

AGREEMENT

between

**THE SOUTH RIVER
BOARD OF EDUCATION**

and

**THE SOUTH RIVER
EDUCATION ASSOCIATION**

2017-2019

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AGREEMENT

THIS AGREEMENT is entered into by and between the South River Board of Education, hereinafter called the "Board", and the South River Education Association, hereinafter called the "Association."

ARTICLE I - RECOGNITION

The Board recognizes the Association as the exclusive representative for the following unit of employees:

1. Classroom Teachers
2. Certified School Nurses
3. School Librarians
4. Guidance Counselors
5. School Social Workers
6. School Psychologists
7. Learning Disability Specialists
8. Remedial Teachers
9. Special Education Teachers
10. Middle School Team Coordinators
11. Compensatory Education Teachers
12. Supplemental Education Teachers
13. Athletic Trainers
14. Attendance Officers
15. Secretaries
16. Custodians
17. Field Personnel
18. Maintenance Personnel
19. Registered Nurses

Unless otherwise indicated the employees referred to in the above unit shall be hereinafter referred to as follows:

- a. All employees, items 1 through 19, as "employees."
- b. Employees 1 through 13 and 19 as "teachers."
- c. Employees 15 as "office personnel" or "office worker" in the singular.
- d. Employees 16 through 18 as "CFM employees"

The Secretaries to the Superintendent of Schools, the Secretary to the Board Secretary, the Assistant Board Secretary, the Bookkeeper, and the additional Business Office Secretary are specifically excluded from the bargaining unit.

ARTICLE II - DURATION

- A. Except as otherwise provided herein, the provisions of this Agreement shall become effective July 1, 2017, and shall continue and remain in force and effect until June 30, 2019 subject to the Association's right to negotiate over a Successor Agreement as provided in Article VII.
- B. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.
- C. In witness whereof, the parties hereunto set their hands and seals this 19th day of October, 2017.

FOR THE ASSOCIATION:



Michael Baker, Negotiations Chair



Cynthia Colallilo, SREA Co-President



Kim A. Urrutia, SREA Co-President

FOR THE BOARD:



Regis Wyluda, Board President



Kenneth J. Kokoszka, Board Secretary



Cynthia Urbanik, Board Vice-President



Anthony Razzano, Board Member



Kevin Nielsen, Board Member

ARTICLE III - BOARD OF EDUCATION RIGHTS

The Board retains, subject to the limitations of this Agreement, all powers, rights and authority vested in it by all laws, rules and regulations, including the management and direction of all the operations and activities of the school district.

ARTICLE IV - ASSOCIATION PRIVILEGES

- A. The Board of Education agrees to provide the South River Education Association with reasonable information; such as financial resources, audits, and lists of personnel in the bargaining unit.
- B. The Association Representative, with the approval of the principal, shall have the right to transact reasonable business during normal school hours.
- C. With the permission of the Superintendent or Principal, the South River Education Association may use school equipment (computers, copy machines, etc.).
- D. Association approved materials will be posted only on bulletin boards not accessible to the public or students; any other areas shall require prior administrative approval.
- E. The Association may use interschool mail facilities including mailboxes and the district's email servers, for routine letters and notices. This excludes all bulk mail, political announcements, and literature / flyers attacking any candidate or elected official at the school district, local, county, state or national level.
- F. The President of the Association shall not be scheduled for duties in accordance with the following:
 - 1. If the President is an elementary teacher or office worker, he/she shall be relieved of work duties on Friday afternoons.
 - 2. If the President is a secondary teacher, he/she shall be relieved of two (2) non-teaching periods per day. If it is reasonably administratively possible, the President's schedule shall be arranged so that at least one of these periods shall be the last period of the day.
 - 3. If the President is a high school teacher and if it is administratively possible based upon the teacher's assignment, the President will have no more than two (2) teaching preparations.
 - 4. The President so relieved may leave the building upon notifying his/her principal that he/she is leaving to transact Association business within the South River district. He/she shall report to the principal of the building he/she visits.
- G. The official minutes of each Public Board Meeting shall be mailed to the Association after each meeting.

- H. Up to two (2) days shall be granted to three (3) members of the Association for the purpose of attending conferences and conventions of state and national affiliated organizations. Substitute's pay shall be deducted for each absence.
- I. With the approval of the Superintendent or Principal, the Association may be permitted to use a school building for meetings.

EMPLOYEE SECTION

(Articles V through XI relate to all employees, unless noted otherwise.)

ARTICLE V - EMPLOYEE RIGHTS

- A. Employees of the Board of Education shall have the right to freely organize, join, and support the South River Education Association and its affiliates for the purpose of engaging in collective negotiations.
- B. No employee shall be disciplined, reprimanded, reduced in rank or compensation without just cause. Disciplinary actions or reprimands, except in emergency situations, shall never be conducted in the presence of or with the knowledge of students, parents, or at public meetings.
- C. Whenever any employee is required to appear before the Board concerning any matter which could adversely affect the continuation of that person in his/her office, position or employment or the salary and/or increments pertaining thereto, he/she shall be given prior written notice of the reasons for such appearance and shall be entitled to have a representative of the Association present to advise and represent him/her during such required appearances.
- D. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he/she may have under New Jersey School Laws or other applicable laws.
- E. In the event of a reduction in force, employees other than certified teachers shall be entitled to layoff and recall from layoff on the basis of seniority within their job category.
- F. Any action taken by the Board whereby a CFM employee shall be disciplined, reprimanded, or reduced in rank shall not be made public by the Board until formal action is taken by the Board. Such employee may request an informal hearing before the Board if said request is filed with the Board Secretary within fifteen (15) calendar days of the action.
- G. No material derogatory to an employee's conduct, service, character or personality shall be placed in a personnel file unless the employee has had an opportunity to review such material and affix his signature to the copy to be filed with the express understanding that such signature in no way indicated agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material, and said answer shall be attached to the file.

- H. All employees have the right, upon request, to review the contents of his/her personnel file and to receive copies (hard copies or electronic copies at the Board's discretion) at Board expense of any documents contained therein. Employees are entitled to have representatives of the Association accompany them during such review. Employees have the right to indicate those documents and/or other materials in his/her file that he/she believes to be obsolete or otherwise inappropriate to retain.
- I. The Board agrees to protect the confidentiality of personnel references and other similar documents and the Board shall not establish any separate official personnel file that is not available to the employee's inspection.
- J. A joint educational council advisory committee shall be established. The committee will meet with appropriate administrators to propose development, renewal and implementation of training programs and procedures in areas of concern.
- K. All employees have the right to resign their positions with the South River School District, for retirement or other reasons. Except in the case of a *bona fide* emergency, no employee shall provide the district with less than sixty (60) days' written notice. This provision shall not apply to CFM employees

ARTICLE VI- GRIEVANCE PROCEDURE

- A. Definition of Terms
 - 1. **Grievance**: An appeal by an employee, group of employees, or the Association based upon an alleged violation, misinterpretation, or inequitable application of policies, agreements and administrative decisions as required by N.J.S.A. 34:13A-1 through 13. A grievance to be considered under this procedure must be initiated by the employee within fifteen (15) school days of its occurrence.
 - 2. **Aggrieved Person**: The person, or persons making the appeal.
 - 3. **Party of Interest**: The person, or persons or the Association making the appeal and any person who might be required to take action or against whom action might be taken in order to resolve the appeal.
 - 4. **Exclusions**: No claim by an employee shall constitute a grievable matter beyond level four or be processed beyond level four unless its resolution requires a determination as to the meaning or application of this Agreement. In addition, no claim shall constitute a grievable matter beyond level four or be processed beyond level four if it pertains to:
 - a. any matter for which a review by arbitration is prohibited by law,
 - b. any rule, regulation, policy and/or administrative decision dealing with the internal matters of the South River Board of Education or the State Commissioner of Education,
 - c. any act beyond the Board's legal authority to act,

- d. the failure or refusal of the Board to renew the contract of a non-tenured employee,
- e. in any matter wherein a specific method of review is prescribed by law, or by any rule, regulation, or order of the State Commissioner of Education, or the State Board of Education,
- f. any complaint by any personnel occasioned by the appointment or lack of appointment or retention in or lack of retention in any position for which tenure is either not possible or not required,
- g. any matter related to any of the following contract clauses:
 - (1) Article XIII, D. 9.a. - "A strong effort will be made to provide substitutes."
 - (2) Article XVII - Class Size
 - (3) Article XII, B
 - (4) Article XVI, C
 - (5) Article XXI, A
 - (6) Article XXI, D
 - (7) Schedule C. Student Body Activities Salaries - reference to number of employees assigned to each activity.

B. Purpose

1. The purpose of this procedure is to secure at the lowest possible level a solution to the problems which may from time to time arise affecting the terms and conditions of employment.
2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with his/her supervisor or principal provided the adjustment is not inconsistent with the terms of this Agreement.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement, documented in writing.
2. In the event that a grievance is filed on or after June 1, the time limits set forth herein may be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

Level One: A grievant shall first discuss his/her grievance with his/her principal or immediate supervisor, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

Level Two: In the event the grievant wishes to pursue his/her grievance further, the grievant shall submit a written copy of the grievance to his/her principal or immediate supervisor within five (5) school days of the informal discussion. An effort to resolve the matter will be made at a meeting called within five (5) school days of the date the written grievance was filed. If the matter cannot be resolved, the principal or immediate supervisor will render a written decision to the aggrieved person within five (5) school days of the conference.

The written grievance shall specify:

- a. the act or omission giving rise to the grievance citing specific instance(s) and the persons involved,
- b. the contract articles, board policies or administrative decision allegedly being violated, and
- c. the remedy sought.

Level Three: In the event that the grievant wishes to pursue his/her grievance further, he/she may within five (5) school days of receipt of the decision from his/her supervisor or principal file a written copy of his/her grievance with the Association to determine whether or not the grievance has merit. If the Association considers the grievance to have merit, a written copy of the grievance shall be filed with the Superintendent of Schools within five (5) school days from its receipt by the Association.

Level Four: Within ten (10) school days after the grievance has been filed with the Superintendent of Schools, he/she shall meet with the grievant in an effort to resolve it. The Superintendent shall render a written decision within ten (10) school days of the meeting. If the matter is not resolved, the grievant may within ten (10) school days of the receipt of the Superintendent's decision refer the matter to the Board of Education.

Level Five: The Board of Education, or at its option, a committee thereof, will consider the grievance and set forth its decision in writing within forty (40) calendar days from the date it will have been filed with the Board Secretary. The Association shall be permitted five (5) members on the Association Committee but only three (3) shall be permitted to participate in the presentation of the grievance. The Association may have a Field Representative from the State organization present. The number of witnesses permitted to testify shall be mutually agreed upon. Attendance at all hearings shall be limited to those listed in this Agreement.

D. Arbitration

1. If the aggrieved employee is not satisfied with the disposition at Level Five, he/she may within seven (7) school days of receipt of the Board's decision, or if no decision within fourteen (14) school days of the date on which the hearing was held by the Board, file a written request that the Association's Grievance Committee submit the grievance to arbitration. If the Association's Grievance Committee determines that the grievance is meritorious, it may submit

the grievance to arbitration within fifteen (15) school days after receipt of the request by the aggrieved employee.

2. The parties shall abide by the rules and regulations of the Public Employment Relations Commission in the selection of the arbitrator. The cost for the services of the arbitrator shall be borne equally by the Board and the Association.

3. The arbitrator shall be without power or authority to make any decision contrary to law. The arbitrator's decision shall be consistent with terms of the Agreement. The arbitrator's decision shall be binding on the parties.

ARTICLE VII - NEGOTIATIONS PROCEDURE

- A. The parties agree to enter into collective negotiations over a Successor Agreement in accordance with NJSA 34:13A-1 through 13.
- B. Any Agreement negotiated shall apply to all employees, be reduced to writing, be signed by representatives of the Board and the Association, and shall be subject to adoption by the Board and the membership of the Association.
- C. Neither party shall have any control over the selection of the negotiating representatives of the other party. The parties mutually agree that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter proposals, in the course of the negotiations.
- D. The Board and the Association agree that the negotiated Agreement, when signed, becomes Board Policy for the term of the Agreement and that the Board shall carry out the commitments contained therein and the Board shall give them full force and effect as Board Policy.
- E. The Board and the Association agree that if any provision of the negotiated Agreement or any application of the 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.
- F. Any individual contract between the Board and an individual employee, heretofore, or hereafter executed, shall be consistent with the terms and conditions of the Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- G. Copies of the Negotiated Agreement shall be printed on a 50-50 cost basis within thirty (30) days after the Agreement is signed and presented to all current and future employees.
- H. 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.

- I. Whenever any notice is required to be given by either of the parties to the Agreement to the other, pursuant to the provision(s) of the Agreement, either party shall do so by telegram or registered letter at the following addresses. It is agreed that such notice shall not be construed to reopen any items in this Agreement.
1. The South River Board of Education
15 Montgomery Street
South River, NJ 08882
 2. The South River Education Association – President

ARTICLE VIII - GENERAL

- A. The Board agrees that there shall be no discrimination in hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of the negotiated Agreement on the basis of race, creed, color, religion, national origin, sex, sexual orientation, domicile, age, or marital status.
- B. The Association acknowledges that the employees of the Board of Education which it represents are not entitled to take any collective action to disable the Board of Education in the discharge of its statutory duty and the Association agrees that such action would constitute a material breach of the Agreement. Nothing contained in this Agreement shall be construed to limit or restrict the Board of Education in its right to seek and obtain such judicial or other relief as it may be entitled to have in the event of such breach.
- C. The Board agrees that it shall not directly or indirectly discourage, deprive or deny any employees in the enjoyment of any rights conferred in N.J.S.A. 34:13A-1 through 13.
- D. 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. During the terms of this Agreement, neither party will be required to negotiate with respect to any matter that was within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
- E. The Board shall provide for automatic deposit of payroll checks for each employee who elects same.
- F. Effective July 1, 1999, upon retirement, employees recognized in Article I shall be paid for accumulated sick days according to the rates set forth below.
- | | |
|----------------|---------------|
| 1 – 150 days | \$ 35 per day |
| 151 – 199 days | \$ 40 per day |
| 200+ days | \$ 50 per day |
1. Payment shall be made in two (2) equal installments one (1) year apart;
 2. In no event shall the total payment made to any member exceed fifteen thousand dollars (\$15,000.00)

ARTICLE IX - DEDUCTION FROM SALARY

A. Employee Savings Plan

The Board agrees to make authorized deductions from salary and contributions to the following plans on behalf of the employee.

1. Credit union.
2. Tax-free annuity plans.

B. Association Dues

1. The Board agrees to deduct from the salaries of the members of the Association bargaining unit dues as authorized by the South River Education Association and its affiliates that said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be remitted to the Treasurer of the Association in compliance with Chapter 233, Public Laws of 1969 (NJSA 52:14-15.9e) under the rules established by the State Department of Education.

2. The Association shall certify in writing to the Board by August 1 the current rate of membership dues of the Association and/or any of its affiliates.

3. If an employee terminates his or her employment with the Board before the Association has received the full amount of dues 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 provided such deduction is permitted by law.

4. Indemnity

a. The Association shall indemnify and save the Board of Education harmless against any and all claims, demands, suits, or other forms of liability and costs that shall arise out of, or by reason of, action taken or not taken by the Board of Education in complying with this Article.

b. The Board agrees to give to the Association timely notice in writing of any claim, demand, suit or other form of liability which may give rise to a claim by the Board of Education for indemnification.

c. If the Association so requests in writing, the Board may surrender to it full responsibility for the defense of such claim, demand, suit or other form of liability and will cooperate fully with the Association in gathering evidence, securing witnesses and providing information required by the Association to defend the action.

C. Representation Fee

1. Purpose of Fee

If an employee does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) 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 that membership year, not to exceed 85% of regular membership dues, initiation fees and assessments.

2. Amount of Fee

a. 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 the membership year. The representation fee to be paid by the nonmembers will be as certified by the Association but in no event greater than 85% of regular membership dues, initiation fees and assessments.

b. Legal Maximum

In order adequately to 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 fees and assessments charged by the Association to its own members less the cost of benefits financed through the dues, fees and assessments and available to or benefiting only its members.

3. Deduction and Transmission of Fee

a. 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 representation fee and promptly will transmit the amount so deducted to the Association.

b. 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:

- (1) ten (10) days after receipt of the aforesaid list by the Board; or
- (2) thirty (30) days after the employee begins his/her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the employ of the Board in a non-bargaining unit

position or was being re-employed from a re-employment list in which event the deductions will begin with the first paycheck ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

- c. **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 provided such deduction is permitted by law.
- d. **Mechanics**
Except as otherwise provided in this Article, the mechanics for the deduction of 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.
- e. **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 ten (10) days after the Board received said notice or thirty (30) days if paragraph 2 above applies.
- f. **Indemnification**
 - (1) The Association shall indemnify and save the Board harmless against any and all claims, demands, suits and other forms of liability and costs that shall arise out of, or by reason of, any action taken or not taken by the Board in complying with this Article.
 - (2) The Board agrees to give to the Association timely notice in writing of any claim, demand, suit or other form of liability which may give rise to a claim by the Board of Education for indemnification.
 - (3) If the Association so requests in writing, the Board may surrender to it full responsibility for the defense of such claim, demand, suit or other form of liability and will cooperate fully with the Association in gathering evidence, securing witnesses and providing information required by the Association to defend the action.
- g. **Demand and Return System**
The Association shall submit to the Board evidence that it has established a Demand and Return System which complies with the requirements of the law.

ARTICLE X - HEALTH BENEFITS AND INSURANCE

Members shall be eligible for medical, dental and prescription insurance as set forth in this Article.

Effective retroactive to July 1, 2011, all members shall make contributions to their health and prescription premiums consistent with the terms of P.L. 2011, c. 78 and N.J.S.A. 18A:16-17.1. Once members reach the fourth and final tier of the contributions pursuant to law, they shall continue to contribute to their annual premiums at that percentage, notwithstanding any change in law, pending negotiations of a successor agreement.

Effective July 1, 2013, new hires shall only be eligible for single coverage, and shall not be eligible for member/spouse, parent/child or family coverage, during their first year of employment. Such employees shall be eligible for dependent coverage as of July 1 after the renewal of their employment. First-year employees wishing to enroll in family insurance benefits shall have the option of doing so, subject to full payment, via payroll deduction, by such employee of the increase in the premium.

A. Group Health Insurance

1. All full-time regular employees shall be eligible for insurance as follows:

Effective 2005-2006, the South River BoE/Association Health Plan, as agreed to between the parties shall be implemented. Said plan shall replace the CIGNA traditional, PPO and DPP Plans previously existing.

The office co-pay in the aforementioned plan shall be fifteen dollars (\$15.00).

B. Group Dental Insurance:

1. All full-time regular employees shall be eligible for enrollment in the Group Dental Insurance plan as issued by an insurance carrier selected by the Board.
2. The Board of Education shall participate by contributing the entire premium for the single Dental Plan.
3. The Board of Education shall pay up to \$822.60 for the additional cost of UCR 100% basic and family coverage. The employee shall contribute, through payroll deduction, the amount of the premium that exceeds the maximum Board contribution for all family coverage.

C. Group Prescription Insurance

The prescription co-pay shall be five dollars (\$5.00) for generic and fifteen (\$15.00) for brand drugs for a thirty (30) day retail supply, and to ten dollars (\$10.00) for generic and thirty dollars (\$30) for brand drugs for a ninety (90) day mail order supply. Effective July 1, 2015, a provision is added requiring mandatory generic drugs except in instances of unavailability or physician overwrite.

D. Health Benefit Waiver

Employees may waive health benefits (medical, prescription and dental) provided they can prove to the Business Administrator that they have benefits provided by another source. The terms and conditions of waiver are outlined on the Health Benefit Waiver Form attached hereto and made a part hereof as Exhibit A.

Effective starting with the 2013-2014 school year, employees waiving health insurance coverage shall be eligible for a payment of twenty-five percent (25%) of the premium saved by the Board for the level of coverage for which the employee is eligible. In no case shall such payment exceed five thousand dollars (\$5,000.00) per year.

ARTICLE XI - LEAVES OF ABSENCE

A. Sick Leave

1. All ten-month employees shall be granted ten (10) days of sick leave yearly, pro-rated for any employee appointed after September 1. All twelve-month employees shall be granted twelve (12) days sick leave yearly, pro-rated for any employee appointed after July 1. All unused sick leave shall be cumulative for a possible emergency in later years.
2. If an employee because of illness is absent from school for more than three (3) consecutive days, the employee must present a doctor's certificate to the Superintendent upon return.
3. Employees who have been on leave of absence authorized by the Board shall have previous accumulated sick leave restored to them upon return to active service.
4. A member leaving school for reasons of illness at least 3.5 hours after their reporting time will be charged a half sick day. A member leaving school for reasons of illness prior to 3.5 hours from their reporting time will be charged with a full sick day.
5. Donations of Sick Leave: effective July 1, 2014, the parties agree to establish the use of sick leave drives consistent with the following parameters:
 - a. Members who exhaust their sick days, or will do so within a period of forty-five (45) days due to a personal chronic or catastrophic physical or emotional illness, may make a request, via the SREA, the establishment of a sick leave drive for their benefit. Such a request must be accompanied by documentary proof of the illness from which the affected member is suffering.
 - b. The Superintendent shall consider each request on a case-by-case basis, and the approval or denial of an application for a sick leave bank shall have no binding effect on the consideration of future requests.
 - c. If the request is approved, individuals who are employed in the same category of employment or in a high category may donate a number of their own accumulated sick leave to the affected member on a form to be prepared and approved jointly by the SREA and the Board. [Teachers

may donate to teachers, office staff and CFM staff; office staff may donate to office staff or CFM staff; CFM staff may only donate to CFM staff].

- d. Only whole days may be donated. Multiple donations of days by the same member are permitted. No member may donate more than 12 days to any individual sick leave drive.
- e. The Donations of sick leave will be sent to the Business Office, with a copy to the SREA. The donated days will be deducted from the accumulated sick leave bank of the donating employee, and credited to the employee for whom the drive has been approved in a separate category from regular sick days.
- f. All such days shall be available for use as sick days, and upon donation, shall be used before the member's own accrued days. Donated days shall not be available for payment upon separation from service.
- g. An employee for whom a sick leave bank is approved must use all of his/her own sick leave, including newly conferred leave, prior to using any donated days.
- h. All donations made to an employee under an approved sick leave drive shall be non-refundable in all cases. Days donated to the sick leave bank but not used for that purpose shall remain in the account of the employee for whom the bank was approved.

B. Disability Leave (Including childbirth related disability.)

1. Any employee who anticipates disability because of a specific future event, such as pending surgery or other medical procedures, shall report that status to the Board of Education as soon as such employee becomes aware of same. If the anticipated disabling event is childbirth, the employee who becomes pregnant shall notify the Board at least ninety (90) days prior to the expected date of delivery. At the time of notification, the employee shall submit a physician's certificate attesting to the pending disabling condition.
2. Requests for disability/sick leave relating to anticipated disability shall include dates of onset and return from such leave.
3. An employee may request unpaid leave of absence to prepare for an anticipated disabling event. Such requests shall be submitted a minimum of sixty (60) days prior to the onset of the requested leave; except that in cases of emergency, as determined by the Board, such requests may be submitted less than sixty (60) days prior to the onset of the requested leave.
4. When the expected date of onset of disability occurs during periods which would substantially interfere with the administration of the school and/or the education of the pupils, the Board may alter the requested dates providing that such change by the Board is not medically contraindicative.
5. The employee who anticipates a specific disabling event and who does not request unpaid leave of absence prior to the anticipated disabling event shall become entitled to applicable sick leave benefits. The Board may require certification of such disability.
6. Requests by employees for extension of sick leave benefits shall be governed by law under N.J.S.A. 18A:30-6.

7. If the anticipated disabling event is childbirth the Board shall presume that the pregnant employee becomes disabled for work four (4) weeks before the anticipated date of childbirth, upon certification of pregnancy by a physician, at which time the pregnant employee shall become eligible for sick leave benefits to the extent of available accumulated sick leave days. The employee shall be required to apply for sick leave to the Board of Education which shall grant same for said four (4) week period of time upon submission to the Board of Education of a physician's certificate attesting to pregnancy. This option is granted only to employees actively employed and not to those employees on unpaid personal leave. If, as a result of the pregnancy, the employee becomes disabled prior to this four-week period said employee may use any sick leave benefits to which the employee is entitled providing that (1) the employee's physician provides the Board with a certificate attesting to the employee's inability to continue working, and (2) the Board reserves the right to verify the employee's inability to continue working.
8. The Board may require that an employee anticipating a disabling event may be placed on sick leave if the employee's physical condition leads to unsatisfactory performance of assigned duties, and/or the continued performance of those duties impairs the employee's health. Such incapacity must be established by the following: The Board of Education's physician and the employee's physician agree that the employee cannot continue working. If there is a difference of medical opinion between the Board's physician and the employee's physician, then the two physicians shall agree in good faith on a third impartial physician, who shall examine the employee and whose opinion shall be conclusive and binding on the issue of physical capacity to continue working.
9. If the employee's disability is caused by childbirth and such employee is receiving disability/sick leave benefits, the employee is presumed to be disabled for a recuperative period of four (4) weeks following childbirth upon submission of a physician's certificate attesting to the date of childbirth during which time such employee shall continue to receive sick leave pay to the extent of available accumulated sick leave days to which the employee is entitled under sick leave policy. This applies only to those employees who have been actively employed prior to childbirth, and not to those employees who have been out on unpaid personal leave.
10. If, as a result of this disability, an employee continues to be disabled after this four-week period, said employee may use any sick leave benefits to which the employee is entitled providing that (1) the employee's physician provides the Board with a certificate attesting to the employee's inability to resume working, and (2) the Board reserves the right to verify the employee's disability.
11. If the employee whose disability is caused by childbirth wishes to return to duties prior to the expiration of the recuperative period, the employee must present medical certification of fitness to the Board. The Board reserves the right to verify the employee's medical fitness by the school physician.
12. If the Board of Education's physician and the employee's physician disagree as to the employee's fitness, then the two physicians shall agree in good faith on a third impartial

physician who shall examine the employee, and whose medical opinion shall be conclusive and binding on the issue of the employee's fitness to return to duties prior to the expiration of the recuperative period.

13. Upon termination of disability an employee is no longer entitled to receive sick leave benefits for that particular disability. Unpaid personal leave for the purposes of recovery following disability may be requested and shall be subject to the provisions on unpaid personal leave, as set forth herein under Section B.3. above.
14. In no event shall the Board of Education be obligated to extend a non-tenured employee's leave of absence beyond the contract year for which the employee is employed.

C. Child Care Leave

1. Employees may request a Child Care Leave without pay at least sixty (60) calendar days prior to the commencement of said leave. The Board shall grant the request for a Child Care Leave for a period up to the end of the school year in which the birth of the child occurs or to the end of the employee's contract period, whichever comes first.
2. Employees on an approved leave of absence that is scheduled to end on June 30th of an academic year shall provide the Superintendent with written notice of their intentions to return, of a request to extend the leave, or of notice of resignation no later than April 15th of the academic year during which the employee is on leave.
3. If the child is born on March 1 or thereafter, the Board shall, upon written application made not later than sixty (60) days after the birth of the child or June 30, whichever comes first, grant an extension of the Child Care Leave through the following school year. This provision shall apply to non-tenure employees only if the Board grants said employee a renewal of contract for the following year.

D. Health Leave

An employee desiring a leave of absence for health reasons may be allowed one (1) year's absence with no loss of seniority, tenure, or retirement rights, and upon return be placed on the salary schedule in the position occupied at the beginning of the leave. When the employee resumes working after leave, she/he shall receive the regular increase for one year only, that she/he would have received had she/he continued in the system without interruption, over the salary at the time she/he had been granted a leave. No employee shall have more than two (2) successive leaves. Approved leaves shall not constitute a break in consecutive years of employment.

E. Military Leave

Military leave shall be granted without pay to any employee who is inducted into any branch of the Armed Forces for the period of induction.

F. Funeral Leave

1. An allowance of five (5) workdays will be granted without deduction in case of death of father, mother, sister, brother, husband, wife or partner with whom the employee resides, son, daughter, step child residing in the employee's household, father-in-law, mother-in-law.
2. An allowance of three (3) workdays will be granted without deduction in case of death of an employee's step parent, step child not residing in the employee's household, grandparent or grandchild, or the sister or brother of the husband, wife, or partner with whom the employee resides.
4. An allowance of one (1) workday will be granted without deduction in salary to attend the funeral of an uncle, aunt, niece or nephew of the employee.
4. Funeral leave is to be taken within seven (7) calendar days of the funeral or service, however, all such days must be within thirty (30) days after the death. The Superintendent is authorized to accommodate special circumstances.

G. Personal Leave (*see also* Article XXXIV)

1. All employees shall be allowed non-accumulative leave of absence with full pay for personal business up to a maximum of three (3) school days in any contract year. The request for a third day of personal leave shall be accompanied by a reason for the request.
2. Not more than nine percent (9%) of the staff may take personal leave on any one day. (Does not apply to CFM.) The nine percent (9%) cap shall be applied on a first come, first served basis. Exceptions to the cap shall be made in the event of bona fide emergency situations.
3. All leaves of absence referred to in this section are subject to the following conditions:
 - a. A request for Personal Leave form shall be filed with the Superintendent of Schools at least three (3) schooldays in advance of the contemplated absence, or such shorter notice as is practical in the event of an emergency. Lacking such notice, the absence will be considered unauthorized and the employee's pay will be deducted at a daily rate of 1/200 of the annual salary. (Does not apply to CFM.)
 - b. Personal days will not be granted the day immediately preceding or following a scheduled school closing except in case of emergency approved by the Superintendent of Schools.
 - c. The Superintendent of Schools, in the best educational interest of the school district, is empowered to deny any requests for the above days.
4. All unused personal leave days will be converted to sick leave at the end of each school year and added to the individual employee's accumulated sick leave.

H. Miscellaneous Leave

1. An employee required to appear in any legal proceedings connected with his/her employment or by reason of his/her connection with the school system shall suffer no loss of pay provided that such appearance is not necessitated by any suit brought by said employee against the South River School District.
2. An employee required to appear as a witness in court proceedings shall suffer no loss of pay provided such appearance is not required as a plaintiff or defendant. (Does not apply to CFM.)
3. An employee may be granted a leave of absence without pay for up to one year for the purpose of engaging in activities of the Association and its affiliates.

I. Other Unpaid Leaves

1. Unpaid leaves of absence not to exceed ten (10) school days per school year shall be granted for emergency reasons by the Superintendent of Schools. In cases of emergency, the employee shall notify the Superintendent of the reasons as soon as the employee becomes aware of the emergency.
2. Unpaid leaves of absence in excess of five (5) school days per school year for non-emergency reasons may be granted at the discretion of the Board of Education. Requests for such leaves must be processed through the immediate supervisor to the Superintendent at least thirty (30) calendar days prior to the anticipated absence.
3. It is the intent of paragraphs 1. and 2. that an employee shall receive no more than ten (10) school days of unpaid leave per school year. Unpaid leaves in excess of the maximum of ten (10) school days described above may be granted at the sole discretion of the Board. Requests for unpaid leaves in excess of ten (10) school days per school year, must be processed through the immediate supervisor to the Superintendent at least thirty (30) calendar days prior to the anticipated absence.
4. Not more than five percent (5%) of unit as defined in Article I shall take unpaid leaves on any one day.

TEACHER SECTION
(Articles XII through XXII relate to teachers)

ARTICLE XII -TEACHING ASSIGNMENTS

- A. Teachers shall be notified of their contract and salary status for the ensuing year according to law.
- B. Teachers shall be notified of their class, room, and building assignment for the next school year as soon as possible and, except in case of emergency, not later than August 15. In the event that changes in a teacher's class schedule, room or building assignment are made by the administration, all teachers that will be affected by the change will be given notice of the change and the reasons therefore. Teachers may also propose a change in class schedule or room assignment after the school year starts. The granting of such a request is at the sole discretion of the administration; however, all other teachers affected by any such change will be given notice of the change and the reasons therefore. Final approval regarding class, room and teaching assignment rests with Superintendent of Schools; final determination on the building transfer or any staff member rests with the Board of Education, upon recommendation of the Superintendent.
- C. Teachers who are assigned to more than one school shall have their schedules arranged so as to do as little traveling as possible.
- D. Travel Expenses
- Teachers authorized to use their personal automobiles for school business will be reimbursed at the current State of New Jersey OMB rate per mile driven.
- E. Special Education Stipend
1. Teachers assigned as fulltime special education teachers shall receive an annual stipend of three hundred dollars (\$300.00).
 2. Teachers assigned to dual assignments including part-time special education teacher, and responsible for the items on the "responsibilities list" for special education will receive this stipend pro-rated.
 3. Teachers assigned to teach a special education class but not assigned as special education teachers will not receive any part of the stipend, and will not be responsible for items on the "responsibilities list."
 4. Teachers assigned to special education classes will receive release time ("IEP prep day") for preparing / articulating IEP's for the following year (One (1) day for teachers assigned up to 10 students; two (2) days for teachers assigned to 11 or more students).

ARTICLE XIII - TEACHING HOURS AND TEACHING LOAD

A. Work Year

1. The teacher work year shall not exceed one hundred and eighty-four (184) workdays.-Effective with the 2015-2016 school year, the four (4) annually-scheduled in-service days for staff shall be full days, and the four-hour cap shall be deleted. Effective with the 2017-2018 school year, there shall be an additional half-day for students built into the school calendar. That day shall be scheduled immediately prior to one of the four (4) full-day in-service days, and after students are dismissed, professional development for staff shall extend one (1) hour beyond the end of the regular school day.
2. The workday immediately preceding the winter vacation and the workday immediately preceding Thanksgiving vacation are student one-session days with teachers required to remain ten (10) minutes in the elementary and fifteen (15) minutes in the secondary past the close of the teaching day. Effective with the 2017-2018 school year, the last workday of the year for 10-month staff shall be reflected on the school calendar as "last day for teachers," and not include professional development activities.
3. No onsite professional day workshops will be scheduled after May 15, so that all efforts can be devoted to student work completion, graduation, finals and other such student-focused activities at the end of the school year.

B. Workday

1. The regular in-school workday for elementary teachers shall not exceed seven (7) hours except as modified by Section C.1. and C.2.
2. The regular in-school workday for secondary teachers shall not exceed seven (7) hours and thirty (30) minutes except as modified by Section C.1. and C.2.
3. Teaching staff members at all levels shall report at least fifteen (15) minutes before the opening of the teaching day, and shall be subject to duty assignments during that time, and shall be required to remain ten (10) minutes past the close of the teaching day.
4. On days of early student dismissal, teachers shall be required to remain in accordance with a regular workday, except in cases of student dismissal because of inclement weather in which case teachers shall leave fifteen (15) minutes past the close of the teaching day.
5. Commencing with the 2013-2014 school year, the schedule at the Middle School shall be revised to include common planning time for all teachers. In the implementation of this common planning time, meeting reports, agendas or sign-in sheets will not be required.
6. For Primary, Elementary Middle and High Schools common planning time by grade level or department will be implemented by using a half-hour or five after-school faculty meetings every other month, as well as incorporating common planning time into three to four random weeks throughout the school year in a one-hour after-school meeting. In the implementation of this

common planning time, meeting reports, agendas or sign-in sheets will not be required, however, except that for after-school common planning time, a sign-in sheet is required.

7. All teachers shall receive a duty-free lunch daily.
8. Block Schedule at High School:
 - a. A good faith administrative effort will be made to avoid any teaching staff member teaching three (3) blocks every day; schedules with alternating three (3)-block and two (2)-block instructional assignments shall be implemented to the degree that logistics and staffing / qualifications allow.
 - b. Teaching staff members will not be assigned to a daily, full-block (82-minute) lunch supervision duty. Rotating assignments or coverage by support staff will be arranged by the Administration to the degree that logistics and staffing / qualifications allow. In the event that a teaching staff member is assigned a daily, 82-minute lunch supervision duty, blue slip or release time compensation will be arranged.
 - c. Teaching staff members at the high school with five (5) instructional blocks over two (2) days shall be assigned at least one-half ($\frac{1}{2}$) block of preparation time per day. To the degree that logistics and staffing / qualifications allow, teaching staff members will three (3) instructional blocks on any days will be assigned an additional one-half ($\frac{1}{2}$) block of preparation time on such days.
 - d. All full-time high school teaching staff members assigned to six (6) instruction blocks over two (2) days for a full semester shall be relieved of any administrative duty assignments for that semester.

C. Meetings and Conferences

1. Professional Development

The Superintendent of Schools may extend the regular in-school workday by up to twenty-four (24) hours of meeting time. This time will include nine (9) monthly faculty meetings (October-June), and fifteen (15) common planning / professional learning community (PLC) meetings, one hour each, to be scheduled by the Building Principal, with a minimum of five workdays' notice, except in case of emergency. There shall be no more than three (3) such meetings per month, and no more than two consecutive days of meetings within one month. As State-required training and development needs arise, every effort will be made to provide Web-based self-directed opportunities in lieu of inclusion at after-school meetings. Such mandated training and development must be independently completed and evidenced via the provided webinars/online sessions.

After-school meetings shall not be scheduled on Fridays, or on days during or immediately prior to Thanksgiving, winter or spring recess, or on days of district-scheduled Back-to-School Night or Parent-Teacher Conferences in the same school, or on the Wednesday or Thursday night of the annual NJEA Convention in November. Attendance at on-site professional

development workshops, other than scheduled in-service days, shall not excuse attendance from after-school meetings.

Teachers assigned to multiple buildings shall attend professional development and other after-school meetings pursuant to this Article in the school in which they are assigned for the greatest percentage of the weekly work hours. Affected staff members shall be excused, without penalty, from conflicting meetings in other schools to which they are assigned. Exceptions to the "majority assignment rule" may be implemented for special events at any school to which the employee is assigned, where directed by the Superintendent after consultation with the affected building administrators.

2. Evening Meetings

Notwithstanding B.1. and B.2. above, each teacher may be required to attend at least one (1) but not more than two (2) evening meetings during the school year at the direction of the building principal.

3. Conferences

Teachers may be required to conduct parent conferences six (6) days per year. On each of these days students will have a curtailed four (4) hour session. Conferences on four (4) of these days shall be scheduled for the afternoon of that regular workday. On the remaining two (2) days the teachers may leave in accordance with Section B.3. and return to school in the evening for conferences.

4. Prep Time "Lost" Due to Professional Development

On days when teachers attend in-district or out-of-district professional development activities during regular school hours, teachers shall not be entitled to any form of compensation for preparation time "lost" as the result of such professional development activities. The only exceptions are:

- a. If specific teachers are designated by an administrator to supervise students during the course of attending a professional development activity, or
- b. For those teachers attending a partial onsite workday professional development session resulting in the loss of preparation time on a day when said teachers fulfill the remainder of their work schedule.

In these two instances, the "lost preparation time" will be paid at the contractual blue slip rate or with release time equal to the amount of "lost time," to be agreed upon between the teacher and the Building Principal. If release time is to be provided in any case, such time shall be scheduled as soon as administratively possible, but not later than three (3) school days after the preparation is "lost."

D. Schedules

1. When reasonably administratively possible, teachers in middle school shall be scheduled for no more than three (3) consecutive teaching periods, or, if multiple periods are involved, for no more than four (4), and teachers in high school shall be scheduled for no more than three (3) consecutive singleton teaching periods, or, if a block schedule is in place, two (2) block periods.
2. When reasonably administratively possible, all teachers in the high school and middle school shall not be required to teach more than two (2) subject areas nor more than a total of three (3) teaching preparations.
3. Subject to adequate facilities and the type of educational program offered, all high school and middle school teachers shall not be required to change subject area teaching stations more than two (2) times during the school day.
4. Teachers at the high school and middle school who teach six (6) classes will not be assigned to homeroom and duties during those semesters when they are required to teach the sixth class. Effective starting with the 2015-2016 school year, any teaching staff member at the high school or middle school who teaches six (6) classes for any semester shall not be assigned to any administrative duty or homeroom assignment during such semester.
5. Every effort will be made by the administration to minimize the number of teachers at the high school and middle school who teach three (3) consecutive periods and/or who have four (4) or more teacher preparations.
6. The administration will carefully review the master schedule and consult with the teaching staff and supervisors to involve them in the scheduling process, before making the final determination.
7. The practice of using regular teachers as substitutes shall be discouraged; however, if it is necessary, in an emergency, such coverage shall be assigned to teachers on a rotating basis. Coverage shall be arranged by the principal. Payment for such coverage shall be: twenty-five dollars (\$25.00) per period of substitution, beginning with the first such substitution, for periods of forty (40) minutes or more and seventeen dollars (\$17.00) for periods of less than forty (40) minutes.
8. If an elementary teacher must cover a class during a period in which his/her class is scheduled for Music, Art, Computer, Library, or Physical Education, said teacher shall be paid: twenty-five dollars (\$25.00) per period of substitution, beginning with the first such substitution, for periods of forty (40) minutes or more and seventeen dollars (\$17.00) for periods of less than forty (40) minutes.

9. Preparation Time

- a. Primary/Elementary classroom teachers shall have an average of three hundred (300) minutes per week preparation time based upon a Monday through Friday schedule. Grades K-5 teachers shall have a preparation period of no less than forty (40) minutes per day when reasonably administratively possible. The minimum time for one preparation period will be thirty (30) minutes; the maximum time for one preparation period will be sixty (60) minutes.

Professional teaching staff members at all levels (Pre-K through Grade 5) who are scheduled for professional preparation in excess of two hundred forty (240) minutes in any week shall engage, during such time, in self-directed, professionally and educationally meaningful activities including but not limited to the following:

1. Observing the instruction of colleagues (same or other grade level or department),
2. Providing additional support to students in individual or small group format, at the discretion of the teacher,
3. Atlas work (other than lesson plans),
4. Reading/researching scholarly professional articles,
5. Engaging in professional webinars,
6. Common planning (as schedules permit),
7. Peer coaching / mentoring, and/or
8. Other relevant activities as approved by building principals

Staff will track their activities and include this in their documentation logs. In addition, anticipated activities shall be included in their Professional Development Plans.

A total of 8 hours (480 minutes) annually will be designated as described above, commencing with the 2015-2016 school year.

- b. All full-time Primary/Elementary specialist teachers shall have preparation time averaging two hundred-forty (240) minutes per week based upon a Monday through Friday schedule. The minimum time for one preparation period will be twenty (20) minutes; the maximum time for one preparation period will be sixty (60) minutes.
- c. Special teachers who are employed at both elementary and secondary levels may have preparation time at either level but not at both.
10. Voluntary overnight supervision of students shall be compensated at a rate of ninety dollars (\$90.00) per night.
11. a. All teachers shall be subject to assignment to extra-curricular and co-curricular activities. Except for teachers performing added duties for which they receive differentiated pay or

release time, all meetings beyond one (1) per month needed in the direction of such an activity shall be voluntary.

11. b. The Home Instruction and Summer School rate shall be thirty-five dollars (\$35.00) per sixty (60) minutes of instruction. All time logs / pay sheets from Home Instruction must be submitted to the Business Office no more than thirty (30) days after the services are provided.
12. A strong effort shall be made to use, as far as possible, facilities that are suited to the course and the method involved.

13. Travel Between Buildings

Teaching schedules shall be created to provide no less than twenty (20) minutes of travel time, including sign-in and sign-out time, any time a teaching staff member is required to move between buildings during the school day as part of his/her regular assignment.

14. Payment for Additional Work

- a. Effective July 1, 2017, extra compensation, in the form of payment of "Blue Slips," shall be made in the following circumstances:
 1. Covering another teacher's class during a non-student-contact duty period (hall duty, attendance duty) or prep period, thus resulting in an increase in the covering employee's instructional time on that day;
 2. Missed lunch because of attendance at a student meeting;
 3. Remaining at work late or arriving at work early, at an administrator's request, to work with a student or students;
 4. Document or parent translation;
 5. Attending a meeting at an administrator's request/directive to assist a colleague where a prep period is missed; and/or
 6. For other reasons deemed appropriate by the building Principal;
 7. Administration of state assessments where a prep is missed (Elementary, Middle and High Schools only).
- b. Payment of "Blue Slips," shall be issued only upon and after the sixth (6th) occasion of the following circumstances with regard to any individual teaching staff member in any single school year. Payment shall not be issued for the first five (5) such occasions in any school year:
 1. Attendance at 504 meetings for the teacher(s) of the student being discussed;
 2. Attending an I&RS meeting for the teacher(s) of the student being discussed;
 3. Parent meetings held during prep periods;
 4. Special Education IEP meetings where the teacher's student is discussed during a scheduled prep period;
- c. Payment in the situations set forth in subsections (a) and (b), above, may be made at the contractual blue slip rate or via an equal amount of release time to be agreed upon by the teacher and Building Principal and scheduled by the Building Principal. If release time is to be provided

in any case, such time shall be scheduled as soon as administratively possible, but not later than three (3) school days after the assignment / coverage at issue.

d. The Blue Slip rate for one period is twenty-five dollars (\$25.00). On half days for students, the Blue Slip rate for one shortened period is seventeen dollars (\$17.00).

e. Blue Slips will not be issued for the following:

1. Field Trips;
2. Assemblies which encompass a scheduled prep period;
3. Drills or evacuations;
4. Attending out-of-district professional development workshops;
5. Reassignment from a duty period, including but not limited to hall duty, recovery room, etc., to provide supervision of another teacher's class, in an emergency situation, due to circumstances beyond one's control, in which such other teacher must depart the teaching environment. Such unpaid circumstances shall be limited to that class period only, and no instruction of students shall be required during such class period.

f. All teachers are to be advised that when situations arise wherein they feel that blue slip payment may be merited, they are not to assume that such reimbursement shall take place. Prior approval by the building Principal is required for emergent situations not addressed above.

E. 12 month Certificated Staff Vacation

Certificated SREA members who serve in a 12 month position shall be entitled to twenty (20) days of vacation each academic year. Vacation shall be taken during the months of July and August. Individuals hired into a twelve month position who commence employment subsequent to July 1 of an academic year shall earn vacation time to be allotted on the following July 1 pursuant to the following formula:

20 days x the number of months employed divided by 12. Fractional portions of days created by this formula shall be rounded, either up or down, to the nearest whole day.

Vacation time is not-accumulative and must be used in the July-August period immediately after it is earned. Up to three (3) days vacation may be carried over upon application to the Superintendent in writing. Carried over days must be used during the next school year (September through June) or be forfeited.

ARTICLE XIV - NURSES

- A. The nurses shall have a duty-free lunch period of at least the following lengths:
 - 1. Primary – Forty (40) minutes.
 - 2. Elementary - Forty (40) minutes.
 - 3. Middle - Forty (40) minutes.
 - 4. High – Forty (40) minutes.
- B. Transportation of students by school nurses shall be kept at a minimum. There will be no transportation of students by nurses without another professional staff member present.

ARTICLE XV - NON-TEACHING DUTIES

The Association acknowledges that a teacher's primary responsibility is to teach and that his/her energies should, to the extent possible, be utilized to this end.

ARTICLE XVI - TEACHER TRANSFERS AND REASSIGNMENTS

- A. Teachers desiring to change grade and/or subject assignment or who wish to transfer to another building may file a written statement with the Superintendent by April 15. Such requests for transfers shall be considered.
- B. The staff and Association shall be notified of all administrative, supervisory and extra-curricular vacancies as soon as practicable.
- C. An involuntary transfer shall be made only after a meeting between the teacher involved and the Superintendent or his/her designee at which time the teacher shall be notified of the reasons thereof.
- D. A transfer shall mean the assignment of a teacher from an existing position to another grade and/or subject assignment and/or school.

ARTICLE XVII - CLASS SIZE

The Board and the Association recognize that class size is an important factor in good education, and will, whenever possible, subject to space availability, and all other educational considerations, insure that class size is of the most effective nature for both teacher and pupil. However, the final decisions as to class size will be made by the Board in the best interests of the pupils and shall not be subject to the grievance procedure.

ARTICLE XVIII - SUPPLIES AND EQUIPMENT / MONITORING

- 1. The Board and the Association recognize that the quality and quantity of educational materials and equipment utilized in facilities that provide proper seating, storage, and display areas, as

well as adequate ventilation, heating and lighting, together with adequate rest rooms and lounge facilities for teachers are important factors in promoting good education and will, whenever possible, subject to budget limitations, community support, and limitations of existing buildings exert their influence to provide them adequately for teachers. However, the final decision as to adequacy shall be made by the Board of Education.

2. All monitoring be installed camera equipment of the work performance of an employee shall be conducted openly and with full knowledge of the employee. The use of eavesdropping, public address, cameras, audio systems telephone or other video devices is strictly prohibited without the mutual consent of both parties. The purpose of this equipment is for the safety and security of students and staff, and unless mutually agreed is not to be made part of an observation, walkthrough or other formal performance feedback process.

ARTICLE XIX - TEACHER PROFESSIONAL DEVELOPMENT and IMPROVEMENT

- A. To encourage professional growth among the teachers, the Board shall reimburse up to a total expenditure of thirty thousand, two hundred fifty dollars (\$30,250) per year to teachers for tuition paid in the successful pursuit of college and university graduate courses in accordance with the following provisions: [NOTE: a maximum of 66 approvals will be granted in any one (1) school year.]
 1. Applications for approval of courses to be taken must be made with the Superintendent of Schools at least ten (10) days in advance of the beginning of said course.
 2. In order to be approved for course credit or credit on the salary guide beyond the BA column, staff members must submit to the Assistant Superintendent, at least one week before registration, an application for approval of the course(s). Staff members must include with said application substantiation of the value of the course(s) based upon the following criteria:
 - a. The institution shall be a duly authorized institution of higher learning, accredited and recognized by the State of New Jersey;
 - b. The course(s) and the degree program being sought must be related to the job responsibilities of the staff member's current or future assignment.
 - c. Any teacher enrolled in a course or program of study that was approved prior to July 1, 2014 shall be permitted to complete such course or program and to receive course credit for guide advancement for same.
 3. Courses cannot be used toward certification for the position held by the teacher.
 - 4.a Payment shall not exceed seven hundred fifty dollars (\$750) per teacher in any school year.
 - 4.b Teachers who agree in writing to be bound by the provisions of 4.c. below, may be reimbursed for graduate credits taken based upon the following formula:
 - [i] teachers taking approved courses under the provision of 4.a. shall be reimbursed first pursuant to the provisions below.
 - [ii] teachers who agree to 4.c shall be reimbursed on the basis of the per credit

reimbursement amount created by taking the money in the \$32,500 reimbursement account that remains after all individuals are reimbursed under 4.a and dividing that remaining amount of money by the number of credits approved under 4.b.

- [iii] teachers shall be reimbursed the per credit amount created under [ii] for the number of approved credits taken up to six (6) credits per year.
- [iv] the maximum per credit rate a teacher may be reimbursed for is up to the Rutgers University Graduate School of Education per credit rate [without fees and campus charges]
- [v] should a teacher have taken courses at a rate lower than the Rutgers Graduate Credit rate, he/she may in no case be reimbursed for more than the actual cost of his/her credits.

- 4.c Employees who are reimbursed for credits and who voluntarily leave the District without having completed two (2) full instructional years beyond the year in which the course was taken shall repay the district the amount of their reimbursement according to the following schedule:

Year 1 = 100% reimbursement
Year 2 = 65% reimbursement

Employees who leave for the following reasons shall be exempt from repayment:

- a. retirement: regular or disability
- b. reduction-in-force
- c. non-renewal or dismissal

Employees shall sign a written agreement with the District outlining the foregoing pay back schedule for each set of credits for which the employee is reimbursed.

5. A grade of "B" or better is needed for reimbursement. Pass/Fail courses need proof that the course is only offered as Pass/Fail. A "Pass" grade is equal to a "B".
- 6.a For courses approved under 4.a, payment shall be made by the Board within two (2) months after the teacher has submitted a college transcript showing the successful completion of work together with a receipted tuition bill.
- 6.b For courses approved under 4.b payment shall be made by September 30th of the school year following the year in which the course was taken. The employee must submit a college transcript showing the successful completion of work together with a receipted tuition bill no later than June 30 of the school year prior the year in which he/she is to be reimbursed. No reimbursement shall be made if the documentation is submitted more than thirty (30) days past the end of the school year.

7. Undergraduate coursework may be eligible for reimbursement for teaching staff members. A teaching staff member may present a written request for reimbursement, with rationale, for undergraduate coursework to the Superintendent for approval prior to the teaching staff member taking the course. Approval of such requests is solely at the discretion of the Superintendent. The Superintendent's decision is not subject to the grievance procedure herein.

Undergraduate coursework will also be reimbursed if the teaching staff member is requested by the administration to take the course.

Undergraduate coursework required to be taken under the alternate route shall not be eligible for reimbursement under this provision.

- B.1 The Board shall pay the full cost of tuition and other reasonable expenses for any in-service courses, workshops, etc., necessary to broaden and strengthen the teacher's background in his/her subject field or grade level, provided that such in-service courses, workshops, etc. are sponsored by the school system. Reimbursement for tuition, mileage or other costs for approved courses shall be made upon submission of such costs to Central Administration, and Board of Education action approving payment consistent with the Fiscal Accountability Regulations, N.J.A.C. 6A:23A.

- B.2 Any staff member "turn-keying" information for a professional development workshop shall be reimbursed at the following hourly rate: twenty-four dollars (\$24.00).

NOTE 1: This is based on the District practice of paying the hourly rate for the number of hours presented, plus two (2) hours of preparation time for each hour presented.

NOTE 2: The turn-key stipend shall not apply to teaching staff members who are receiving reimbursement for graduate work for the same material.

- C. Teachers may request the Board to purchase books, equipment and other resource material for the professional development of the staff.

- D. Use of Vehicles

Teachers authorized by the Superintendent of Schools to use their personal automobiles for school business shall be reimbursed at the current State of New Jersey OMB rate per mile.

- E. Lateral Movement on the Salary Guide

1. In the semester in which a teacher anticipates earning a degree or otherwise qualifying for lateral movement on the salary guide, he/she will so inform the Board in writing. This information shall be given as early in the semester as possible, but, in any event, not later than one (1) month preceding the expected date of completion.

2. Upon completing the degree requirements or additional courses, the teacher will provide to the Board official transcripts or such other documentary evidence of completion as may be acceptable to the Board within sixty (60) days of completion.
3. Payment of salary at the new rate will be effective in the first day of the month following the month in which the course or degree is completed.
4. If the notification and evidence of completion required are not presented to the Board within the time limits specified in E.1. and E.2. above, the effective date of salary adjustment will be deferred until the beginning of the next semester immediately following the receipt by the Board of satisfactory evidence of completion.

F. Educational Leave

Teachers who are granted a leave of absence by the Board of Education for further study shall, upon return, receive the normal increment which they would have received had they remained in service.

G. Professional Observation and Conferences

1. One (1) day per year may be allowed each teacher for observation of another school without loss of pay. Arrangements must be made in advance through the Superintendent of Schools.
2. Members of the staff may be permitted to attend professional meetings which shall have for their theme subjects of interest to the professional program of our schools. Approval to attend such meetings will be granted by the Board of Education upon the recommendation of the Superintendent of Schools. Those who attend shall be reimbursed for expenses and mileage (computed at the current State of New Jersey OMB rate) but the total amount of such reimbursement shall not exceed eighty dollars (\$80.00) per day.

ARTICLE XX - TEACHER PROTECTION

The Board agrees to abide by the laws of the State of New Jersey, federal laws, and rulings of the State Commissioner of Education which have the effect of law, in respect to the protection of teachers in the discussion of any topic included in the school's philosophy, underlying principles, objectives and content of the courses of study adopted by the Board of Education provided that the rights and dignity of the individuals present are maintained.

ARTICLE XXI - TEACHER EVALUATION

All evaluations of teaching staff members shall comply with the requirements of Achieve NJ and the applicable provisions of N.J.A.C. 6A:10. To the extent that any provision of this Article is inconsistent with the cited state regulations, those regulations shall rule.

- A. Evaluation of instructional personnel is an integral part of the educational program. The work performance of all teachers shall be evaluated in writing and discussed with them in conference. All tenured teachers will receive two (2) formal evaluations per year. Non-tenured teachers will receive three (3) formal observations per year as per the district Policy effective with the 2016-2017 school year. Pre-conferences discussions for formal evaluations of a block schedule should include notification of the observation going beyond forty (40) minutes. Pre-conferencing by an evaluator prior to a classroom observation for tenured and non-tenured teaching staff is not required. For non-tenured staff, one (1) observation each year shall have a pre-conference with the teaching staff member required. Tenured teaching staff may request a pre-conference should they want an evaluator to view a particular lesson, however, at the discretion of the administrator, such classroom observation may not be the only observation of that staff member for the school year. All staff observations will be followed up with a post-conference meeting. Tenured staff will be notified the workday prior to a regular observation. The evaluation of teachers shall be mainly concerned with, but not limited to, the following areas from the approved performance observation instrument that is district selected: professional knowledge, instructional planning, instructional delivery, assessment of/for learning, learning environment, professionalism, and student progress.
- B. A teacher shall have the right, upon written request, to review the contents of his/her personnel file and be able to copy any contents. No material derogatory to a teacher's conduct, service, character, or personality other than regular evaluations and/or other materials concerning which a conference has been previously held with the teacher shall be placed in his/her personnel file unless the teacher has been informed of this action in writing. The personnel file shall be kept current.
- C. A teacher shall be given a copy of any report prepared by his evaluators at least one (1) day before any conference to discuss it.
- D. Teachers shall be evaluated only by persons certified in accordance with the appropriate rules and regulations of the New Jersey State Board of Examiners.

ARTICLE XXII - TEACHER SALARY

- A. The salaries of all employees covered by this Agreement are set forth in the Schedules A, B, D, E and F, which are attached hereto and made a part thereof.
 - 1. Teachers on a ten (10) month basis shall be paid in twenty (20) semi-monthly installments. A summer savings plan will be available as in previous years.

2. Teachers on a twelve (12) month basis shall be paid in twenty-four (24) semi-monthly installments.
 3. When a payday falls on or during a school holiday, vacation, or weekend, an effort shall be made to pay teachers their paychecks on the last previous working day.
- B. Longevity Schedule
- See the longevity schedule included in and made a part of Schedule A.
- C. Teachers shall receive all compensation which is not subject to pension credit in separate checks or automatic deposits.
- D. For a teaching staff member to qualify to move up one (1) step on the salary guide, he/she must be employed for more than ninety (90) school days during the course of an academic year.

OFFICE PERSONNEL SECTION
(Articles XXIII through XXXI relate to office personnel)

ARTICLE XXIII - WORKING CONDITIONS

- A. Working Hours
1. All office personnel shall have a net workday of seven (7) hours and a net workweek of thirty-five (35) hours.
 2. The starting and quitting time will be arranged with the administrator in charge of the building, subject to approval by the Superintendent of Schools.
- B. Overtime
1. Office personnel authorized to work over thirty-five (35) hours during a workweek shall be paid at straight time up to forty (40) hours and at the rate of time and one-half beyond forty (40) hours.
 2. The hourly rate shall be determined by dividing the annual salary by 1820 hours for full-time office personnel and 910 for half-time office personnel.
- C. Emergency Closing Due to Weather

When schools are closed due to inclement weather, office personnel will not be required to report.

D. Compensatory Time

Compensatory time may be taken in lieu of overtime pay (over thirty-five (35) hours) by mutual agreement between the building administrator and the office worker.

Said compensatory time, if requested, shall be at the rate of one and one-half (1.5) hours for each hour worked.

E. Notification of Salary Status

Office personnel shall be notified of their contracted salary status for the ensuing year not later than April 30.

ARTICLE XXIV - OFFICE PERSONNEL TRANSFERS

- A. The staff and Association shall be notified of all vacancies.
- B. Office personnel desiring a change of employment within the system and/or wishing to transfer to another building may file a written statement with the Superintendent of Schools by March 1 or such time that an opening arises. If such agreement is denied, a statement of reasons must be given within ten (10) school days, but the final decision is not subject to the grievance procedure.

ARTICLE XXV - CONVENTIONS

In order to permit members of the Association to attend the annual convention of the New Jersey Education Association, they will not be required to work on the days schools are closed for the occasion.

ARTICLE XXVI - TUITION REIMBURSEMENT

The Board will reimburse any office worker for the tuition for job related courses to a limit of \$350 each, subject to the prior approval of the Superintendent of Schools. Grades received must be "B" or better. Pass/Fail courses need proof that the course is only offered as Pass/Fail. A "Pass" grade is equal to a "B".

Each office personnel employee shall be eligible for up to eighty dollars (\$80) for workshops in each year. The application and approval process shall be the same as that for teaching staff members.

ARTICLE XXVII - EVALUATION

- A. Each office worker will receive not less than one (1) written evaluation per year and shall be required to affix his/her signature to each evaluation as an indication that he/she has reviewed the information contained therein. His/her signature does not necessarily signify agreement with the contents of the evaluation.

- B. The office worker will be given a copy of each evaluation. He/she will have the right to respond to any evaluation in writing, provided that the written response be presented to the Superintendent's office not later than twenty (20) days after the office worker's employee's receipt of the evaluation, and such response will be attached to the evaluation in the office worker's personnel file.
- C. An office worker shall have the right, upon written request, to review the contents of his/her personnel file and be able to copy any contents. No material derogatory to an employee's conduct, service, character, or personality other than regular evaluations and/or other materials concerning which a conference has been previously held with the employee shall be placed in his/her personnel file unless the employee has been informed of this action in writing. The personnel file shall be kept current.

ARTICLE XXVIII - CHANGE IN SALARY CLASSIFICATION

When a member of the office personnel staff is reclassified to a higher salary classification, he/she shall receive a special annual increment equal to the differential for the new classification in addition to any regular increase granted by the Board of Education to him/her in his/her present classification, provided that such a total grant does not exceed the maximum set for the said classification.

ARTICLE XXIX - OFFICE PERSONNEL SALARY

A. Office Personnel Salaries

The salaries of all office personnel covered by this Agreement are set forth in the Schedule E which is attached hereto and made a part thereof.

B. Longevity Schedule

See the longevity schedule included in and made a part of Schedule E.

C. Secretarial Certificates

The Board will pay each office worker who successfully completes the requirements for the First Certificate or the Second Certificate of the Professional Development Program for Educational Office Personnel of the New Jersey Association of Educational Secretaries the following annual stipends, beginning on the next July 1 following submission of evidence of successful completion.

First Certificate	\$200
Second Certificate	\$300
Third Certificate	\$600

NOTE: These amounts are non-cumulative.

Effective July 1, 2005, no office personnel not currently holding the aforementioned certificates shall be eligible for the above reimbursement.

D. Mileage Reimbursement

Office personnel employees who are required to use their own privately owned motor vehicles in the course of their duties will be reimbursed for such use at the current State of New Jersey OMB rate.

E. Attendance Stipend

If attendance is perfect during any quarter of the year the office worker shall receive an additional stipend of one hundred dollars (\$100.00) for that quarter. This provision shall no longer be applicable effective with the 2015-2016 school year, July 1, 2015.

F. For office personnel to qualify to move up one (1) step on the salary guide, he/she must be employed for more than one-half (½) of the work days in the work year for position to which the employee is assigned.

ARTICLE XXX - OFFICE PERSONNEL VACATIONS

A. Office personnel shall be eligible for paid vacations based upon completion of service according to the following:

1. One to two (1-2) years of service--one (1) week of vacation per year.
2. Three to seven (3-7) years of service--two (2) weeks of vacation per year.
3. 8 or more years of service – three (3) weeks

B. Vacations shall be allotted as follows:

- > If hired prior to January 1st, the employee gets pro-rated vacation on July 1st and full credit for a year of employment.
- > If hired after January 1st, the employee gets pro-rated vacation on July 1st, but no credit for a year of employment. July 1st starts the employee's credit for the first full year of service.
- > July 1st of each year is the calculation date for vacation entitlements.
- > Employees receive vacation days upon the completion of the current work year for use during the next work year.
- > No office personnel employee employed as of July 1, 2005 shall be adversely affected by the application of this language.

C. Vacations are to be scheduled with the Administrator, subject to approval by the Superintendent of Schools.

ARTICLE XXXI - HOLIDAYS

A. When schools are closed, office personnel shall not be required to work on the following holidays and school recesses. In the event that schools are open on any of the listed days, office staff will be provided with alternative scheduled days off, or floating holidays, to be scheduled with the consent of the staff member's supervisor.

July	--Independence Day
September	--Labor Day
October	--Columbus Day
November	--General Election Day
	--Veterans' Day
	--State Teachers' Convention
	--Thanksgiving Recess (Th., F.)
December - January	--Winter Recess
	--Martin L. King's Birthday
February	--Presidents' Day
March-April	--Spring Recess
May	--Memorial Day

B. When schools are not in session, if any of the above holidays fall on a Saturday, the holiday shall be observed on Friday; if any of the above holidays fall on Sunday, the holiday shall be observed on Monday.

C. The workday immediately preceding the winter vacation and the workday immediately preceding Thanksgiving vacation are student one-session days with office personnel required to remain ten (10) minutes in the elementary and fifteen (15) minutes in the secondary past the close of the teaching day.

CUSTODIAL, FIELD AND MAINTENANCE SECTION

(Article XXXII through XXXVIII relate to CFM employees)

The following articles from the Agreement dated July 1, 1998 to June 30, 1999 between the South River Board of Education and the South River Custodial, Field and Maintenance Employees Association shall be placed in this section of the document with modifications as follows:

ARTICLE XXXII – TRANSFERS AND REASSIGNMENTS

A. CFM employees wishing to be considered for any change in employment or who wish to transfer to another building may file a written statement with the Superintendent by March 1 or such time that an opening arises. Such requests shall be considered, but the final determination shall rest with the administration.

- B. The staff and the Association shall be notified of all vacancies for positions above the Custodian's and/or Fieldman's level on the Salary Scale.

ARTICLE XXXIII – BLACK SEAL LICENSE

- A. All CFM employees shall within eighteen (18) months of their initial employment obtain a Black Seal License to operate low-pressure boilers as required by the State of New Jersey. All current CFM employees possessing such licensure shall retain same as a condition of continued employment.
- B. The Board of Education shall reimburse CFM employees for the annual fee required to renew said Black Seal License.
- C. CFM employees who possess a currently valid Black Seal License will be paid an annual stipend of two hundred fifty dollars (\$250) in addition to their regular salaries. All current CFM employees shall continue to receive this annual stipend consistent with Section A, above. CFM employees hired on or after July 1, 2014 shall not be eligible for this stipend. Instead, such employees shall be reimbursed for all actual costs for course tuition and books, to a maximum of two hundred dollars (\$200.00).

ARTICLE XXXIV – BENEFITS

(see also: Article VIII, Article X, Article XI)

- A. Personal Leave
1. No more than five (5%) percent of the CFM staff may take personal leave on any one day. The five percent (5%) cap shall be applied on a first come, first served basis. Exceptions to the cap shall be made in the event of bona fide emergent situations.
 2. All leaves of absence referred to in this section are subject to the following conditions:
 - a. A Request for Personal Leave form shall be filed with the Superintendent of Schools at least three (3) school days in advance of the contemplated absence, except that, in the event of an emergency caused by illness supported by a physician's statement or a death in the family, such notice shall be waived until the date of the CFM employee's return to his/her duties. Lacking such notice, the absence will be considered unauthorized and the CFM employee's pay will be deducted at a daily rate of 1/260 of the annual salary.
 - b. Personal days will not be granted the day immediately preceding or following a scheduled school closing observed as a holiday or vacation by members of the Association or during the last two weeks of the school year (except for graduations or weddings of the CFM employee or members of his/her immediate family as defined in Article XI F.1, F.2, F.3.) and in case of emergency as approved by the Superintendent of Schools.
 - c. The Superintendent of Schools, in the best educational interest of the school district, is empowered to deny any requests for the above days.

B. Holidays

1. Holidays shall include the following. In the event that schools are open on any of the listed days, CFM employees will be provided with alternative scheduled days off, or floating holidays, to be scheduled with the consent of the Supervisor of Buildings and Grounds.

July	--	Independence Day
September	--	Labor Day
November	--	Veteran's Day
	--	Thanksgiving Weekend (Th. & Fr.)
December	--	24, 25, 26 – Christmas, shall include three (3) workdays, if any of these days fall on Saturday or Sunday
January	--	New Years' Day
	--	Martin Luther King, Jr's Day
February	--	Presidents' Day
March – April	--	Good Friday
	--	Easter Monday
May	--	Memorial Day
2. When schools are not in session, if any of the above holidays fall on a Saturday, the holiday shall be observed on Friday; if any of the above holidays fall on Sunday, the holiday shall be observed on Monday.
3. In addition, each CFM employee will be entitled to take one (1) floating holiday in each year. The scheduling of such holidays will be at the employee's request, subject to the approval of his/her immediate supervisor.
4. One (1) CFM employee shall be eligible for one (1) paid day off for the New Jersey Education Association Convention each year. CFM employees may apply in writing to be considered for attendance. Tied applications shall be approved on the basis of seniority or prior attendance within a three (3) year period. The same CFM employee may not attend the convention more than one (1) time in a three (3) year period unless no other CFM employee applies. The CFM employee must provide his/her immediate supervisor with a Certificate of Attendance upon his/her return to work.

C. Vacations

CFM employees shall be eligible for vacations according to the following schedule:

1. One (1) to five (5) years of service in South River – two (2) weeks.
2. During the sixth (6th) anniversary calendar year of employment to the eleventh (11th) anniversary year – three (3) weeks.
3. From the twelfth (12th) anniversary calendar year of employment to the twenty-fourth (24th) anniversary year – four (4) weeks.

4. From the twenty-fifth (25th) anniversary calendar year of employment and thereafter – five (5) weeks. This provision shall not apply to any employee hired after September 1, 2011.
5. Vacations shall be allotted as follows:
 - > Any employee hired prior to January 1st shall be considered to have completed one (1) year of employment as of that July 1st.
 - > Any employee hired on or after January 1st shall not be considered to have completed one (1) year of employment as of that July 1st. Such employees shall receive pro-rated vacation for the work year starting that July 1st, and shall be considered to have completed one (1) year of employment as of the following July 1st.
 - > July 1st of each year is the calculation date for vacation entitlements.
 - > Employees receive vacation days upon the completion of the current work year for use during the next work year.
 - > No CFM employee employed as of July 1, 2005 shall be adversely affected by the application of this language.
6. Carry-Over of Vacation Days:
 - a. Employees may carry-over up to a maximum of three (3) unused vacation days upon application to the Superintendent.
 - b. Any days allowed to be carried over must be used in the first quarter of the ensuing year or they shall be forfeited.
 - c. Any vacation days that remain unused beyond the three (3) that may be carried over shall be forfeited.
7. Effective as of June 2015, CFM employees may only use five (5) vacation days during the school year, and must use the rest between the final calendar week of June and August 14. Maintenance employees may not use more than three (3) vacation days consecutively during the school year, and such days cannot be connected with personal days or holidays. Up to two (2) CFM employees may use vacation during the last week of August. Vacation requests for the last week of June through the third week of August shall be submitted no later than April 15, and shall be approved or denied on a first-come, first-served basis, based upon staffing needs.

D. Uniforms and Safety Equipment

1. The Board will provide three (3) sets of uniforms per year with the understanding that the CFM employee will maintain them during the year.
2. The Board shall purchase foul weather gear for all employees, that includes boots and rain hat.
3. The Board will provide four (4) pairs of gloves per year to each employee.
4. The Board will reimburse employees a maximum of one hundred twenty-five dollars (\$125.00) per pair for the purchase of two (2) pairs of work shoes in each contract year (maximum total reimbursement of two hundred fifty dollars (\$250.00) per employee per year). Reimbursement will only be made upon the submission of a payment receipt for the shoes.

5. The Board will reimburse field and maintenance employees for the purchase of prescription safety glasses and coveralls. The Board will reimburse custodians for the purchase of prescription safety glasses. Safety glasses may be replaced when damaged in use. Reimbursement for coveralls will be limited to two (2) sets per year. Receipted bills for these purchases must be submitted to the Facilities Supervisor.
6. The Board will provide CFM employees with a winter jacket every two (2) years, beginning in 1999 - 2000. The Board will provide CFM employees with a hood or hat once every two (2) years.

ARTICLE XXXV – TERMS AND CONDITIONS OF EMPLOYMENT

A. Working Day

1. The standard workweek of all daytime CFM employees shall be based on a forty (40) hour week consisting of five (5) workdays of eight (8) hours each, exclusive of a one (1) hour lunch.
2. The standard work week of all night shift employees shall be based on a forty (40) hour week consisting of five (5) workdays of eight hours (8) each, excluding a half-hour lunch.
3. The standard work week for purposes of assignment may be scheduled Monday through Saturday. CFM employees may be assigned to any combination of five (5) days as their standard work week.
4. CFM employees may express their interest in working on Saturday to the Facilities Supervisor. Employees who volunteer to work on Saturday shall be assigned first. In the event additional staff is needed to work on Saturday or there are no volunteers, then staff shall be assigned on a rotating basis. All staff shall be assigned two (2) consecutive days off unless there is an emergency, or unless the employee requests an alternative arrangement.
5. Employees assigned or called in to work on Sunday, for work other than building security checks, shall receive one and one-half times (1½) their normal rate of pay.
6. Once a shift has been established, the CFM employee will be provided with thirty (30) days notice of a change, unless the change is mutually agreed to and implemented sooner.

B. Summer Hours and Hours on Days Schools Are Closed

1. With the permission of the Facilities Supervisor, night shift workers may be permitted to work a day shift during the summer and on days on which schools are closed provided that no school related activities are scheduled during the afternoon and evening hours. Night shift CFM employees shall not be eligible for overtime pay for school related activities on such days unless they are scheduled holidays for members of the Association.
2. With the permission of the Facilities Supervisor, a CFM employee's hours may be changed, but all buildings must remain open between the hours of 8:00 a.m. and 4:00 p.m.

C. Weekend Security Check

1. All buildings must receive a security check on Saturdays, Sundays and holidays.
2. CFM employees who are required to make building checks on any of holidays noted in the contract will be paid one (1) hour of overtime at two times (2) their normal rate of pay.

D. Overtime Pay

1. All CFM employees shall be paid at the rate of time and one-half ($1\frac{1}{2}$) for all work authorized beyond forty (40) hours per week. Only hours worked shall be used to compute overtime.

All work done on holidays will be paid at the rate of double time (i.e.: $2x = 1x$ for the holiday and $1x$ for working).
2. The maintenance personnel currently employed as a carpenter and as an electrician shall work thirty-five (35) hours plus standby for emergencies per week. They shall be paid straight time for any work schedule by the Facilities Supervisor during the five (5) hour standby period and time and one-half ($1\frac{1}{2}$) for all work authorized by the Superintendent of Schools beyond forty (40) hours per week.
3. CFM employees who are called in to work at times not contiguous to their normal shifts shall be guaranteed not less than two (2) hours work or, if the work assigned be less than two (2) hours, they shall receive two (2) hours pay.
4. The Board of Education agrees that it will make every effort to provide that overtime assignments will be apportioned among eligible staff as equally as possible based upon the needs of the District.

E. Contract

1. CFM employees shall receive, no later than May 31, a written offer of a contract for the next succeeding year and at such a salary and benefits as may be agreed upon between the parties, or a written notice that such employment will not be offered.
2. A contract with any employee may be terminated by either party giving to the other party fifteen (15) calendar days notice in writing of the intention to terminate the same.

F. In-Service Training

1. In the event that the Board requires any CFM employee to attend any in-service training session, the employee will be reimbursed for registration and other fees, meals and travel expenses and will be paid at his/her regular hourly rate for the time spent at the in-service session.
2. CFM employees may be reimbursed for the tuition for vocational-technical school classes which are job related and approved by the Superintendent prior to the employee taking the class. The Board will pay for any courses that it requests an employee take.

ARTICLE XXXVI – SALARY

A. The salary guides for custodial, field and maintenance employees are set forth in Schedule F.

B. Longevity Schedule

1. See the longevity schedule included in and made a part of Schedule F.

C. Mileage Reimbursement

Employees, except maintenance employees, who are required to use their own vehicles on district business will be reimbursed for such required use at current State of New Jersey OMB rate per mile. The two (2) current maintenance employees (as of 2002-2003) shall receive \$675 per year for the required use of their own vehicles to transport tools and other materials in the performance of their assigned duties.

D. New Employees

In determining the initial salary of new CFM employees, the Board of Education may add an amount to the base salary dependent upon the type of experience and the number of years of such service.

E. Perfect Attendance Stipend

If attendance is perfect during any quarter of the year the CFM employee shall receive an additional stipend of one hundred dollars (\$100.00) for that quarter. Perfect attendance is defined as having no absences for any reason. This provision shall no longer be applicable effective with the 2015-2016 school year, July 1, 2015.

ARTICLE XXXVII – MAINTENANCE

Custodians shall perform minor maintenance repairs within the scope of their ability and as directed by the Facilities Supervisor.

One custodian may be designated by the Superintendent to spend a greater than average amount of time performing minor maintenance repairs within the scope of his/her abilities. Such custodian will be paid a stipend of \$1,000.

ARTICLE XXXVIII – RULES AND REGULATIONS

Maintenance, Custodian, and Field personnel will be governed by the Rules and Regulations for CFM employ as adopted by the Board of Education.

SCHEDULE A
Teacher Salary Guides 2017-2019

Base Year (2016-2017)		Year 1 (2017-2018) Effective 11/15/17		Year 2 (2018-2019) Effective 11/1/18	
Step	BA Salary	Step	BA Salary	Step	BA Salary
E	50,360	E	50,360	E	50,860
F	50,860	F	50,720	F	51,260
G	51,360	G	51,220	G	51,660
H	51,860	H	51,720	H	52,160
I	52,360	I	52,220	I	52,660
J	55,160	J	55,020	J	55,160
K	57,960	K	57,820	K	57,660
L	60,760	L	60,620	L	60,160
M	63,650	M	63,420	M	62,985
N	66,650	N	66,220	N	65,810
O	69,650	O	69,020	O	68,710
P	72,650	P	71,820	P	71,610
Q	76,650	Q	74,620	Q	74,560
		R	77,150	R	77,650
<u>Degree</u>	<u>Add</u>	<u>Degree</u>	<u>Add</u>	<u>Degree</u>	<u>Add</u>
MA	2,000	MA	2,000	MA	2,000
MA+30	2,800	MA+30	2,800	MA+30	2,800
PhD	4,600	PhD	4,600	PhD	4,600
<u>Long</u>		<u>Long</u>		<u>Long</u>	
15-18	1,800	15-18	1,800	15-18	1,800
19-23	2,500	19-23	2,500	19-23	2,500
24-29	3,200	24-29	3,200	24-29	3,200
30+	3,700	30+	3,700	30+	3,700

Differential

Add the single applicable differential to the salary on the BA guide.

Longevity

Add the single applicable longevity to the salary.

SCHEDULE B
Ratio Positions and Per Diem Rates

A. School Psychologist

1. Twelve (12) month contract: Ratio of 1.20
2. Ten (10) month contract: Ratio 1.11

B. Learning Disability - Teacher Consultant

1. Twelve month contract: Ratio of 1.15
2. Ten month contract: Ratio of 1.05

C. School Social Worker

1. Twelve (12) month contract: Ratio of 1.15
2. Ten (10) month contract: Ratio of 1.06

D. Guidance Counselors

1. Twelve (12) month contract: Ratio of 1.15

E. Child Study Team Member Per Diem Rates

1. 12-month CST Members: annual salary divided by 260
2. 10-month CST Members: annual salary divided by 200

SCHEDULE C
Athletics and Activities

<u>ATHLETICS</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
Football - Head Coach	10,000	10,000	10,000
Offensive / Defensive Coordinator	7,150	7,150	7,150
Football - Assistant Coach	5,325	5,325	5,325
Football - Assistant Coach	5,325	5,325	5,325
Football - Assistant Coach	5,325	5,325	5,325
Football - Assistant Coach	5,325	5,325	5,325
Basketball - Boys	7,300	7,300	7,300
Basketball - Girls	7,300	7,300	7,300
Basketball – Boys JV	4,875	4,875	4,875
Basketball – Girls JV	4,875	4,875	4,875
Basketball – Middle School – Boys	4,820	4,820	4,820
Basketball – Middle School – Girls	4,820	4,820	4,820
Baseball	6,900	6,900	7,300
Baseball – JV	4,650	4,650	4,650
Baseball – Middle School	4,596	4,596	4,596
Softball	6,900	6,900	7,300
Softball – JV	4,650	4,650	4,650
Softball – Middle School	4,596	4,596	4,596
Soccer – Boys	6,700	6,700	7,300
Soccer – Boys JV	4,075	4,075	4,600
Soccer – Middle School – Boys	4,000	4,000	4,200
Soccer – Girls	6,700	6,700	7,300
Soccer – Girls JV	4,075	4,075	4,600
Soccer – Middle School – Girls	4,000	4,000	4,200
Tennis – Boys	4,750	4,750	4,750
Tennis – Girls	4,750	4,750	4,750
Wrestling	6,900	6,900	7,300
Wrestling – JV	4,650	4,650	4,650
Wrestling – Middle School	4,615	4,615	4,615
Golf	4,750	4,750	4,750
Track – High School Head Coach	6,600	6,600	6,600
Track – High School Assistant	4,073	4,073	4,700
Track – High School Assistant	4,073	4,073	4,700
Track – Middle School	4,073	4,073	4,200
Track – Middle School	4,073	4,073	4,200

SCHEDULE C (continued)

	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
Track – High School Cross Country	4,650	4,650	4,650
Track – Middle School Cross Country	3,905	3,905	4,000
Bowling	4,570	4,570	4,700
Cheerleading	5,100	5,100	5,100
Weight	1,172	1,172	1,172
Volleyball – JV	3,905	3,905	3,905
<u>ACTIVITIES</u>			
<u>Primary School</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
Gifted & Talented	3,700	3,700	3,700
<u>Elementary School</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
Drama Coach	3,718	3,718	3,718
Talent Show Coordinator	1,360	1,360	1,360
Kindness Club	1,600	1,600	1,600
Grade 3 Team Leader	2,484	2,484	2,484
Grade 4 Team Leader	2,484	2,484	2,484
Grade 5 Team Leader	2,484	2,484	2,484
Gifted & Talented	3,700	3,700	3,700
Special Education			
Team Leader	2,484	2,484	2,484
<u>Middle School</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
Band Advisor	2,821	2,821	2,821
Collector of Revenue	1,491	1,491	1,700
Newspaper	1,326	1,326	1,326
Student Council	1,210	1,210	1,210
Drama	3,718	3,718	3,718
Grade 6 Level Coordinator	2,484	2,484	2,484
Grade 7 Level Coordinator	2,484	2,484	2,484
Grade 8 Level Coordinator	2,530	2,530	2,530
Special Education Coordinator	2,484	2,484	2,484

SCHEDULE C (continued)

	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
Yearbook	1,345	1,345	1,345
Gifted & Talented	3,700	3,700	3,700
<u>High School</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
Yearbook	3,257	3,257	3,536
Student Council	2,695	2,695	2,700
Senior Class	2,460	2,460	2,600
Junior Class	2,075	2,075	2,075
Sophomore Class	1,532	1,532	1,532
Freshman Class	1,458	1,458	1,458
Newspaper	2,242	2,242	2,242
National Honor Society	2,672	2,672	2,672
Robotics Club	1,545	1,545	1,545
Drama	3,718	3,718	3,718
Collector of Revenue	2,480	2,480	2,480
Band	5,500	5,500	5,500
Art Club	1,300	1,300	1,300
TV 36	3,157	3,157	3,157
German Club	1,300	1,300	1,300
Earth Club	1,458	1,458	1,458
Interact Club	1,458	1,458	1,458
FBLA	1,458	1,458	1,458
Future Healthcare Professionals' Club	1,458	1,458	1,458
Gifted & Talented	3,700	3,700	3,700
Teacher Leader	2,484	2,484	2,484
<u>District</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
Safety Ambassador	1,458	1,458	1,458
Social Media Coordinator	2,242	2,242	2,289
<u>Curriculum Writing</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>
New, full-year course (<i>per course</i>)	1,188	1,188	1,188
New course, less than full year <i>e.g. semester, cycle, special (per course)</i>	594	594	594
Revision of full-year course (<i>per course</i>)	594	594	594
Revision of other course <i>e.g. semester, cycle, special (per course)</i>	405	405	405

SCHEDULE D

Attendance Officer Salary Guide

2016-2017	\$14,971
2017-2018	\$15,516
2018-2019	\$15,931

The Attendance Officer shall be reimbursed
at the current State of New Jersey OMB rate per mile
for all school business travel, pursuant to Article XII.D.

SCHEDULE E Office Staff Guides

Base Year (2016-2017)		Year 1 (2017-2018) Effective 7/1/2017		Year 2 (2018-2019) Effective 7/1/18	
Step	Salary	Step	Salary	Step	Salary
1	35,155	1	35,700	1	36,115
2	35,555	2	36,100	2	36,515
3	35,955	3	36,500	3	36,915
4	36,555	4	37,100	4	37,515
5	36,955	5	37,500	5	37,915
6	37,555	6	38,100	6	38,515
7	38,155	7	38,700	7	39,115
8	38,940	8	39,485	8	39,900
9	39,725	9	40,270	9	40,685
10	40,510	10	41,055	10	41,470
11	41,295	11	41,840	11	42,255
12	42,080	12	42,625	12	43,040
13	42,865	13	43,410	13	43,825
14	43,650	14	44,195	14	44,610
15	44,435	15	44,980	15	45,395
16	45,222	16	45,767	16	46,182
17	46,540	17	47,085	17	47,500
<u>Long</u>		<u>Long</u>		<u>Long</u>	
15-18	1,300	15-18	1,300	15-18	1,300
19-23	2,000	19-23	2,000	19-23	2,000
24+	2,700	24+	2,700	24+	2,700

Longevity

Add the single applicable longevity to the salary.

SCHEDULE F
Custodial / Field Guides

Base Year (2016-2017)		Year 1 (2017-2018) Effective 7/1/2017		Year 2 (2018-2019) Effective 7/1/18	
Step	Salary	Step	Salary	Step	Salary
1	40,822	1	41,622	1	43,364
2	41,322	2	42,122	2	43,864
3	42,222	3	43,022	3	44,764
4	43,222	4	44,022	4	45,764
5	44,222	5	45,022	5	46,764
6	45,222	6	46,022	6	47,764
7	46,222	7	47,022	7	48,764
8	47,222	8	48,022	8	49,764
9	48,362	9	49,162	9	50,904
10	49,372	10	50,172	10	51,914
11	53,097	11	53,897	11	55,639
<u>Long</u>		<u>Long</u>		<u>Long</u>	
11-15	1,000	11-15	1,000	11-15	1,000
16-19	1,400	16-19	1,400	16-19	1,400
20-24	1,800	20-24	1,800	20-24	1,800
25+	2,200	25+	2,200	25+	2,200

Longevity

Add the single applicable longevity to the salary.

SCHEDULE G
Maintenance Guides

Base Year (2016-2017)		Year 1 (2017-2018) Effective 7/1/2017		Year 2 (2018-2019) Effective 7/1/18	
Step	Salary	Step	Salary	Step	Salary
1	57,538	1	58,338	1	60,080
2	59,238	2	60,038	2	61,780
3	60,938	3	61,738	3	63,480
4	62,538	4	63,338	4	65,080
5	64,338	5	65,138	5	66,880
6	66,038	6	66,838	6	68,580
7	69,618	7	70,418	7	72,160
<u>Long</u>		<u>Long</u>		<u>Long</u>	
11-15	1,000	11-15	1,000	11-15	1,000
16-19	1,400	16-19	1,400	16-19	1,400
20-24	1,800	20-24	1,800	20-24	1,800
25+	2,200	25+	2,200	25+	2,200

Longevity

Add the single applicable longevity to the salary.

SCHEDULE H
Registered Nurses Guides 2017-2019

Base Year (2016-2017)		Year 1 (2017-2018) Effective 11/15/2017		Year 2 (2015-2016) Effective 11/1/2018	
<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>
RN1	46,941	RN1	46,941	RN1	46,941
RN2	47,879	RN2	47,879	RN2	47,879
RN3	48,837	RN3	48,837	RN3	48,837
RN4	49,814	RN4	49,814	RN4	49,814
RN5	50,810	RN5	50,810	RN5	50,810
RN6	51,360	RN6	51,360	RN6	51,360
RN7	51,860	RN7	51,860	RN7	51,860
RN8	52,897	RN8	52,897	RN8	52,897
RN9	53,955	RN9	53,955	RN9	53,955
RN10	55,160	RN10	55,160	RN10	55,160
RN11	56,263	RN11	56,263	RN11	56,263
RN12	57,388	RN12	57,388	RN12	57,388
RN13	58,536	RN13	58,536	RN13	58,536
RN14	59,707	RN14	59,707	RN14	59,707
RN15	60,901	RN15	60,901	RN15	60,901
Long.		Long.		Long.	
15-18	1,800	15-18	1,800	15-18	1,800
19-23	2,500	19-23	2,500	19-23	2,500
24-29	3,200	24-29	3,200	24-29	3,200
30+	3,700	30+	3,700	30+	3,700

School Nurse Certificate:

In the event that an employee on the Registered Nurse guide acquires a regular School Nurse certificate, that employee shall be moved onto the BA guide column of Schedule A, at the step commensurate with experience, provided that such step includes a salary greater than the salary earned by the employee as an RN. Procedures and timing for such movement shall be consistent with Article XIX.E of this Agreement.

Longevity

Add the single applicable longevity to the salary.

SOUTH RIVER BOARD OF EDUCATION
Waiver of Health Benefits

Employee's Printed Name: _____

I hereby certify that I am waiving my health benefits coverage under: [check appropriate level and coverage]

- | | |
|---------------------------------|---|
| <input type="checkbox"/> single | <input type="checkbox"/> the district's medical benefit plan |
| <input type="checkbox"/> family | <input type="checkbox"/> the district's dental coverage |
| | <input type="checkbox"/> the district's prescription coverage |

This waiver is in effect for the one (1) year period July 1, _____ through June 30, _____.

In return, the Board has agreed to reimburse me at the stated contractual amount [see Article X.D], payable on July 15th of the next academic year and subject to all appropriate deductions. This payment is not to be considered a salary payment and, as such, is not pensionable. I understand that I am responsible for any additional tax liabilities on this money.

I further certify that I understand and agree that my waiver of the foregoing benefits is of my own volition. It is not based upon any representations by either the South River Board of Education or the South River Education Association other than the aforementioned monetary reimbursement. I agree to hold both the Board and the Association harmless with regard to any adverse results of my voluntary and informed waiver of the foregoing benefits.

I understand that I may revoke this waiver prior to the expiration date shown above only under the following hardship circumstances: [re-enrollment as of the 1st of the month following notification to the Business Office of the hardship/change of life circumstance]

- * Termination of employment of person with benefits (proof of termination of benefits required)
- * Legal Separation (copy of decree required)
- * Group contract/policy terminated of person with benefits (proof of termination required)
- * Disability of spouse which eliminates benefits (proof of termination of benefits required)
- * Divorce (copy of decree is required)
- * Death of Spouse (copy of death certificate required)
- * Military Discharge (copy of DD214 required)

Should I revoke the foregoing waiver, I understand that the reimbursement to which I am entitled shall be pro-rated based upon the period of time I am not covered by the district's benefit plan[s].

I further understand that I may restore the benefits for which I am eligible during the next open enrollment period. Such benefits would commence on July 1st of the next academic year. Should an employee die prior to receipt of payment for opting out, the appropriate pro-rated amount shall be paid to his/her estate pursuant to the contract provision.

Signed: _____
Employee

Date: _____

Witness: _____
Board Secretary/Business Administrator

Date: _____

Business Administrator verification of other health benefit coverage:
Company: _____
BA Signature: _____

[Two (2) original copies of this waiver shall be signed. The employee shall keep one and the other shall be placed in the employee's personnel file. The opt-out form shall be re-submitted during the annual open enrollment period should the employee seek to remain out of the plan(s). Failure to file during the open enrollment period will result in re-enrollment in the plan(s) effective July 1st of the next plan year.]
\\sr\hthwvr: 15-Dec-05