment.
- 3) Article 19:3 shall not be changed.
- 4) Article 7:2 shall not be changed.

In exchange for this reduction in salary, the board agrees to maintain tenured staff.

In the event that any unanticipated funds from state or federal revenue are received, the board agrees to open negotiations.

The GBEA understands that unanticipated financial emergencies may occur and result in the reduction of tenured staff.

All other articles and provisions of the existing collective bargaining agreement will remain in force, unchanged, and honored as written.

Louise L. Garcia 6/28/10 *June D. Dore* 6/28/10
Board Secretary Date Board President Date

Mitchell Bailey 6/28/10
GBEA Secretary Date
MEMBER

Alyson Womell 6/28/10
GBEA President Date

2010-2011 Green Bank Salary Guide Adjustment

<u>NAME</u>	<u>STEP</u>	<u>BASE</u>	<u>2.50% Return</u>	<u>1.50% increase</u>	<u>TOTAL BASE SALARY</u>	<u>LONGEVITY</u>	<u>HIGHER EDUCATION</u>	<u>TOTAL SALARY 2010-2011</u>
Bartling, Michelle	7	\$48,279.00	1,207	724	47,072	671	2,325	50,068
Quinn, Robin	8	\$51,160.00	1,279	767	49,881	671	775	51,327
Leonetti, Chrissy	9	\$53,409.00	1,335	801	52,074	1,419	2,325	55,818
Scott, Susan	9	\$53,409.00	1,335	801	52,074	671	1,550	54,295
Farber, Heidi	10	\$54,789.00	1,370	822	53,419	1,419	2,325	57,163
Szewczek, Eileen	11	\$56,463.00	1,412	847	55,051	1,419		56,470
Plenge, Jill	12	\$59,500.00	1,488	893	58,013	2,161		60,174
Cowperthwaite, Bev	13	\$63,000.00	1,575	945	61,425	2,161		63,586
Dehner, Ralph	17	\$74,694.00	1,867	1,120	72,827	2,908	2,325	78,060
Sandor, Gloria	17	\$74,694.00	1,867	1,120	72,827	2,908	2,325	78,060
Worrell, Allyson	17	\$29,877.00	747	448	29,130	2,908	311	32,349
Totals		\$619,274.00	15,482	9,289	603,792	19,316	14,261	637,369

Position	Step Increase	Reduction	Increase
		62.50%	
Secretary	\$ 2,000.00	\$ 1,250.00	\$ 750.00
Custodian	\$ 1,250.00	\$ 781.00	\$ 469.00
Bus Driver	\$ 790.00	\$ 493.00	\$ 297.00
Aisle 1	\$ 442.00	\$ 274.00	\$ 168.00
Aisle 2	\$ 442.00	\$ 274.00	\$ 168.00
		\$ 3,072.00	
Head Cook	\$ 456.00	\$ 285.00	\$ 171.00
Asst. Cook	\$ 243.00	\$ 151.00	\$ 92.00

This is the new
guide based on the
MOA in 2011.

11-29-11

Original Salary Guide for 2010-11 Reduced by 2.5%					
Green Bank Revised 2010-11 Salary Guide Based on MOA					
Revised 2010-11 Guide					
STEP	BA	BA+15	BA+30	MA	
1	43,875	44,650	45,425	46,200	
2	43,875	44,650	45,425	46,200	
3	43,875	44,650	45,425	46,200	
4	43,875	44,650	45,425	46,200	
5	44,363	45,138	45,913	46,688	
6	44,850	45,625	46,400	47,175	
7	47,072	47,847	48,622	49,397	
8	49,881	50,656	51,431	52,206	
9	52,074	52,849	53,624	54,399	
10	53,420	54,195	54,970	55,745	
11	55,052	55,827	56,602	57,377	
12	58,013	58,788	59,563	60,338	
13	61,425	62,200	62,975	63,750	
14	64,275	65,050	65,825	66,600	
15	67,125	67,900	68,675	69,450	
16	69,975	70,750	71,525	72,300	
17	72,827	73,602	74,377	75,152	

Memorandum of Agreement

The Washington Township School District and the Green Bank Education Association (GBEA) have reached the following agreement.

The duration of this Memorandum of Agreement (MOA) shall be for one year: 2010-2011.

This MOA amends the current contract (2008-2011) pursuant to Article 2:2 of the current contract between the Board and the Association. Article 2:2 of the collective bargaining agreement provides: "This Agreement shall not be modified in whole or in part except by an instrument in writing duly executed by both parties."

This MOA amends Article 6:3, 6.3.1 and 6.3.2 only.

This MOA shall be subject to ratification by a majority of the full membership of both parties.

The agreement consists of the following:

GBEA members agree to accept a 2.5% reduction of base salary for 2010-2011 as follows:

- 1) In September 2010, all members will move one step on the salary guide.
- 2) Modified salaries will be paid as per the spreadsheet attachment.
- 3) Article 19:3 shall not be changed.
- 4) Article 7:2 shall not be changed.

In exchange for this reduction in salary, the board agrees to maintain tenured staff.

In the event that any unanticipated funds from state or federal revenue are received, the board agrees to open negotiations.

The GBEA understands that unanticipated financial emergencies may occur and result in the reduction of tenured staff.

All other articles and provisions of the existing collective bargaining agreement will remain in force, unchanged, and honored as written.

Louise L. Garcia 6/28/10 June Boyer 6/28/10
Board Secretary Date Board President Date

Michelle Bailey 6/28/10
GBEA Secretary Date
Member

Alyson Wonnell 6/28/10
GBEA President Date

2010-2011 Green Bank Salary Guide Adjustment

<u>NAME</u>	<u>STEP</u>	<u>BASE</u>	<u>2.50% Return</u>	<u>1.50% Increase</u>	<u>TOTAL BASE SALARY</u>	<u>LONGEVITY</u>	<u>HIGHER EDUCATION</u>	<u>TOTAL SALARY 2010-2011</u>
Bartling, Michelle	7	\$48,279.00	1,207	724	47,072	671	2,325	50,068
Quinn, Robin	8	\$51,160.00	1,279	767	49,881	671	775	51,327
Leonetti, Chrissy	9	\$53,409.00	1,335	801	52,074	1,419	2,325	55,818
Scott, Susan	9	\$53,409.00	1,335	801	52,074	671	1,550	54,295
Farber, Heidi	10	\$54,789.00	1,370	822	53,419	1,419	2,325	57,163
Szewczek, Eileen	11	\$56,463.00	1,412	847	55,051	1,419		56,470
Plenge, Jill	12	\$59,500.00	1,488	893	58,013	2,161		60,174
Cowperthwaite, Bev	13	\$63,000.00	1,575	945	61,425	2,161		63,586
Dehner, Ralph	17	\$74,694.00	1,867	1,120	72,827	2,908	2,325	78,060
Sandor, Gloria	17	\$74,694.00	1,867	1,120	72,827	2,908	2,325	78,060
Worrell, Allyson	17	\$29,877.00	747	448	29,130	2,908	311	32,349
Totals		\$619,274.00	15,482	9,289	603,792	19,316	14,261	637,369

Position	Step Increase	Reduction 62.50%	Increase
Secretary	\$ 2,000.00	\$ 1,250.00	\$ 750.00
Custodian	\$ 1,250.00	\$ 781.00	\$ 469.00
Bus Driver	\$ 790.00	\$ 493.00	\$ 297.00
Aide 1	\$ 442.00	\$ 274.00	\$ 168.00
Aide 2	\$ 442.00	\$ 274.00	\$ 168.00
		\$ 3,072.00	
Head Cook	\$ 456.00	\$ 285.00	\$ 171.00
Asst. Cook	\$ 243.00	\$ 151.00	\$ 92.00

MEMORANDUM OF AGREEMENT

6/5/09

The negotiations committees of the Washington Township Board of Education (Burlington County) and the Green Bank Education Association agree to the terms of this Memorandum of Agreement, as set forth below.

- The parties acknowledge that these terms and conditions are subject to ratification, and the mediator retains jurisdiction.
- All parties agree to recommend these terms and conditions to their respective constituents for ratification.
- All issues agreed to prior to mediation shall be incorporated in the new agreement. All issues not previously agreed to and not mentioned herein are withdrawn. All other language in the expired agreement shall continue in the new contract and will remain *status quo*.

Contract Duration: July 1, 2008 through June 30, 2011

Salary Increases: The following salary increases will be applied to the agreed-upon salary base (scattergram attached), inclusive of increment:

- Effective 7/1/08: 4.0%, plus an extra \$1,000 (total) for salary guide adjustments (retroactive)
- Effective 7/1/09: 4.0%
- Effective 7/1/10: 4.0%

Salary guides to be mutually developed and agreed upon.

Article 3 – Grievance Procedure 3:4.3a – Change to: “A request by the Association will be made to the ~~American Arbitration Association (AAA)~~ Public Employment Relations Commission (PERC) to submit a roster of persons qualified to function as an arbitrator in the dispute in question.” Replace all other references to AAA with PERC in article 3:4.3.

Article 7 - Salary Schedule 7.2 – Change to: “Full and part-time teachers shall receive a full service increment longevity based on the teacher's employment in the Washington Township school system. This ~~increment~~ longevity shall become payable at the issuance of the teacher's tenth, fifteenth, twentieth, and twenty-fifth consecutive contract or letter of intent. The amount of the full service ~~increment~~ longevity is set forth in Appendix A for each of the years in this agreement.”

Article 10 – Temporary Leaves of Absence 10:3 – Change to: “Per Appendix A (Sick Leave Buyback Schedule) of the negotiated agreement, payment for unused sick leave ~~shall~~ will be made by the Board to the retiring teacher(s) on the first scheduled pay date in July of the retirement year provided:”

Article 12 – Protection of Teachers, Students and Property 12:2 -
Correction: Replace R.S.48A:6-1 with N.J.S.A. 18A:6-1

Article 13 – Maintenance of Classroom Control and Discipline - 13:3
Change as follows: ~~When, in the judgment of a teacher, a student is by his/her behavior seriously disrupting the instructional program to the detriment of other students, the teacher may exclude the student from the classroom and refer him/her to the principal.~~ When, in the judgment of a teacher, a student is demonstrating behavior which endangers the health, safety, and well-being of staff, the principal shall be notified. In such cases, the principal shall take appropriate action which may include discussions with the teacher and placement of the student back in the classroom."

Article 15 - Books and Other Instructional Materials and Supplies - 15:2
Change to: "Achievement tests which are to be used by the Washington Township School for district, school, subject, or grade-wise purposes shall be in consultation with the teachers, except as may be required by law. The teachers shall be consulted as to the kind and type of test, the use to which a test is to be put, dissemination of the results, and any interpretation of those results. ~~Results are not to be used for teacher evaluation."~~

Article 19 – Professional, Educational Improvement Assistance - 19:3 –
Change to: "Higher Education Increments: A teacher submitting proof of having attained sufficient credit from a fully accredited institution for lateral movement on the salary guide (e.g., BA to BA+15) shall be placed, retroactively, if necessary, on the appropriate column of the salary guide on September 1 or February 1 following the semester in which the necessary credits for advancement were attained, provided that:"

Article 20 – Teachers' Day and Professional Duties

- 20:5 – Bus Duty: Delete second sentence on prep periods. Change first sentence to reflect 20 minutes preceding and 5 minutes following.
- 20.6 – Lunch and detention: ~~The lunch and detention schedule shall be subject to rotating supervision.~~ Change to: "A lunch, recess and detention schedule shall be developed by a committee comprised of association representatives and administration. The final schedule is subject to administrative approval."
- 20:3 - Field Trips: Amend as follows:
"In the event that a trip exceeds the contractual day by more than 120 minutes, the teacher shall be given compensatory time using the following formula:
0 - 2 hours over the regular scheduled work day: no compensatory time

More than 2 hours and up to 8 hours over the regular scheduled work day:
one-half day comp time

More than 8 hours and up to 20 hours over the regular scheduled work
day: one full day comp time

More than 20 hours over the regular scheduled work day: two full days
comp time

Every attempt to secure a substitute to replace the teacher shall be made.

Compensatory time will be at mutually agreeable times.

Hours above the regular scheduled work day shall accumulate within one
school year. If an employee is not able to take compensatory time in the
school year in which it is earned, that employee may carry over the comp
time into the next school year, to be taken no later than December 31.
(Example: Comp time earned in the 2008-09 school year must be taken
no later than December 31, 2009.)

Article 17 – School Calendar - 17.1 – In-School Work Year: Replace the
existing language with the following new language:

"The in-school work year for teachers will include up to one-hundred eighty-five
(185) work days. These days will consist of:

- One-hundred eighty (180) pupil days
- Orientation: *Either* one day at the beginning of the school year for staff
orientation, which will consist of three (3) hours for meetings at Green
Bank and three (3) hours for teachers to work in their individual
classrooms; *Or* two days at the beginning of the school year, which will
consist of three (3) hours for meetings at Green Bank and three (3) hours
for teachers to work in their individual classrooms, with the remaining
hours for professional development.
- Up to four (4) days shall be utilized for professional development (up to 15
PD hours). Professional development shall adhere to state laws and
regulations.
- Two days at the end of the school year shall be early student dismissal
days, with the remainder of the day used by teachers for clean-up and
finalization of records
- No PD days will be scheduled after the last student day.

In addition to the above 185 work days, newly employed teachers may be
required to attend one additional orientation day, at the direction of the Chief
School Administrator, for a total of 186 work days in the initial year of
employment.

The school year will be on a ten-month schedule occurring between September 1st and June 30th. It shall include days when pupil attendance is required, orientation days, and professional development days. Teacher attendance shall not be required whenever student attendance is not required due to inclement weather."

Article 20:1 – Teachers' Day Amend this section to include the following: The teacher in-school day, which shall not exceed seven (7) hours daily, shall be from twenty (20) minutes prior to commencement of school until five (5) minutes after regular dismissal time of students. Teachers will be guaranteed a minimum of 175 minutes per full school week of preparation time. No more than 30 minutes per week of a teacher's prep time may be utilized for meetings with the superintendent and/or principal. If instructional duties are assigned by the administrator during a teacher's prep period, that teacher will receive \$20 for the lost prep, or the prep period will be made up within seven (7) days. Prep time will be scheduled in a minimum of 30 minute blocks.

Article 22:3 – Head Teacher Delete this section in its entirety, and renumber rest of article.

Article 7:3 – Insurance Delete the seventh sentence, which provides a disability insurance plan to employees who elect to waive hospitalization insurance. Add the following: "A teacher who waives hospitalization insurance will be compensated at 40% of the Board's savings, based on the level of coverage that the employee was enrolled in during the prior year (e.g., single, member/ spouse, parent/child, family)."

Article 19 – Professional, Educational Improvement

19:2.2: Amend this paragraph to reflect the following:

- A teacher shall be reimbursed one-half the cost of each graduate course utilizing the annual graduate course rate at Rowan University
- Maximum annual reimbursement for graduate courses to a teacher shall be \$2,000
- Total dollar cap on this benefit for the bargaining unit is \$10,000/year.
- If a teacher leaves within two (2) years of receiving tuition reimbursement, he/she must repay the district for said reimbursement.

Article 10:3 – Unused Sick Leave Amend this article to include a total dollar cap per employee of \$20,000.

Article 17 – School Calendar

Add a new paragraph (17:4) as follows: "Any workshops or trainings required by the district after school hours or during the summer shall be compensated at \$18.00 per hour."

Article 22:2 – Co-curricular Compensation

The Board agrees to provide honorarium payments in the amounts designated for co-curricular activities found in Appendix A.

New proposed activities will be posted with the number of hours for the activity and inviting staff to apply. Compensation will be \$35.00 per hour.

Appendix A:

Co-curricular Compensation Schedule (2008-11)

- Tier 1 \$500 – Fishing Club, Safety Patrol, Student Council
- Tier 2 \$750 – Softball
- Tier 3 \$1,000 – Grade 8 Advisor; Yearbook
- Tier 4 \$1,500 – Head Teacher/Coordinator of School Activities and Assemblies

Homebound Instruction; Summer School Instruction, Summer Curriculum Work
Compensation: \$45/hour (2008-11)

Trip Compensation: Delete.

Sick Leave Buyback: \$49 (2008-11)

Final contract language to be mutually agreed-upon by the parties.

For the Board

Nancy Sample
Bill Scamoffa

For the Association

Gloria J. Sander
Susan Scott
Doreen J. Cooper-Huatt
Alyssa Howell

June 5, 2009

