

AGREEMENT

WALL TOWNSHIP BOARD OF
EDUCATION

AND

WALL TOWNSHIP EDUCATION
ASSOCIATION

2013-2014

2014-2015

2015-2016

Memorandum of Agreement – Board Approved – March 18, 2014
Salary Guides – Board Approved – March 18, 2014

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IN WITNESS WHEREOF the Board and the Association have each caused this agreement to be duly executed by their respective presidents and secretaries. The undersigned parties hereby agree:

For the Board:

Raina Swartz
Rafiq Zawodniak
Co. Noh
[Signature]
[Signature] BOE President

For the Association:

Richard M. Cousins
Veronica Wildeman
[Signature]
Jeanne Byrne
Deborah Silentscher
Donna Jude Schroy
Ch. D.
Dan Bosak
Michelle Mages
Samuel Fasano
[Signature] WTEA Pres

COMMON LANGUAGE

ARTICLE 1

RECOGNITION

The Board of Education of Wall Township (hereinafter referred to as "the Board") and the Wall Township Education Association (hereinafter referred to as "the Association") do hereby agree that the welfare of the children of Wall Township is paramount in the operation of the schools and will be promoted by both parties. The parties do hereby agree as follows:

- A. The Board hereby recognizes the Wall Township Education Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for all professional certificated staff, clerical personnel, and support staff personnel, part-time and full-time, whether under contract, on leave, on a per diem basis, employed or to be employed by the Board including:

Athletic Trainer
Bus Driver
Cafeteria Worker
Career/Job Placement Counselor
Classroom Teacher
Cooperative Industrial Education Coordinator
Custodian
Department Chairperson
Family Liaison Counselor
Grounds Person
Guidance Counselor
Learning Disabilities Teacher Consultant
Librarian
Mail Carrier
Maintenance Personnel
Mechanic
NNDCC/NOTC/NJROTC Personnel
Nurse
Occupational Therapist
Paraprofessional
Physical Therapist
Psychologist
Reading Specialist
Resource Center Instructor
Secretary
Social Worker
Special Education Instructor

Speech Therapist
 Student Assistance Counselor
 Transition Coordinator
 Transportation Dispatcher
 Unit Chairperson

and all others not listed above

but excluding:

Superintendent
 Assistant Superintendent
 Assistant to the Superintendent
 Business Administrator
 Comptroller
 Principals
 Assistant Principals
 Director of Special Services
 Director of Operations
 Director of Technology
 Director of Technology & Media
 Network Manager
 Curriculum Coordinator
 Adult School Director
 Athletic Director
 Department Supervisors
 Curriculum Assistant
 Supervisory and confidential employees as defined
 In New Jersey Statutes
 Business Administrator Secretarial Assistant
 Data Processing Coordinator
 Administrative Assistant
 Management Services Director
 Human Resources Coordinator
 Human Resources Assistant
 Central Office & Business Office Secretaries & Personnel
 Technology Staff Members

1. Unless otherwise indicated the term "teachers", when used hereinafter in this agreement, shall refer to all professional employees; the term "secretary" shall refer to all clerical employees; the term "custodian" shall refer to all custodial, maintenance, grounds, and mechanic employees; the term "cafeteria" shall refer to all food service employees; the term "aides" shall refer to all instructional and non-instructional aides; the term "mailman" shall refer to the district mail carrier; the term "bus driver" shall refer to all those driving buses and vans; the term "employee" shall refer to all employees represented by the Association in the negotiating unit as above defined.
2. It is agreed that the Board has the right to create new classifications

during the life of this Agreement. Whenever, new classifications of support staff personnel are created, the Board shall notify the Association of the classification and the salary guide assigned. If requested, the Board will discuss clarification with the Association before the job is posted.

ARTICLE 2

NEGOTIATION PROCEDURE

A. Deadline Date

The parties agree to enter into collective negotiations over a successor agreement provided the Association represents the majority of employees in the bargaining unit, in accordance with Chapter 303 Public Law 1968 as amended by Chapter 123, P.L. 1974, in good faith effort to reach agreement on all matters concerning the terms and conditions of teachers, secretaries, bus drivers, paraprofessionals, cafeteria workers, custodians, maintenance personnel, grounds persons, mechanics, and mail carriers employment. Such negotiations shall begin in accordance with a time established under the rules and regulations of the Public Employment Relations Commission. Any Agreement so negotiated shall apply to all employees, be reduced to writing and be signed by the Board and the Association upon ratification by the Board and the Association.

B. During negotiations, the Board and the Association shall present relevant data and exchange points of view. The Board shall make available to the Association for inspection all pertinent records, data and information of the Wall Township School District. The Board shall provide the Association with a complete, tentative line budget for the next fiscal year as well as preliminary budgetary proposals, requirements and allocations subsequent to the County Superintendent's approval.

C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals and make counter proposals in the course of negotiations. The negotiating representatives shall submit all tentative agreements contained in the memorandum of understanding to their respective parties who retain final authority to accept or reject them.

D. This agreement incorporates the entire understanding of the parties on all matters which were negotiated.

E. Proposed new rules or modifications of existing rules shall be bargained with Association before they are enacted, as provided for in the N.J.S.A. 34:13A-53.

F. The Board agrees not to negotiate concerning said employees in the negotiating unit, as defined by this Agreement, with any organization other

than the Association for the duration of this Agreement.

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

ARTICLE 3

GRIEVANCE PROCEDURE

A. Definitions

Grievance

A "grievance" is a complaint by which an employee or employees in the bargaining unit, or a bargaining representative, may appeal the interpretation, application or violation of policies, agreements, and administrative decisions affecting them.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to problems affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Principles

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits shall be reduced by mutual agreement so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as possible by changing all references to working days or school days in Section D., Procedure to calendar days, except that in no event shall a party have less than five (5) calendar days to take action.

All meetings and hearings under this procedure shall be conducted in private and shall include only such parties in interest and their designated or selected representatives.

All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants. This file shall be maintained until such time as final decision is made, at which time all records except the final decision shall be destroyed.

Any aggrieved employee may be represented at all stages of the grievance procedure by him or herself, or, at his or her option, by a representative. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the

grievance procedure.

D. Procedure

Any member of the Association who has a grievance shall discuss it with his or her immediate supervisor or principal in an attempt to resolve the matter informally at that level. In the event that the member has no immediate supervisor or principal in their building, they are to report the grievance to the Business Administrator. The principal or immediate supervisor shall give his/her decision on the matter within five (5) school days of the date of the discussion. To be considered, the employee must initiate a grievance within thirty (30) calendar days of its occurrence.

The Association member may appeal this decision in writing to the Business Administrator or the Principal, according to the district's current organizational chart, within five (5) school days. The Business Administrator or the Principal shall have the option to meet with the Association member and their representative and then will communicate his/her decision in writing to the Association member within five (5) school days of receipt of the written complaint.

If the grievance is not settled at the above step, the grievance shall proceed in writing to the Superintendent of Schools within five (5) school days of the above decision. The Superintendent shall receive a report on the grievance and shall take such steps as he/she deems necessary and desirable. Either party may request a private conference. The Superintendent shall determine whether a conference is necessary. The Superintendent shall attempt to resolve the matter as quickly as possible, within a period not to exceed ten (10) school days. The Superintendent shall communicate the decision in writing, along with supporting reasons, to the Association member, the principal or immediate supervisor, and the Association.

In the event that the grievance is not resolved at the Superintendent level, the following process should be followed:

For Teaching Staff:

If the grievance is not resolved to the Association member's satisfaction, the Association member may request a review by the Board within five (5) school days. The request shall be submitted in writing through the Superintendent of Schools, who shall attach all related materials and forward the request to the Board. The Board, or a committee thereof, shall review the grievance, hold a hearing with the Association member if requested, and render a decision within thirty-five (35) calendar days.

If the Association is dissatisfied with the determination of the Board

and in the further event that the grievance involves the interpretation of application of this contract, but does not involve a tenure charge (18A:6-10), withholding of an increment (18A:29-14), or a non-renewal of a non-tenured teacher's contract (18A:27-10), then a request for arbitration shall be made by the Association within fifteen (15) calendar days following the determination by the Board, with a copy sent to the Board. The parties shall then be bound by the rules and procedures of the Public Employment Relations Commission (P.E.R.C.) as to the selection of an arbitrator. The Arbitrator's decision shall be in writing and shall be submitted to the Board and the Association and shall be final and binding on the parties. The compensation of the Arbitrator shall be borne equally by the parties. Failure by the grievant at any step of this procedure to appeal a grievance to the next step within a specified time limit shall be deemed to be acceptance of the decision rendered at that step. Failure at any step of the procedure to communicate a decision of the grievance to the grievant within the specified time limits shall automatically advance the grievance to the next level.

2) For Support Staff:

If the grievance is not resolved to the Association member's satisfaction, the Association member may request a review by the board within five (5) school days. The request shall be submitted in writing, through the Superintendent of Schools, who shall attach all related materials and forward the request to the Board. The Board or a committee thereof, shall review the grievance and may hold a hearing with the Association member if requested, and granted by the Board, and render a decision within thirty-five (35) calendar days.

If the grievance is not resolved at the above step, the Association may request within fifteen (15) calendar days arbitration using the following procedure provided the dispute concerns the application, meaning or interpretation of the Agreement.

- a. The Superintendent and a representative of the Association will attempt to select a mutually satisfactory arbitrator.
- b. If the parties are unable to determine a mutually satisfactory arbitrator within fifteen (15) days, the Public Employment Relations Commission (PERC) may be requested by either party to submit a list of five names. Both the Board and the Association shall have the right to strike names alternately from the list, with the Board striking first, until there is one name left. The remaining person shall be the arbitrator.
- c. The parties shall then be bound by the rules and procedures of the Public Employment Relations Commission (PERC). The Arbitrator's decision shall be in writing and shall be submitted to

the Board and the Association and shall be binding on the parties.

- d. All costs of, and expenses incurred by the Arbitrator, shall be shared equally by the Board and the Association.
- e. Failure by the grievant at any step of this procedure to appeal a grievance to the next step within the specified time limit shall be deemed to be acceptance of the decision rendered at that step. Failure at any step of the procedure to communicate a decision of the grievance to the grievant within the specified time limits shall automatically advance the grievance to the next level.

ARTICLE 4

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish to the Association, in response to reasonable requests from time to time, all available information concerning: the financial reports, audits, register of certificated personnel, agendas, minutes of all open public Board meetings, and census data (names and addresses of all Association members).

The term "representative" used herein shall apply to any employee(s) representing the bargaining unit.

- B. Whenever any representatives of the Association or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, the employee shall suffer no loss in pay.
- C. Representatives of the Association, the Monmouth County Education Association, the New Jersey Education Association, and the National Education Association shall be permitted to transact official association business on school property at all reasonable times after regular school hours or during regular school hours with the approval of the principal or the designee.
- D. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. The principal of the building in question shall be notified in advance of the time and place of all such meetings. Prior approval shall be required by the building principal. In case of an evening meeting or workshop involving outside groups named in (C) above, all such organizations will complete the necessary forms required by the Board for the use of school facilities.
- E. With prior approval of the principal, the Association shall have the right to use school facilities and equipment including typewriters, copy machines,

computers and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall supply all materials and supplies necessary to such use. It shall be the obligation of the Association to provide qualified, adequately trained personnel to operate the equipment. The Association shall be held responsible for any damage to the equipment. The Association shall submit to the Board Secretary copies of receipts for materials and supplies used in equipment referred to above.

- F. The Association shall have the right to install a bulletin board for its exclusive use in staff lounges and staff work rooms.
- G. The Association shall have the right to use inter-school mail facilities, school mail boxes and electronic mail. The exception that there shall be no bulk mailing.
- H. The rights and privileges of the Association and its representatives as set forth in the agreement may be granted only to the Association as the exclusive representative of the employees and to no other organization.
- I. The President and Grievance Chairperson of the Association shall not be scheduled for homeroom or duty periods, but will be given this time for Association business. The President and Grievance Chairperson of the Association will receive one (1) period of released time, per day, so as to conduct Association business. This period will be in addition to other duty free periods as stated above.
- J. Professional days for representatives of the Association to attend state and national conferences and conventions may be taken under Article 32 - Paragraph "B".
- K. No employee shall be disciplined or reprimanded without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth. Any criticism of an employee by a supervisor/administrator shall be made in confidence and not in the presence of teachers, parents, students, other employees, or a public gathering. The Association and the Board agree that any discipline towards any member of the association shall be progressive in nature and corrective in its action.
- L. Whenever any employee is required to appear before the Superintendent, the Board or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in the office, position or employment, or the salary or any increments pertaining thereto, then the employee shall be given prior notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise and represent him or her during such meeting or interview.
- M. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates (NEA, NJEA, MCEA, WTEA).

ARTICLE 5

DEDUCTION FROM SALARIES

A. The Board agrees to deduct from the salaries of its employees dues for the Wall Township Education Association, the Monmouth County Education Association, the New Jersey Education Association, the National Education Association, as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with chapter 310, Public Laws of 1967 (NJSA 52:14-15.9e) and under rules established by the State Department of Education. Wall Township Education Association authorizes the distributing officer of the school district to transmit all monies deducted from the earnings of employees in the bargaining units represented by this association as membership dues, representative fee, or voluntary contribution deductions to the New Jersey Education Association (NJEA), 180 W. State St., P.O.Box 1211, Trenton, NJ 08607-1211. The distributing officer of the school district shall provide records of monthly employee associations related contributions, contributions breakdown summary and any corrections shall be transmitted to the Treasurer of the Wall Township Education Association on the last payroll day of each month following the monthly pay period in which deductions were made. Employee authorization shall be in writing on the current "Authorization To Deduct Association Membership Dues" form.

B. Agency Shop

Under the terms of Public Law 1979, Chapter 477, a representation fee will be deducted from the paychecks of all bargaining unit members who do not join the Association. This representation fee amounts to 85% of the yearly dues.

ARTICLE 6

MISCELLANEOUS PROVISIONS

A. This agreement constitutes Board policy, insofar as said policies have been incorporated herein, for the term of said agreement, and the Board and the Association shall carry out the commitments herein and give them full force and effect as Board policy.

B. If any provision of this agreement or any application of any provision of this agreement to any employee or group of employees is held to be contrary of 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.

- C. Any individual contract between the Board and an individual employee heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this agreement. If any individual contract contains any language inconsistent with this agreement, this agreement, during its duration, shall be controlling.
- D. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures and policies of the school system will clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees or in the application or administration of this agreement on the basis of race, creed, color, religion, national origin, sex, domicile, age or marital status.
- E. Copies of this agreement shall be published at the combined expense of the Board and the Association. The Board shall be limited to 50% of the cost.
- F.. Name badges/security badges must be worn at all times by all staff assigned a badge.
- G. Effective July 1, 2011, prescription co-payments shall be modified from \$3/\$10/\$5,\$15 mail order to \$10/\$20/\$20,\$40 mail order for all members of the bargaining unit covered by the Collective Bargaining Agreement in effect between the parties.

ARTICLE 7

EXTENDED LEAVES OF ABSENCE

Maternity and Child Care Leave

(Language is subject to change based on negotiations following court decisions).

The Board shall grant maternity leave without pay to any employee upon request subject to the following stipulations and limitations:

- A. The Board may remove any pregnant employee from her working duties on any one of the following bases:
 - 1. Her work performance substantially declines from the period preceding pregnancy.
 - 2. Her physical condition or capacity renders her incapable of performing her assigned duties, which shall be deemed to exist if:
 - a. The pregnant employee fails to produce physician's certificate

that she is medically able to continue working, or the Board's physician concludes that she is unable to continue working.

3. Any other just cause that is found to exist in N.J.S.A. Title 18A.
 - B. The Board shall grant a leave of absence for medical reason associated with pregnancy and birth to pregnant employees on the same terms and conditions governing leaves of absence for other illness or medical disabilities, as set forth in N.J.S.A. Title 18A:30-1 et seq.
 - C. It is recognized that an employee's maternity leave application involves both a disability phase and a child care phase. The disability phase is that period of time, both prenatal and post-natal, during this time the employee voluntarily suspends his or her working career to care for the newborn child.

Disability Phase

- a. An employee shall notify the Superintendent of Schools of her pregnancy as soon as it is medically confirmed. Any employee seeking such leave shall apply to the Board within sixty (60) days prior to the beginning of leave unless an emergency prevents such notice.
- b. At the time of application, the employee shall specify in writing the date on which he or she wishes to commence leave and the date on which he or she wishes to return to work after birth.
- c. An employee is required to produce a certificate from her physician in support of the requested leave dates. Where the projected disability period exceeds four (4) weeks in either the prenatal or post-natal period, the employee's physician shall give specific reasons for the period so certified.
- d. Any employee granted maternity leave without pay according to the provisions of this section may at his or her decision elect to use all or any part of the accumulated sick leave during the period of such absence and receive full pay and benefits for the same. The employee shall indicate on his or her application whether or not he or she elects to exercise this right.
- e. The physician's certificate is subject to agreement by the Board's physician based upon the employee's medical records and upon consultation with the employee's physician. If after such analysis, the Board's physician and the employee's physician are unable to agree, 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 medical issue. Where medical

opinion is supportive of the leave dates requested, such leave shall be granted by the Board. Following the grant of such leave to any employee, the commencement and termination dates thereof may be further extended or reduced for medical reasons upon application by the employee to the Board. Such extension or reduction shall be granted by the Board for an additional reasonable period of time, provided the employee produces a physician's certificate in support of the requested change. This certificate is subject to agreement by the Board's physician as above provided.

Child Care Phase:

- A. Where the requested leave dates are beyond the period of disability associated with pregnancy and is for child care purposes as defined above, the tenured employee shall be entitled as a matter of right, and at his or her discretion to a child care leave:
1. for the balance of the school year in which the birth occurred.
 2. if the birth occurred less than ninety (90) working days from the end of the school year, for the balance of the school year in which the birth occurred and the entire following school year.
- B. The Board need not grant or exceed the leave of any non-tenured employee beyond the end of the contract school year in which leave was obtained.
- C. An employee returning from a pregnancy leave shall be entitled to all benefits to which employees returning from other types of sick or disability leave would be entitled.
- D. An employee who becomes pregnant while on a child care phase leave of absence shall be entitled to all of the rights hereunder.
- E. The Board is under no compulsion to continue the employment of a non-tenured employee beyond the contracted period so long as the non-renewal of employment is not based solely upon a condition of pregnancy or childbirth. The maternity leave period shall not be counted for tenure purposes.
- F. Advancement on the salary guide shall be based upon the date of commencement of the leave of absence. The employee will be granted a full salary guide step and credit for longevity if he or she works more than ninety (90) working days during the year. Working ninety (90) days or less does not allow for advancement on the salary guide or credit for longevity.

- G. Upon return from a maternity leave of absence, the employee shall be reinstated in his or her same or similar position for which he or she is certified. The following year, the employee shall be returned to the same position subject to the Board's right to make involuntary transfers.

ARTICLE 8

JURY DUTY

- A. Employees serving jury duty will limit their days of absence to the days of actual jury service. They shall receive their regular salary during the time of service and will turn over the jury duty check to the Board up to the amount of their salary.

ARTICLE 9

EXTENDED LEAVES OF ABSENCE

1. Association Activities

The Board agrees that up to one (1) Association member, designated by the Association, shall upon request, be granted a leave of absence without pay for up to one (1) year for the purpose of engaging in activities of the Association or its affiliates.

2. Peace Corps

A leave of absence without pay of up to two (2) years shall be granted to any employee who joins the Peace Corps, Vista National Teacher Corps, or serve as an exchange teacher or overseas teacher, and is a full-time participant in either of such programs, or accepts a Fulbright Scholarship.

3. Military Leave

Military leave without pay shall be granted to any employee who is inducted or enlists in any branch of the Armed Forces of the United States for the period of said induction or initial enlistment or to the spouse of any employee who is so inducted or who enlists to join him or her for the period of special training in preparation for duty overseas in combat zones.

4. Adoption

An employee adopting an infant child may receive similar leave which shall commence upon the employee receiving "de facto" custody of said infant, or earlier if necessary, to fulfill the requirements of the adoption. No employee on maternity leave shall, on the basis of said leave, be denied the opportunity to substitute in the Wall Township School District in their area of certification

or competence.

5. Family Illness

A leave of absence without pay of up to one (1) year shall be granted for the purpose of caring for a sick member of the employee's immediate family. Additional leave may be granted at the discretion of the Board.

6. Public Office

The Board shall grant a leave of absence without pay to any employee to campaign for or serve in public office.

7. Other Leaves

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

8. Seniority

Any employee who, for purposes of maternity, extends her/his leave to additional contract years shall not accrue seniority for those additional years.

9. Leave Benefits

Upon return from leave granted pursuant to Sections 1, 2, or 3, of this Article, an employee shall be considered as if he or she were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he or she would have achieved if the employee had not been absent; provided, however, that time spent on said leaves shall not count toward the fulfillment of the time requirements for acquiring tenure. An employee shall not receive increment credit for time spent on leave granted pursuant to Sections 5, 6, 7, or 8 of this Article, nor shall such time count toward the fulfillment of the time requirements for acquiring tenure.

10. Requests for Extended Leaves

Requests for extended leaves of absence, and extensions of same, are to be made on or before April 1st of the preceding year. (Exceptions to the deadline on: 4, 5, 6). Every effort will be made to have extended leaves of absence start at the beginning of a school year (September) and conclude at the end of a school year (June). (This is recommended so as to allow reasonable time to secure capable replacements and so as to cause the least amount of disruption to a continuing school program).

Requests for extended leaves of absence are to be presented in writing to the Superintendent of Schools by April 1st in order that formal Board action can be taken at the annual May meeting. The applicant is to be advised of Board action in writing, within one (1) week of the regular May meeting.

ARTICLE 10

LABOR-MANAGEMENT CONFERENCES

- A. To promote harmonious relations between the Association and the Board, both parties agree to set up a semi-annual labor/management conference to discuss matters of mutual interest.

- B. These meetings can be called by either the Association or the representatives of the Board at a time and place of mutual convenience of both parties, and shall discuss whatever issues are involved. The side that calls for the meeting shall submit an agenda to the other party involved. These meetings are not intended to circumvent the grievance procedure.

ARTICLE 11

DEATH IN FAMILY

- A. Each employee is entitled to:

Seven (7) consecutive days for death in family (spouse, child, son-in-law, daughter-in-law, parent, mother-in-law, father-in-law, sister, brother, brother-in-law, sister-in-law, aunt, uncle, grandparents, grandchildren, niece, nephew, or any other members of the immediate household).

Employees must submit bereavement documentation upon request.

ARTICLE 12

INSURANCE COVERAGE

(Current carrier with equal or better coverage.)

Changes agreed to: (This language does not apply to Paraprofessionals)

- A. Mental Health coverage to be corrected based on the Mental Health Parity Act which took effect January 1, 1998.

- B. Emergency Room Care: \$25.00 co-pay, waived if admitted (or current carrier).

- C. In-patient & outpatient Rehab (i.e. Speech, Physical Therapy, Cognitive

Therapy, Occupational Therapy: Maximum - 60 visits or current carrier).

- D. All applicable contracts will be covered by the Wall Township School District's Health Benefits Plan. The out-of-network deductible will be \$100/\$250 or current carrier.
- E. Beginning July 1, 2001, any employee shall have the option of surrendering coverage under this article and any related insurance articles, in exchange for a lump sum cash payment of \$4500.00 for family coverage, and \$2000.00 for single coverage. Said payment shall be made in two (2) installments on January 30th and June 30th of the contract year in which benefits are surrendered. Each employee opting to surrender benefits provided under Articles 27, 48, 60, 92, and 110 shall notify the Board Office no later than December 1st preceding the next contract year in which the employee will receive a stipend in lieu of benefits. Employees who accept the lump sum cash payment will be surrendering all benefits under Articles 27, 48, 60, 92, and 110. (Medical, Dental, and Prescription) Surrender of benefits for the following year shall not be considered automatic. Every employee shall be considered as covered unless and until such time as an employee shall affirmatively notify the Board that he/she is continuing to surrender benefits in return for the aforesated stipend.

If an employee has family coverage, and opts to surrender this family coverage, he/she cannot opt to surrender family coverage, receive the monetary cash payment for such, and then wish to maintain single coverage, at the Board's expense. When an employee opts to surrender medical, dental, and prescription coverage under this Article, the employee is surrendering all medical, dental, and prescription coverage through the Board, family or single, for that school year.

This provision shall only apply to those employees who receive 100% of their health insurance paid for by the Board.

The Board establishes a Section 125 Plan. A copy of the plan shall be kept on file in the Board Office with a copy to the Association.

- F. Upon the expiration of sections 39 through 44 inclusive of Chapter 78, P.L. 2011 on June 28, 2015, the Association and the Board agree that the contributions of members toward their own medical benefits shall continue in accordance with the State Contribution Schedule based upon premiums at Tier 4.

ARTICLE 13

DURATION OF AGREEMENT

- A. This agreement shall be effective as of July 1, 2013 and shall be effective until June 30, 2016 subject to the Association's right to negotiate a successor agreement as provided in the Negotiation Procedure. Language and salaries are retroactive to July 1, 2013.
- B. In witness whereof, the Association has caused this agreement to be signed by its President and Negotiators and the Board has caused this agreement to be signed by its President and by its Secretary and its corporate seal to be placed hereon, located on page x of this document.

ARTICLE 14

MILEAGE

- A. Employees shall be reimbursed at the New Jersey Office of Management & Budget (NJOMB) rate, per mile, for using their personal car when required to travel inside or outside the township in the course of employment, at the request of the administration. If the nature of a position changes substantially to include commuting among the district schools, the employee, upon the recommendation of the Superintendent, shall be reimbursed at the prevailing NJOMB rate.

TEACHERS

ARTICLE 15

TEACHER RIGHTS

- A. The parties agree to TEACHER RIGHTS as defined in Chapter 303, Public Laws 1968, as amended by Chapter 123, P. L. 1974.
- B. Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he or she may have under New Jersey School Laws or other applicable laws and regulations.
- C. The teacher shall maintain the primary right and responsibility to determine

grades and other evaluations of students within the grading policies of the school district based upon the teacher's professional judgment. The Board has final supervisory power to review student grades and evaluations, but shall not make any change without receiving a report from or consulting with the teacher involved, the building principal involved, and at least one other teacher teaching either the same grade or the same subject matter area.

ARTICLE 16

PERSONAL AND ACADEMIC FREEDOM

- A. Where the observable behavior of a teacher may be damaging to the image of the profession or could have the capacity to affect the lives of the students, the Board then has the right to make appropriate judgments. In all other matters, the personal life of a teacher is not an appropriate concern or attention of the Board except as it may prevent the teacher from performing the assigned functions during the work day.
- B. Academic Freedom

According to existing Board policy on Controversial Issues and subject to changes as subsequent Board policy may dictate. Board policy is stated in the policy book.

ARTICLE 17

SCHOOL CALENDAR

- A. A joint committee comprised of the Board, the Association and the Superintendent shall meet on or about January 1, but not later than February 1, to consult on a school calendar for the ensuing school year.
- B. If this joint committee cannot reach mutual agreement on a proposed school calendar, the Association representative shall have the right to meet with the Board not later than February 15 to present its view-points and proposals regarding the calendar.
- C. In-service Days:
 1. 2013-2014, five (5) in-service days, one hundred eighty seven (187) total workdays for professional staff.
 2. 2014-2015 and thereafter, three (3) in-service days, one hundred eighty six (186) total workdays for professional staff.

ARTICLE 18

TEACHING HOURS AND TEACHING LOAD

- A. The parties agree that teachers are to commence and terminate the school day in accordance with the following schedule:

Primary teachers:

Commence twenty (20) minutes prior to pupil hours. Terminate twenty (20) minutes after pupil hours.

Elementary teachers:

Commence fifteen (15) minutes prior to pupil hours. Terminate fifteen (15) minutes after pupil hours.

Intermediate teachers:

Commence ten (10) minutes prior to pupil hours. Terminate ten (10) minutes after pupil hours.

High School teachers:

Commence ten (10) minutes prior to pupil hours. Terminate ten (10) minutes after pupil hours.

The above hours are based on present school hours for students:

Primary	6 hrs. 20 mins (incl lunch)
Elementary	6 hrs. 15 mins (incl lunch)
Intermediate	6 hrs. 40 mins (incl lunch)
High School	6 hrs. 42 mins (incl lunch)

- B. All teachers shall indicate their presence for duty by placing their initials in the appropriate column of the faculty "sign-in" and "sign-out" roster.
- C. It shall be the responsibility of the teaching staff members, as well as the Board, to provide the highest quality educational program to every student in the school district. Teachers are encouraged to participate in all activities of the school; particularly those activities in which their students are involved.
- D. The Board shall continue to recognize that teacher and department efficiency results from optimum teaching loads and hours or pupil contact, and shall continue its effort to maintain the same.

- E. Efforts shall be made so that regular classroom teachers in the Intermediate School and the High School shall not be required to change subject area teaching stations more than two times during the school day. Due to increased student population more than two (2) moves may be necessary for staff. However, no staff will be required to move more than three (3) times. Teachers shall accept flexibility in cases of innovation and curriculum change.
- F. Teachers shall have a daily duty-free lunch period in accordance with the State Board of Education regulations, and in accordance with present practice.
- G. Teachers may leave the building without requesting permission during their scheduled duty-free lunch period so long as said teachers sign out and sign in.
- H. No meetings, conferences, or interviews shall be scheduled with the teachers by the Administration during this duty-free lunch period.
- I. Teachers may be required to remain after the end of the regular work day for the purpose of attending faculty or other professional meetings three (3) days each month. Such meetings shall begin no later than ten (10) minutes after the student dismissal time and shall run for no more than fifty (50) minutes. If travel between buildings is required, such meetings shall begin no later than thirty (30) minutes after student dismissal. This section does not apply to Association meetings needed for self-evaluation in preparation for State and Middle State evaluations. All new teachers are required to participate in workshops concerned with the educational program of Wall Township.
- J. Teachers may be required to remain after the end of the regular workday for the purpose of giving students extra help, for helping students who have been absent due to illness, etc., one (1) afternoon each week. Efforts will be limited to no more than one (1) hour.
- K. An Association representative may speak to the teachers at any meeting referred to in "I" above for at least ten (10) minutes at the end of the meeting.
- L. When possible, the notice and the agenda for any meetings shall be given to the teachers involved prior to the meeting. Teachers shall have the right to suggest items for the agenda.
- M. Classroom teachers shall have, in addition to their duty-free lunch period, a daily preparation time during which they shall not be assigned to other duties:
 - a. Self-contained classes -- thirty (30) consecutive minutes per day.
 - b. Departmental classes --not less than one (1) class period per day.
 - c. Prep time for part-time teachers: Paid daily prep time will be pro-rated based on the number of hours worked in relation to full-time teachers

and will be made retroactive back to September 1997. Teachers with large unpaid gaps in their workday, will be provided with a daily thirty (30) minute prep period retroactive to September 1997. Even though this extra time may put part-time teachers over twenty (20) hours of work per week, they will not be entitled to benefits for the 1997-1998 school year, but will be paid for this prep time, retroactive to September 1997. These large unpaid gaps will be eliminated through scheduling next year, 1998-99, and all future years, where consecutive hours of work will take place.

- N. Teachers participating in extra-curricular activities during the regular school day and beyond the school day shall be compensated according to the currently existing negotiated guide.
- O. Elementary school teachers may be required to participate in evening parent conferences up to a maximum of two (2) evenings per school year during the Fall conference schedule. Such meetings shall not exceed the allotted time frame of daytime conferences. On days that evening conferences are scheduled, the teacher shall be dismissed fifteen (15) minutes following the student half-day dismissal.
- P. K-8 students will be released after the required minimum school day the last three (3) days of the school year in order to permit teachers (K-8) time for the necessary end-of-the-year reporting.
- Q. The days of final exams at the High School, at the end of the school year, will be half days for all high school teachers.
- R. Flex Time: (Guidance Counselors & Substance Awareness Counselor): Flex time will be permitted for guidance counselors in order to conduct college fairs, etc., beyond the regular workday and for the Substance Awareness Counselor to conduct parent meetings, seminars, etc., beyond the regular workday with prior approval of the principal. The amount of time that is spent beyond the regular workday to conduct such events, will be made up during the hours of regular time the guidance counselors and substance awareness counselors work. This equal amount of time must be made up during the same week that the after school event(s) took place. No flex time may be carried over to another week.
- S. 1. High School Teaching Loads (Block Schedule)

Block Schedule:

The teaching assignments defined below are scheduled over two (2) days (A and B day).

5 Block Teacher

The 5 block teacher teaches 3 block classes on one day (A or B) with 0.5 Prep, 0.5 Curriculum Development, and a duty free lunch. He/she then teaches 2 block classes on the other day (A or B) with a 0.5 Prep, 1.5 Duties and a duty free lunch.

Teachers who are assigned a unit lunch support class will be scheduled for $\frac{1}{2}$ block each day (A & B) for a full year which is equivalent to 1 of the 5 block teaching assignments.

Unit lunch support teachers' duty time of 1.5 blocks will be distributed over a 2 day period. Unit lunch support class times are teaching assignments.

6 Block Teacher

The 6 block teacher teaches 3 block classes on one day (A or B) with 1 Prep and a duty free lunch. He/she then teaches 3 block classes on the second day (A or B) with a 0.5 Prep and 0.5 Curriculum Development and a duty free lunch.

5.5 Block Teacher***One Semester:***

The 5.5 block teacher teaches 3 block classes on one day (A or B) with 1 Prep and a Duty free lunch. He/she then teaches 3 block classes on the second day (A or B) with a 0.5 Prep and 0.5 Curriculum Development and a duty free lunch.

Other Semester:

The 5.5 block teacher teaches 3 block classes on one day (A or B) with 0.5 Prep, 0.5 Curriculum Development and a duty free lunch. He/she then teaches 2 block classes on the other day (A or B) with 1 Prep, 1 Duty and a duty free lunch.

5.5 Teachers who are assigned a unit lunch support class

The 5.5 block teacher who is assigned a unit lunch support class teaches 3 block classes on one day (A or B) with 0.5 Prep, 0.5 Curriculum Development, and a duty free lunch. He/she then teaches 2 block classes on the other day (A or B) and a unit lunch support class with 1 Prep, 0.5 Duties and a duty free lunch.

Teachers who are assigned a unit lunch support class will be scheduled for $\frac{1}{2}$ block every other day (A or B) for a full year. This is equivalent to .5 of the 5.5 block teaching assignments. Unit lunch support class times are teaching assignments.

The following are the maximum teaching loads for teachers in each department:

5 blocks (A/B)

- English / History

5.5 blocks (A/B)

- Science / Math / Computer Science

6 blocks (A/B)

- Special Education
- Art / Foreign Language / Music
- Technology Education / Physical Education / Health
- Home Economics (Family Life & Consumer Science)
- Business Department / NNDCC (NJROTC) / Media TV
- Teachers of any other elective areas newly created

2. High School Teaching Assignment – 9 Period Schedule

5 classes – 1.5 duties - 1 prep - 1 lunch – 0.5 curriculum development

5.5 classes – 0.5 duty – 1.5 preps – 0.5 curriculum development - 1 lunch

6 classes - 0 duties – 1.5 preps – 0.5 curriculum development - 1 lunch

The following are the maximum teaching loads for teachers in each department:

English and History Departments: 5 classes

Science, Math, and Computer Science Departments: 5.5 classes

Special Education Department: 6 classes

Art, World Language, and Music Departments: 6 classes

Technology Education, and Physical Education/Health Departments:
6 classes

Home Economics (Family Life & Consumer Sciences): 6 classes

Business Department, ROTC, Media TV Teacher and teachers of any
other elective areas newly created: 6 classes

High School Science Department Teachers "Only":

25.5 classes per week: 1.5 duties

26 classes per week: 1 duty

26.5 classes per week: 0.5 duty

27 classes per week: 0.5 duty

T. Intermediate School Teaching Loads (Ten-Period Schedule)

5 classes - HR – 1.5 duties - 1.5 preps – 1 curriculum development – 1 lunch

Staff members assigned more than 5 but less than 6 full classes each day

shall be assigned duties to fulfill their contractual teaching and student contact assignments.

6 classes - HR - 0.5 duties - 1.5 preps – 1 curriculum development – 1 lunch

"Academic Support Period" is a duty class period, not a teaching period. Teacher lesson plans and student grades are not required for this period. In addition, this time will not be used as a period for the purpose of formal classroom observation. Teachers will be scheduled to an assigned room or area. Students may elect to go to the special education teacher during the "Academic Support Period" as they would any other unit support teacher for the purpose of:

- Monitoring student study time
- Extra help
- Make-up work for tests
- Any other activities that the teacher may determine necessary

U. Back to School Nights:

1. The Board shall cause administrative staff to produce a calendar which identifies the dates of Back to School Nights for all schools no later than the end of the Spring term immediately preceding the scheduled Fall Back to School Nights for the following school year.
2. Teaching staff members who attend Back to School Nights shall verify their presence in the building in order to ensure adequate coverage for Back to School Night functions. Attendance at Back to School Night is mandatory and if an employee fails to attend, the employee will be charged one-half (1/2) of a personal day.
3. A teacher's unexcused absence at Back to School Night will be reviewed on a case by case basis by Administrative Staff in consultation with the Association. Failing to provide an appropriate reason for absence, i.e., emergency, sickness and/or a personal commitment involving the payment of moneys in excess of \$100.00, which the Association member shall document, had been committed prior to the production of the Back to School Night calendars, proposed in accordance with Paragraph #1 above, and approved by the Board, the teacher shall, upon finding of just cause, be charged with one-half (1/2) of a personal day.

V. Curriculum Development Period:

1. High School

The curriculum development period shall be used solely for the purpose of developing curriculum. The development of such curriculum shall be assigned by the content area supervisor and/or the building supervisor. The same individual shall develop the language, which will serve as rules for the curriculum development. Such curriculum development period is applicable only to the high school and will not replace summer curriculum development.

2. Intermediate School

Each staff member shall receive a curriculum development period each day for purposes of curriculum mapping, development of common assessments, development of quarterly of benchmark assessments and other topics related to curriculum enhancements in the school. However, this shall not be used for curriculum writing.

- W. All staff members will be required to undertake modifications to the curriculum writing without additional compensation, provided that they perform these tasks during the contractually mandated school day or contractually required after school tasks. This shall not apply to any regularly scheduled preparation periods during the teacher work day. Modifications are collegial dialogue and minor changes to a portion of a lesson/unit.

Compensation shall be as follows:

Ten (10) hours for the development of new curriculum content map

Five (5) hours to revise a curriculum content map

Staff members shall be provided samples of "Examples of curriculum maps" to serve as models for writings, as well as definitions for curriculum mapping revisions.

- X. Whenever an Association member, at the request of the Superintendent, agrees to serve as a workshop trainer or tutor of other Wall Township employees, the Association member shall be paid for two (2) hours of work. These two (2) hours represent one (1) hour of preparation time and one (1) hour for the workshop. Such Association members shall be paid for their time at the "Workshop Trainer/Tutor" hourly rate. Should the presenter need more time, he/she needs prior approval of the Superintendent.
- Y. Flat summer rate shall be fixed at fifty-three dollars (\$53.00) per hour for all certificated staff, effective summer of 2014. All other non-certificated staff rates for summer work shall be hourly.

- Z. The Preschool Handicapped teachers voluntarily agree to work more than four (4) hours straight without a break due to scheduling. Because of this arrangement, these teachers will not be scheduled for any other duties during their work day. It is also agreed that if any of the Preschool Handicapped teachers decide not to work this arrangement, it will resort back to its original schedule.
- AA. With High School Central Detention scheduled beyond the regular workday, the teacher/teachers who voluntarily agree to work detention, will work a day consisting of periods 2 -10 or 3 -11. This is strictly voluntary and cannot be assigned by administration.

ARTICLE 19

TEACHER EMPLOYMENT

- A. Each teacher shall be placed on his or her proper step of the salary schedule as of the beginning of each school year.
- B. The basis for placement of newly hired teachers on the salary guide shall be equivalent years of experience to that of a teacher currently employed in the district. However, the starting salary step for teachers entering the district may be set at no less than one-half of their accumulated public school teaching experience and/or related industrial experience. Additional credit, not to exceed four years, will be given for military experience.
- C. Teachers with previous teaching experience in the Wall Township School District shall, upon returning to the system, receive full credit on the salary guide for all outside teaching experience and military experience. A teacher who has been rehired after leaving the Wall School System shall receive credit for ten (10) unused sick days, but in no case more than was accumulated through past experience in Wall.
- D. Previously accumulated unused sick leave days shall be restored to all teachers returning from a Board approved leave.
- E. Teachers shall be notified of their contract and salary status for the ensuing year no later than May 15th.
- F. The Board will offer written contracts of summer employment on or before May 15th which can be cancelled upon the giving of ten (10) working days notice. The notice shall be given at least ten (10) working days prior to commencement of the summer employment. Those teachers who have applied and will not receive contracts will be so notified.
- G. Seniority lists for teachers will be maintained by the Board and monitored by the Board and the Association.

ARTICLE 20**SALARIES**

- A. For the purpose of administration of the salary guide, each "step" shall be defined as one year of employment in a duly accredited school or institution academic year, or major part thereof. Teachers who plan to complete sufficient academic study to entitle them to reclassification or adjustment in salary shall be required to notify the Superintendent and the Human Resource Department, in writing, before December first (1) of the preceding fiscal year. The Superintendent shall acknowledge in writing, receipt of such notification as soon as possible. The burden of proof of sufficient academic study (transcripts) to justify salary reclassification will rest with the teacher. Such academic study to be concluded prior to September first (1) and evidence forwarded to the Superintendent's office prior to October first (1).

See salary guides at the end of this document:

2013-2014: (Retroactive to July 1, 2013), 2014-2015 and 2015-2016

- B. Teachers shall be provided with a statement of earnings, and deductions made from these earnings, for each monthly salary payment.
- C. Longevity increments: An additional \$550.00 increment for teachers entering their 15th, 18th, 21st, and 25th year of teaching as a fully certified teacher. Any teacher who is entering his/her 30th year in Wall Township, shall receive an additional \$1000.00 longevity payment.

- D. To qualify for the "D" scale, a teacher:

Shall possess a Master's Degree in an educational field containing a minimum of eighteen (18) hours of graduate credit in the subject or area in which he or she is assigned.

Possess a Master's Degree in any other field of education, plus a minimum of eighteen (18) hours of graduate credit in the subject or area of his or her assignment.

For elementary teachers, the above requirements can be interpreted to include general elementary education or child growth and development.

For secondary teachers, the above requirements can be interpreted to include a Master's Degree in general secondary education.

- E. To qualify for the "E" & "F" scale, a teacher must: Have previously qualified for the "D" scale.

F. Recognition of Educational credits for the purpose of Salary Classifications:

All credits accepted in a graduate program toward an advanced degree apply. Burden of proof rests upon the teacher.

All credits used to improve quality of subject being taught apply if prior approval is given by the administration before taking the course(s).

Elementary

Approval by Principal
Final Approval by Superintendent

Secondary

Approval by Department Supervisor
Approval by Principal
Final Approval by Superintendent

G. Co-Curricular Activities

All present head and assistant coaches in the Wall School System will go on scale as experience within the system dictates.

All coaches may be given credit for prior coaching experiences in the sport or sports they are involved. All of the above refer to each respective sport and are effective for the school year.

See salary guides at the end of this document.

H. Teachers: After serving twenty (20) consecutive days in the absence of a vice-principal or principal, a teacher will be placed on the administrative salary guide, step one (1).

ARTICLE 21

TEACHER ASSIGNMENT

A. All teachers shall be given written notice of their salary schedule, class and/or subject assignments, building and room assignments for the forthcoming school year not later than August 15th.

B. Assignments shall be made at the discretion of the administration and within the area of teacher competency, teaching certificate, or major or minor fields of study.

C. The Superintendent shall give notice of assignments to new teachers as soon as possible.

- D. Any teacher whose room has been changed for the upcoming school year, will be compensated for setting up the new room at the hourly rate associated with in-service orientation for new courses, with prior approval of the Superintendent.

ARTICLE 22

VOLUNTARY TRANSFERS AND REASSIGNMENTS

- A. The Superintendent shall post in all school buildings a list of known vacancies which shall be available for the following year. The Superintendent shall post such vacancies as soon as possible so that teachers desiring to be considered for reassignment and transfer shall have knowledge of the vacancies which are anticipated for the next school year unless the vacancy occurs between August 15th and the first day of school in September.
- B. Teachers who desire a change in grade and/or subject assignment, or who desire to transfer to another building, may file a written statement of such a desire with the Superintendent and their building principal within one (1) week of the posting of the known vacancies. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school, or schools, to which he or she desires to be transferred, in order of preference.
- C. In the determination of requests for voluntary reassignment and/or transfer, the wishes of the teacher shall be considered to the extent that the transfer does not conflict with the educational requirements and best interests of the school system. If a teacher's request for transfer or reassignment has been denied, a renewal or subsequent request may be made in the following school year under the conditions prescribed above.

ARTICLE 23

INVOLUNTARY TRANSFERS AND REASSIGNMENTS

- A. Notice of an involuntary transfer or reassignment shall be given to teachers as soon as possible. Prior to the Board meeting where official transfers are voted on, any teacher that may possibly be involuntarily transferred will be advised prior to this Board meeting, that this transfer possibility may become final after the Board vote.
- B. An involuntary transfer or reassignment shall be made only when it is in the best interest of the school system.

- C. An involuntary reassignment within a school shall be made only after a meeting between the teacher and the principal involved, at which time the teacher shall be notified of the reason for the reassignment. The teacher shall have the option to discuss the involuntary reassignment with the Superintendent.
- D. An involuntary transfer or transfer/reassignment to another school shall be made only after a meeting between the teacher and the Superintendent or his/her designee, at which time the teacher shall be notified of the reason, upon request.

ARTICLE 24

PROMOTIONS

- A. Promotional positions are defined as follows: Positions paying a salary differential and/or positions on the administrative/supervisory levels of responsibility. All vacancies in promotional positions, including specialists and/or special project teachers, pupil personnel workers and positions in programs funded by the federal government shall be adequately publicized by the Superintendent in accordance with the following procedure:

When school is in session, a notice shall be posted in each school as far in advance as possible. Teachers who desire to apply for such vacancies shall submit their applications in writing to the Superintendent, but within the time limit specified in the notice, and the Superintendent shall acknowledge, in writing, receipt of all such applications.

Teachers who desire to apply for a promotional position which may be filled during the summer period when school is not regularly in session shall submit their names to the Superintendent together with the positions for which they desire to apply, and an address where they can be reached for the summer. Such notice shall be sent as far in advance as possible.

- B. Upon request, any individual denied a promotion may meet and discuss same with the Superintendent.
- C. Notices advertising all vacancies relating to co and extra-curricular positions would be posted where notices are normally posted. Specific procedures respecting these notices would be developed by the parties to this agreement. Criteria for filling these positions will not be subject to negotiations.

- D. The Board will be able to utilize non-unit school district personnel to perform co and extra-curricular responsibilities if there are not more qualified applicants within the teachers unit. Present incumbents of these positions, who are not included within the teachers unit, will be able to maintain their present positions as long as the individuals and the Board so agree.

ARTICLE 25

TEACHER EVALUATION

- A. All monitoring and observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. Observation and evaluation of professional staff members will be in accordance with adopted Board policies and applicable statutes.
- B. Any teacher shall, upon request with 24-hour notice, be given an opportunity to review any evaluation of his/her work performance or conduct during the term of this agreement and included in his/her permanent personnel folder. The teacher may file a written response to such materials and, upon request; such response will be forwarded to the Superintendent for review, and will then be attached and retained with the particular document concerned. Each teacher will be provided with a copy of any evaluation, reprimand, or other document that is to be placed in his/her personnel folder.

Separate file -The Board shall not establish any file which contains materials that have not been available for teacher inspection.

The formal written reports of observation of tenured teaching staff members shall not exceed three (3) per year unless additional observations are requested by the teacher. A fourth observation may take place if the teacher is informed at least one (1) day in advance of the administrator's intent to observe.

- C. Any teacher observation that contains areas that needs improvement, the administrator is required to give specific recommendations to the teacher, as to how to improve in these areas.

ARTICLE 26

TEACHER FACILITIES

- A. The Board will continue its efforts to keep the school reasonably and properly equipped and maintained.

- B. The Board shall make available in each school a staff lounge. When practicable and possible, a staff lavatory facility, workroom, storage space and lockable filing cabinets will also be provided.

ARTICLE 27

SICK LEAVE AND MEDICAL COVERAGE

- A. Ten (10) days, same as current policy allows.

In any instance of extended illness, additional sick days, up to a total not to exceed three (3) days for each year of previous employment may be granted, upon the recommendation of the Superintendent of Schools and the approval of the Board. Must be strictly followed by all District employees.

Extended days will be regarded on a case-by-case basis and is intended for catastrophic illness or situations.

Used portions of these extended illness sick leave days shall not be reinstated.

When requested by the Superintendent, a physician's certificate shall be submitted in case of personal illness, which extends beyond four (4) consecutive school days.

Sick Leave shall be provided for the purpose of recuperation from illness or injury. Sick leave is not to be construed as vacation or personal time to be taken at the will of the employee.

- B. A teacher who is certified absent due to injury caused on the job shall not have such absence charged against his or her sick leave. The teacher must complete the proper accident forms prior to leaving school on the date of the accident or if unable because of the injury, such forms should be filed by the school nurse and given to the building principal.

- C. Preventive Care

Preventative flu shots shall be offered by the school nurse according to a schedule established by the administration at no expense to the employee.

- D. Medical Insurance Coverage

The Board agrees to provide full family medical insurance, both basic and major medical, and assume full cost for such coverage. Benefits of such coverage shall not be reduced below the current coverage.

Non-tenured teachers will only be provided with single coverage until they obtain tenure. However, during this non-tenured period, they have the option of purchasing all medical and medical related family benefits at full cost to the employee for this additional coverage.

In order to be eligible for medical coverage professional certificated staff must work at least twenty (20) hours or more per week. Professional certified staff that work at least twenty (20) hours per week are considered full time employees. Part time employees work less than twenty (20) hours per week. Part time employees are not eligible and will not receive medical benefits.

The Board shall have the discretion to offer Science, Math, Speech, World Language, and Child Study Team positions family health insurance coverage. In addition, any other position that may become difficult to fill shall be offered family health insurance coverage upon the mutual agreement of the President of the Association and the Superintendent of Schools. In the event that a new hire was a tenured employee in their prior school district, the Board shall have the discretion to also offer the new hire family health insurance coverage. This determination shall not be subject to the grievance procedure.

E. Dental Plan

The Board agrees to provide full family dental coverage at the rate of 70% of the Reasonable and Customary schedule at no premium costs to the teacher. Benefits of such coverage shall not be reduced below the current coverage.

Non-tenured teachers will only be provided with single coverage until they obtain tenure. However, during this non-tenured period, they have the option of purchasing all dental and dental related family benefits at full cost to the employee for this additional coverage.

F. Prescription Drug Plan

The Board agrees to provide a Family Prescription Drug Plan as detailed in the District's Group Prescription Drug Plan. Benefits of such coverage shall not be reduced below the current coverage.

Non-tenured teachers will only be provided with single coverage until they obtain tenure. However, during this non-tenured period, they have the option of purchasing all medical and medical related family benefits at full cost to the employee for this additional coverage.

G. Reimbursement of Sick Leave-Upon Retirement

\$60.00 per day to a maximum of \$12,000.00.

Fifteen (15) years of service in the district is required to participate in this reimbursement. Retirement will be as per the statutory definition. The Board

must be notified by December 15th for reimbursement to occur by the following July 1st. If this notification is not given, the employee must wait until the following July 1st.

ARTICLE 28

PERSONAL DAYS

A. Each teacher is entitled to:

Three (3) personal days without specified reasons unless the personal day is a work day immediately prior to or following a scheduled school closing. In such an instance, approval of the Superintendent of Schools or his/her designee is required. All unused personal days shall be converted to accumulated sick leave on June 30 of each year. Any willful misuse of these days is considered unprofessional.

A leave for the purpose of marriage and honeymoon may be taken as Personal Days.

ARTICLE 29

TEMPORARY LEAVES OF ABSENCE

A. Each teacher is entitled to:

Time necessary for appearances in any legal proceeding directly connected with the teacher's employment or with the school system if the teacher is required by law to attend.

In the event of the death of a teacher or student in the Wall Township District, the principal of said teacher or student shall grant, to an appropriate number of teachers, sufficient time to attend the funeral.

Up to a total of five (5) days at the end of a school year and/or at the beginning of a school year as may be required to attend summer classes and/or to travel to the place where such classes are held. Subject to the recommendation of the Superintendent of Schools and approval of the Board.

Permission for temporary leaves of absence must be secured from the Superintendent prior to the date of the absence. Exceptions will be made for cases of emergency.

ARTICLE 30

SABBATICAL LEAVE

The Board, upon the recommendation of the Superintendent of Schools, shall grant a sabbatical leave to qualified personnel for the purpose of study, and for such other purposes as may be approved by the Board.

Upon the recommendation of the Superintendent of Schools, the Board shall grant a sabbatical leave to a certified teacher who has rendered satisfactory service for seven (7) years in this school system. Such leave shall not exceed the period of one (1) academic year.

The number of certified personnel to be granted sabbatical leave shall not exceed more than five (5) members of the total professional staff.

Applications outlining the plans for the teacher must be submitted to the Superintendent of Schools not later than November 15 preceding the year in which the leave is to become effective. If the number requesting sabbatical leave exceeds the number of such leaves available, as determined by the Board, the selection shall be based upon:

1. The estimated value of the plan of the individual to the school system.
2. The amount of seniority.
3. The length of time since the last sabbatical leave.

The teacher may be granted a personal appearance with the Board in order to justify his/her request for a sabbatical leave.

The teacher on sabbatical leave shall receive as compensation during the period of absence, one-half of his or her regularly scheduled salary for the year in which sabbatical leave is to be taken. It shall be paid in equal semi-monthly installments during the year's leave of absence.

The teacher shall retain his or her seniority, retirement and all other rights afforded by the district. Any additional benefits granted to a certificated teacher will automatically accrue to the person on sabbatical leave.

The teacher on sabbatical leave shall report all compensation received from sources other than the Board, provided that compensation shall not include such items as allowance for travel, cost of living adjustments for Foreign Service, research, and other expense in connection with the project. Should such other compensation, when added to the compensation paid by the Board, exceed the salary which the recipient would have received if on active duty, the compensation allowed by the Board shall be reduced to bring the total to the amount of salary he or she would have received if on active duty.

The teacher granted a sabbatical leave shall agree to return to the service of the Wall Township Public Schools for the period of two (2) years following expiration of the sabbatical leave period or at the discretion of the Board, or must return all or part of the grant received.

A teacher returning from sabbatical leave shall be restored to his or her former certificated position, or to one of comparable status. The teacher shall make such reports of his or her activities as may be required by the Superintendent of Schools and the Board.

1. A brief report on professional activity during Sabbatical (Follow-up of outlying plans for the employee for the period of absence) and a report on financial earnings during Sabbatical will be submitted to the Superintendent within thirty (30) days of return from Sabbatical leave.

ARTICLE 31

HOSPITALIZATION UPON RETIREMENT

Teachers who are members of the Association and their spouses will be eligible to participate in a retirement benefit wherein the Board will assume a percentage of the costs of hospitalization insurance upon retirement subject to the following requirements:

1. A teacher who has 25 years of service in education and is 55 years old may participate in the plan.
2. A teacher who has 20 years of service in the Wall Township Schools and is at least 52 years old will have the option to retire and participate in this benefit.
3. Retirement during the first year of eligibility - the Board pays 100% of the cost: the teacher pays nothing.
4. Retirement during the second year of eligibility - the Board pays 75% of the cost: the teacher pays 25%.
5. Retirement during the third year of eligibility - the Board pays 50% of the cost: the teacher pays 50%.
6. Retirement during the fourth year of eligibility and every year thereafter until age 65 - the Board pays 25% of the cost: the teacher pays 75%.

All payment for coverage by the Board will continue at the rate specified until age 65. Ninety (90) days notice to the Board is required for this benefit to take effect upon retirement. This requirement may be waived at the discretion of the Superintendent.

ARTICLE 32**PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT**

- A. The Board and the Association support the principle of continuing training of teachers and improvement of instruction. To work toward these ends the Board agrees:

To pay the full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or other such sessions which a teacher is requested to take by the Administration.

To cooperate with the Association in arranging those in-service courses, workshops, conferences and programs to improve the quality of instruction.

Professional Development (New Jersey 100 Hours for Teachers)

- A. Purpose

In our rapidly changing society, teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change, and other topics related to education. The Board recognizes that it shares with its professional staff the responsibility for the upgrading and updating of teacher performance and methodology. The Board and the Association support the principle of continuing training of teachers and the improvement of instruction.

The Board agrees to implement the following commencing with the 2000-2001 school year:

- B. Professional Development Committee

1. Role of the Committee

The committee shall be empowered to work in conjunction with the district superintendent, or his/her designee, to assess in-service needs and professional development opportunities and to plan and implement professional development programs in accordance with the standards established by the state Professional Teaching Standards Board and by the Commissioner of Education, at the Board's recommendation.

2. Composition of the Committee

The Committee will be comprised of four (4) classroom teachers and/or other Association professional staff member(s) elected by the district's instructional staff through their majority representative and two (2) administrative staff appointed by the Superintendent of Schools. They shall elect a chairperson from among themselves. Committee members shall serve three (3) year terms.

3. Conduct of Committee Business

- a. The Committee will be provided secretarial assistance sufficient to complete its mission. Each Association member serving on the Committee will receive released time for all Committee meetings and/or per hour payment equal to the individual's pro-rated hourly rate if the work of the Committee extends beyond the regular work day.
- b. The Professional Development Committee shall establish its own rules and procedures. The Committee will develop the appropriate forms needed to conduct its business and meet its responsibilities to the district and individuals. Said forms will include but not be limited to application forms, payment requests and maintenance of individual training forms.

C. Programs

1. In-service workshops, conferences, programs

- a. In any given year, the Board will provide in-service professional development experiences that will assist the teacher in attaining the required 100 hours of continuing education.
- b. In-service days shall be based upon the same six (6) hour schedule for all staff. Additional in-services may be provided at after school faculty/department meetings during the work year.

2. Attendance at other programs

- a. Teachers who choose to enroll in in-district, after school workshops will receive one (1) credit towards movement on the salary guide for every ten (10) hours of participation. Teachers who choose to participate in

Saturday or summer workshops will receive one of the following two (2) options:

1. Credit towards movement on the guide as above for every ten (10) hours
2. Compensation at the rate set forth in the Extra Pay for Extra Services schedule

D. Trainers Credit

Any teacher who provides in or out of district training experiences for colleagues and/or community members shall receive credit hours as established by the Commissioner of Education towards their 100-hour obligation, besides any "Workshop Trainer/Tutor" hourly rate as per the contract.

E. Innovative Grants

In order to encourage educational creativity and sharing, and to expand educational opportunities for students and staff, any teacher who writes a grant that develops innovative, educational initiatives that enhance the educational program of the district and provides professional development and growth opportunities for district staff, will receive hour for hour credit towards their 100-hour obligation.

F. Other General Categories of Professional Development as Identified by the New Jersey Professional Teaching Standards Board (PTSB)

1. Formal courses, offered on or off line, and conferences (including, but not limited to workshops, seminars, institutes, and/or other such programs) sponsored by colleges and universities, district boards of education, professional associations, training organizations or other entities approved through the local district plan process or as part of the provider registration system.
2. Courses, seminars, or other activities, which are required for maintenance of licenses or certificates, issued by professional organizations or government entities (for example, social worker, nurse). In instances where the same course must be taken twice within the five year period, please note that the hours will count only once toward fulfilling the continuing education requirement.
3. Action research, study, development and other activities related to curriculum writing that focuses on the Core Curriculum Content Standards.

4. Activities that serve the profession, including but not limited to grant writing, mentoring a pre-service teacher or a novice teacher, professional service on boards or committees, and teaching a course or workshop. Please note that the total number of hours that can be accrued for these activities is 75 of the 100 required hours.
5. Upon return to the District and in no case later than 30 calendar days, the employee agrees to provide an overview of the training to the appropriate department, grade level, or faculty. This informal synopsis of the training will be held during the department, grade level or faculty meeting as per the request of the administration.

The following provides the number of hours that can be accrued in various activities that serve the profession:

- a. The total number of hours for service on boards/committees shall not exceed ten (10) hours per year of professional development credit, provided that such service is identified in the PDP with the specific goals of the experience outlined therein.
 - b. The mentor for a provisional teacher and the cooperating teacher for a pre-service teacher will accrue one (1) hour of professional development credit for each week of supervision.
 - c. In addition to the actual clock hours spent in delivery of the first presentation, presenters or teachers of courses or workshops shall accrue professional development hours on the basis of two (2) hours of preparation time for every hour of delivery time. The teaching or presenting of the same or similar course or workshop shall count only once in a five year cycle.
6. Independent professional studies, including but not limited to, action research, study groups, sabbaticals, fellowships, internships, teacher exchanges, textbook review, portfolio development, and on-line workshops or-programs. If an individual decides to develop an independent study program for such study, he/she must adhere to the following procedure:
 - a. The individual's PDP must include a written rationale demonstrating how his/her proposed plan is consistent with the state standards for professional development.

- b. The individual and his/her immediate supervisor must discuss the projected number of hours which will be spent in such study.
- c. Over the course of the independent study, the staff member will maintain a log of actual hours completed.

G. Record Keeping

The official recording document, the PDP, will be maintained at the building level, not the district level. It is the responsibility of the professional staff member to maintain his/her own record of Professional Development Hours and to maintain a portfolio of all documentation, including certificates of participation in approved workshops conducted by registered providers.

- a. Validation of completion of professional development can be a transcript from a college or university, the certificate issued by a registered provider, or an attendance record signed by the chairperson or facilitator of a committee. This information will be recorded and documented on the Record of Professional Development Hours.

H. Two (2) professional days. Approval must be obtained, in advance of the event, from the building principal and the Superintendent, or a representative. A written report of the activity of the professional day shall be forwarded to the Superintendent (through the building principal), within five (5) working days following the activity.

I. Tuition Reimbursement:

Application for tuition reimbursement must be submitted to the Human Resources Department and Superintendent on or before December 1st for any coursework to be completed within the next twelve (12) months. All coursework to be taken for tuition reimbursement purposes must first receive the approval of the superintendent. An itemized tuition receipt and an official grade of "B" or better must be submitted upon completion of the course in order to be reimbursed.

Documentation and requested reimbursement for approved coursework must be presented to the Human Resources Department within six (6) months of completion of the course. The Board will reimburse employees up to \$2,000 per year for coursework taken within their particular discipline. Coursework taken outside of the scope of their discipline will be reimbursed up to \$1,000 per year.

Reclassification for movement on the salary guide, to take place for the following school year, must be submitted to the Superintendent and the Human Resource Department on or before December 1st.

ARTICLE 33

STUDENT DISCIPLINE AND TEACHER PROTECTION

- A. The Board recognizes its responsibility to continue to give administrative backing and support to its teachers, although each teacher bears the primary responsibility for maintaining proper control and discipline in the classroom. The teachers recognize that all disciplinary actions and methods invoked by them shall be reasonable and just, and in accordance with established Board policy and State Law. It shall be the responsibility of the teacher to report to his or her principal the name of any student who, in the opinion of the teacher, needs particular assistance from specialized personnel. The teacher shall, upon request, be advised by the principal of the disposition of the teacher's report that a particular student needs such assistance.
- B. The duties and responsibilities of all teachers will appear in the Teacher's Handbook as prepared by the building principals and approved by the Superintendent.
- C. When a student requires the attention of specialized personnel, the teacher will secure help through proper channels.
- D. When in the judgment of a teacher, a student is by his or her behavior seriously disrupting the instructional program to the detriment of other students, the teacher may refer him or her to the attending administrator. In such cases, the administrator shall arrange as soon as possible, and under normal circumstances not later than the conclusion of the following day, a conference between him or herself and the teacher to discuss the problem.
- E. Teachers are to be guided by applicable School Law.
- F. Teachers shall immediately report to their principal, or other immediate supervisor, cases of assault suffered by them in connection with their employment. Such notification shall be immediately forwarded to the Superintendent, who shall comply with any reasonable request from the teacher for information in the possession of the Superintendent relating to the incident or the persons involved.

The Board shall reimburse teachers for personal property damaged or destroyed as a result of an assault suffered by a teacher while the teacher was acting in the discharge of his or her duties within the scope of employment. (The above shall hold true only if the teacher is not otherwise covered by personal insurance or workmen's compensation).

In the event of any disorder or disruption in the regular school program the Board, the Administration and Staff shall act in accordance with Board policy in effect at the time of the disruption.

ARTICLE 34

SUBSTITUTES

- A. The Board agrees at all times to maintain an adequate list of substitute teachers. Teachers shall notify the principal's office (or the principal's home) or other designated answering service as soon as possible, and in any event, prior to the opening of the school day, to report unavailability for work. Once a teacher has so reported, it shall be the responsibility of the administration to arrange for a substitute.
- B. Teachers may be assigned to provide substitute coverage for a class. Such assignments should be made on a voluntary basis. If there are no volunteers and no teachers can be reassigned from another assignment, substitute coverage assignments may be made on an involuntary basis. If involuntary assignments are necessary, they shall be made on a rotation basis among the staff schedule for conference periods.
- C. Teachers assigned to provide substitute coverage for an A/B block class during a conference period shall be compensated at a rate of \$46.00 per block class. Teachers assigned to provide substitute coverage during a 9 or 10 period day during a conference period shall be compensated at a rate of \$23 per period.

ARTICLE 35

MISCELLANEOUS PROVISIONS

(There are no miscellaneous provisions at this time.)

SECRETARIES

ARTICLE 36

ADMINISTRATION OF SALARY POLICY

Upon initial employment, experience gained in related fields of work which are closely related to the prospective assignment shall be considered by the

Superintendent of Schools and the Board for salary guide placement. A maximum of three (3) such years may be applied.

ARTICLE 37

INCREMENTS/SALARIES

- A. Any and all increments may be withheld by the Board upon its own motion in a manner consistent with existing statutes. Reasons for withholding shall be furnished to the employee. If the employee does not agree with the reasons, he/she can grieve the action.
- B. An employee shall be in the employ of the Board not less than five (5) months for ten (10) month personnel, or six (6) months for twelve(12) month personnel, the previous school year in order to be eligible for an increment the following year.
- C. The hourly pay for a part-time secretary will be based on the breakdown of a 12 (12) month secretarial position (240 work days). $240 \text{ days} \times 7.5 \text{ hours per day} = 1800 \text{ hours}$. Full time salary divided by 1800 hours = \$\$\$ per hour
- D. Salary Guide at the end of this document.
2013-2014: (Salaries retroactive to July 1, 2013)
2014-2015
2015-2016

ARTICLE 38

STEPS

- A. Each step of the salary guide shall be defined as one (1) calendar year of occupational experience within the school district.
- B. Seniority list for secretaries will be maintained by the Board and monitored by the Board and the Association.

ARTICLE 39

PROBATIONARY PERIOD

- A. All newly hired non-certified personnel shall serve a six (6) month probationary period. After three (3) months, a written evaluation shall be given to newly hired employees by their immediate supervisor. At the end of the six (6) month period, a second evaluation will be given upon the employee's request.

- B. No employee other than those on probationary status shall be discharged or disciplined without just cause, subject to the grievance procedure.

ARTICLE 40

TENURE

- A. Tenure contracts to be issued upon entering fourth (4th) year of service on a contractual basis.

ARTICLE 41

LONGEVITY

2013-2014 YEAR:
2014-2015 YEAR:
2015-2016 YEAR

1. \$400 increment upon entering eleventh (11th) year of service in the district.
2. Additional \$400 increment upon entering the fifteenth (15th) year of service in the district. (total: \$800.00)
3. Additional \$400 increment upon entering the twenty-first (21st) year of service in the district. (total: \$1200.00)
4. Additional \$400 increment upon entering the twenty-fifth (25th) year of service in the district. (total: \$1600.00)
5. Employees entering their thirty-first (31st) year of employment with the Board will receive a one-time \$1,000.00 incentive bonus (all employees with the exception of professional staff.)

ARTICLE 42

OVERTIME PAY

- A. Overtime pay at the rate of time and one-half will be paid for assigned duty beyond forty (40) hours of actual work per week.
- B. Overtime pay shall not be authorized without prior approval of the Superintendent.
- C. Overtime pay during the school year shall be computed as follows: Beyond 37 1/2 hours, pay at straight rate until 40 hours; time and one-half beyond 40 hours.
- D. Overtime pay during summer hours shall be computed as follows: Beyond 25 hours pay at straight rate until 40 hours; time and one half beyond 40 hours.
- E. Employees working Saturday and Sunday shall be paid for those hours at the rate of time and one-half with prior approval of the Superintendent.

ARTICLE 43

HOURS

- A. School year: Seven (7) hours and thirty (30) minutes daily, exclusive of lunch.
- B. Summer hours: Five (5) hours daily, exclusive of lunch. Summer hours to begin two (2) weeks after close of school or July 1st, whichever comes first. Winter hours begin two (2) weeks before the teachers come back in September.

ARTICLE 44

VACATION DAYS

- A. All personnel employed on a twelve (12) month basis will be eligible for vacation as follows:
 - After one (1) year of service: Ten (10) working days vacation
 - After eight (8) years of service: Fifteen (15) working days vacation
 - After fifteen (15) years of service: Twenty (20) working days vacation

- B. In general, vacation time granted may not be taken in amounts greater than ten (10) working days in any one period. The cooperation of the employees and district administration is required to avoid peak workload periods whenever possible.
- C. If an employee has less than one (1) year of service, the employee shall accrue one (1) day vacation per month, not to exceed ten (10) vacation days for a twelve (12) month employee.
- D. Employees with greater than ten (10) days vacation, under unusual circumstances, may request a vacation duration in excess of ten (10) consecutive days. The employee must first apply to the Building Principal or immediate supervisor for permission. If the Building Principal or Supervisor agrees to arrange the office workload to accommodate the request without creating undue hardship, the employee may then apply to the Superintendent of Schools for permission. All such extended vacation requests (over ten (10) consecutive days) require a minimum of sixty (60) days notice unless permission is granted by the Superintendent or his/her designee.
- E. In the case of an employee who has ten (10) vacation days in unusual circumstances (as described in Paragraph "D" above), the Board may grant permission for an employee to take an extra week or more without pay, following the procedure described in the paragraph above.
- F. Ten (10) month employees, who have completed at least one (1) contract year, going on to a twelve (12) month contract, must work one (1) year, after which the following July 1st they will be entitled to full credit for their years of service on a contract basis in the district toward their ten (10), fifteen (15) or twenty (20) working days paid vacation.

ARTICLE 45

HOLIDAYS

- A. A holiday schedule jointly developed and mutually agreed to will be presented to the Association prior to July 1st of each year.
- B. In the event the workload in any given office requires the administrator in charge to use the secretarial/clerical personnel to work during the Holiday Recess, they shall do so.
- C. They should be notified prior to December 15th whether they (a) will be required to work the full block of time, or (b) specified days during the holiday.
- D. If required to work the full block of time, the employee shall have the option to choose whether to be compensated with an equal block of time agreeable to

the employee; individual days off during the remainder of the school year; or to be compensated monetarily - up to forty (40) hours straight time - over forty (40) hours, time and a half.

- E. The same procedure applies to the Spring Recess holidays as above Paragraphs "B" through "D".

ARTICLE 46

SICK DAYS

- A. Pursuant to the current Board policy, employees shall be allowed annual personal sick leave without loss of pay for such absences as follows:

Twelve (12) days for employees on a twelve (12) month contract

Ten (10) days for employees on a ten (10) month contract

Sick Leave shall be provided for the purpose of recuperation from illness or injury. Sick leave is not to be construed as vacation or personal time to be taken at the will of the employee.

- B. Unused portions of annual sick leave shall accumulate without limitation for subsequent use. Employees may not apply accrued sick leave to any period of time contiguous to their employment termination, except for those cases where illness precludes the fulfillment of their contractual duties. Doctor's appointments which have to be made during the workday can be deducted as a sick day at the employees' discretion.
- C. A certificate of absence shall be filed by each employee for any absence, and for absences due to illness over four (4) consecutive days duration. A doctor's certificate shall be required to be filed in the office of the Superintendent. After the first such occurrence in a contract year, a certificate may be requested for absences due to illness over three (3) days duration.
- D. Sick leave accrued in one school district may not be carried over with subsequent employment in another school district, except by action of the Board.
- E. In any instance of extended illness an employee who has used all regular sick days, vacation days, and extended sick days, will be placed on a Leave of Absence status and the vacated job may be posted. For ninety (90) days thereafter, the employee shall enjoy full group insurance benefits. The employee is entitled to reinstatement to his/her regular job upon presentation of a doctor's certificate for a period of up to six (6) months from the date the disability began. Upon mutual agreement of the Board and the Association, the Leave of Absence can be extended.

F. Reimbursement of sick leave upon retirement:

\$50.00 per day to a maximum of \$6,250.00

Fifteen (15) years of service in the district is required to participate in this reimbursement. Retirement will be as per the P.E.R.S. definition. The Board must be notified by December 15th for reimbursement to occur by the following July 1st. If this notification is not given, the employee must wait until the following July 1st.

ARTICLE 47

EXTENDED SICK LEAVE

- A. In any instances of extended illness, additional sick days up to a total not to exceed three (3) days for each year of previous employment, may be granted upon the recommendation of the Superintendent of Schools and approval by the Board. Used portions of these extended sick leave days shall not be reinstated.

ARTICLE 48

MEDICAL INSURANCE

- A. Full family coverage will be provided by the Board (Basic and Major Medical). Benefits of such coverage shall not be reduced below the current coverage.

Non-tenured secretaries will only be provided with single coverage until they obtain tenure. However, during this non-tenured period, they have the option of purchasing all medical and medical related family benefits at full cost to the employee for this additional coverage.

- B. Dental Plan to include member and spouse. Premium to be paid by the Board. Benefits of such coverage shall not be reduced below the current coverage.

Family dental may be purchased at the group rate, by the employee, provided the employee notifies the board office during the spring preceding the new contract year.

Non-tenured secretaries will only be provided with single coverage until they obtain tenure. However, during this non-tenured period, they have the option of purchasing all dental and dental related family benefits at full cost to the employee for this additional coverage.

- C. Preventative Flu Shots will be offered by the school nurse according to a schedule established by the administration at no expense to the employee.
- D. Prescription Drug Plan:

The Board agrees to provide a Family Prescription Drug Plan as detailed in the District's Group Prescription Drug Plan with premiums being paid by the Board. Benefits of such coverage shall not be reduced below the current coverage.

Non-tenured secretaries will only be provided with single coverage until they obtain tenure. However, during this non-tenured period, they have the option of purchasing all medical and medical related family benefits at full cost to the employee for this additional coverage.

ARTICLE 49

LEAVE OF ABSENCE

- A. Staff members shall not absent themselves from duty without obtaining a leave of absence from the Superintendent of Schools. Approval of such leave must be obtained before the absence occurs, unless circumstances are such as to render advance approval impossible.
- B. Request for absence should be addressed to the Superintendent of Schools through the employee's immediate supervisor during school hours. When emergencies occasioning absence occur in the morning before 7:30 A.M., contact either the Building Principal, or your immediate supervisor advising him/her of the circumstances and possible length of absence.
- C. Employees covered by this Agreement may request leave of absence without pay, for a period not to exceed one year. Leaves for valid reasons, such as maternity and illness or pressing personal matters will be considered. Leave to assume other employment will not be considered. Applications will be subject to approval and discretion of the Board. The employee's employment status (including seniority, tenure or longevity) will be maintained at the level of the start of the leave of absence. Times spent on said level will not be applied to the seniority, tenure or longevity. However, the employee will be compensated in accordance with salary schedule applicable at the time of his or her return.

The employee must notify the Board in writing at least ten (10) working days prior to the termination of the leave, of his or her intention to return. Failure to comply with notification, or return to work within ten (10) working days from the termination of the leave of absence, will be grounds for dismissal.

ARTICLE 50**PERSONAL DAYS**

- A. Each ten (10) month secretary is entitled to three (3) personal days without specified reasons unless the personal day is a work day immediately prior to or following a holiday or vacation. Each twelve (12) month secretary is entitled to four (4) personal days without specified reasons unless the personal day is a work day immediately prior to or following a holiday or vacation. In such an instance, approval of the Superintendent or his/her designee is required. Consecutive personal days will not be permitted without the approval of the Superintendent or his/her designee. All unused personal days shall be converted to accumulated sick leave on June 30 of each year. Any willful misuse of these days is considered unprofessional.

ARTICLE 51**EMERGENCY CLOSINGS**

- A. Employees are not required to work in case of school closings due to snow days, unless called to work before 11:00 A.M. by the Building Principal.
- B. Employees are required to work in case of school closings other than snow days, if the emergency does not affect their working conditions.
- C. In cases of early dismissals due to inclement weather, secretaries may leave thirty (30) minutes after the students are dismissed.

ARTICLE 52**VACANCY POSTINGS**

- A. The Superintendent or his/her designated representative shall post in all buildings where unit members work, a listing of any vacancy that may occur so that members of the Association may apply for such vacancy. The posting will be in effect for ten (10) days.
- B. In filling these vacancies, the Board shall consider the qualifications, background, and other relevant factors, including years of service within the School District. The parties recognize, however, that the filling of these vacancies is a prerogative of the Board and the decision of the Board with respect to such matters shall be final.

ARTICLE 53

OFFICE CONDUCT

- A. The Board agrees to provide two (2) fifteen (15) minute coffee breaks at times assigned by the immediate supervisor. Times will be so staggered, where possible, so as to provide courteous service to members of the General Public entering the office or calling on the phone.

ARTICLE 54

PERSONNEL FILES

- A. Each secretary shall, upon request with twenty-four (24) hour notice, be given an opportunity to review any evaluation of his/her work performance or conduct during the term of this Agreement and included in his/her permanent personnel folder. The secretary may file a written response to such materials and upon request, such response will be forwarded to the Superintendent for review, and will then be attached and retained with the particular document concerned. Each secretary will be provided with a copy of any evaluation, reprimand, or other document that is to be placed in his/her personnel folder.

ARTICLE 55

TERMINATION OF EMPLOYMENT

- A. Fifteen (15) days notice shall be required for the termination of all contracts.

ARTICLE 56

EXISTING BENEFITS

- A. All present conditions beneficial to secretaries not covered by this Agreement as of the date of signing and now in effect as regular employer practice, shall remain in effect unless provided for otherwise in this Agreement, or unless otherwise changed hereafter by mutual consent of the Board and the Association.

ARTICLE 57**WORKSHOPS AND SEMINARS**

- A. Registration and transportation fees to be paid by the Board for job related workshops, seminars, etc., if requested to attend by the Building Supervisor and approved by the Board.

CAFETERIA EMPLOYEES**ARTICLE 58**

**HOURLY PAY SCHEDULE
Cafeteria Salary Guides 2013-2016**

STEP	2013-2014	2014-2015	2015-2016
	Hourly Rate	Hourly Rate	Hourly Rate
1	14.72	14.75	14.75
2	14.82	14.85	14.85
3	14.87	14.90	15.07
4	14.97	15.05	15.17
5	15.07	15.15	15.27
6	15.22	15.30	15.47
7	15.43	15.50	15.67
8	15.87	16.30	16.67
9	16.50	16.80	17.09
10	17.08	17.30	17.67
11	17.96	18.30	18.72
12	18.95	19.37	19.68

- A. Salaries retroactive to July 1, 2013
- B. Probation: All newly hired personnel shall serve a one (1) year probationary period.
- C. In cases of delayed openings and early dismissals, cafeteria employees will receive full pay for these days.
- D. Cafeteria workers will be paid for emergency closings (if there was a scheduled work day).
- E. The positions of "Cafeteria Leader" at the High School and Intermediate School will work a seven (7) hour day. The High School Cafeteria Leader will receive a \$400.00 stipend over and above his/her regular pay each year.

Cafeteria Leader at Wall Intermediate School (if a need for the position is presented to the Board by the Food Service Director) will receive a \$400.00 annual stipend.

- F. The Cafeteria employee who is designated as the "truck driver" will receive a \$400.00 stipend over and above his/her regular pay, each year, starting with the 2003-2004 school year. If the job is split between employees, the stipend will be split accordingly.

ARTICLE 59

SICK DAYS

- A. Each employee shall be allowed ten (10) sick days per year as the current Board policy allows.

Sick Leave shall be provided for the purpose of recuperation from illness or injury. Sick leave is not to be construed as vacation or personal time to be taken at the will of the employee.

- B. Unused portions of annual sick leave shall accumulate without limitation for subsequent use. Accumulation of sick days is retroactive to September 1989.
- C. In any instance of extended illness, additional sick days up to a total not to exceed three (3) days for each year of previous employment may be granted upon the recommendation of the Superintendent of Schools and the approval of the Board.
- D. Reimbursement of Sick Leave Upon Retirement:

\$20.00 per day to a maximum of \$2,000.00

Fifteen (15) years of service is required to participate in this reimbursement. Retirement will be as the P.E.R.S. definition. The Board must be notified by December 15th for reimbursement to occur by the following July 1st. If this notification is not given, the employee must wait until the following July 1st.

ARTICLE 60

MEDICAL INSURANCE

- A. "Employee only" coverage will be provided by the Board: Basic and Major Medical and Prescription. Benefits of such coverage shall not be reduced below current coverage.

ARTICLE 61**UNIFORM ALLOWANCE**

- A. 2013-2014: \$200.00
 2014-2015: \$220.00
 2015-2016: \$220.00

Work shoes will be covered under uniform allowance. Employees can buy shoes of their choice and submit a receipt for reimbursement, with the approval of the Superintendent.

- B. If an employee buys uniforms for the upcoming school year after the close of the current school year, and sub-contracting takes place, the employee will be reimbursed for monies spent on uniforms up to the negotiated allowance.

ARTICLE 62**LONGEVITIES**

- A. 2013-2014 - 2014-2015 - 2015-2016:

\$300.00 - upon entering the eighth (8th) year of service with the district

\$300.00 - upon entering the eleventh (11th) year of service with the district
 (total: \$600.00)

\$300.00 - upon entering the twenty-first (21st) year of service with the district
 (total: \$900.00)

Employees entering their thirty-first (31st) year of employment with the Board will receive a one-time \$1,000.00 incentive bonus (all employees with the exception of professional staff.)

ARTICLE 63**PREVENTIVE CARE**

- A. Preventative flu shots shall be offered by the school nurse according to a schedule established by the administration at no cost to the employee.

ARTICLE 64

PERSONAL DAYS

- A. Employees may be granted up to three (3) days of absence during any one school year without deduction of salary.

Personal days shall be provided for the sole purpose of permitting any employee the opportunity to transact matters of personal affairs and to meet emergency situations which cannot be performed at a time other than regular working hours without loss of pay. Personal business leave is not to be construed as vacation time to be taken at will of the individual employee.

Requests for personal days that precede or follow school holidays or vacation periods shall be honored only under extreme circumstances.

Unused portions of personal leave shall be converted to accumulated sick leave on June 30 of each year.

A minimum of forty-eight (48) hours notice requirement for personal days is required, except in the case of an emergency.

If work absolutely necessitates that an employee be present, the day can be denied.

ARTICLE 65

SENIORITY

- A. A seniority list for cafeteria employees will be maintained by the Board and monitored by the Board and the Association.

ARTICLE 66

OVERTIME

- A. The Board agrees to rotate overtime among all employees by seniority. If an employee is called back to work at night or any special function beyond the normal workday, the rate of pay will be \$2.00 extra per hour up to forty (40) hours. Over forty (40) hours, time and a half.

ARTICLE 67

COFFEE BREAKS

- A. Anyone working more than four (4) hours daily, is entitled to a ten (10) minute coffee break as scheduled by the supervisor.

ARTICLE 68

POSTINGS

- A. All new or vacant positions of a permanent nature must be posted.

ARTICLE 69

INVOLUNTARY TRANSFERS

- A. An involuntary transfer to another school shall be made only after a meeting between the employee and the Business Administrator and/or his/her designee, at which time the employee shall be notified of the reason, upon request.
- B. Unless an emergency occurs, involuntary transfers made during the school year to another building, can be made only after the employee has been given two (2) weeks notice.

ARTICLE 70

PERSONAL CONTRACTS

- A. At the time of notification of their hours of work for the following year, cafeteria employees will sign a form stating whether they accept or reject these hours and return it to the Board Office.

Language to be included on this form: "Either party has the right to terminate the job position giving two (2) weeks notice."

PARAPROFESSIONALS

ARTICLE 71 HOURLY PAY SCHEDULE

STEP	2013-2014	Step	2014-2015	Step	2015-2016
2	12.69	2	12.69	2	12.69
3	13.18	3	13.19	3	13.19
4	13.68	4	13.68	4	13.68
5-6	14.18	5	14.18	5	14.18
7	14.68	6-7	14.68	6	14.68
8	15.18	8	15.18	7-8	15.18
9	15.68	9	15.68	9	15.68
10	16.18	10	16.18	10	16.18
11	16.70	11	16.70	11	16.70
12	17.22	12	17.24	12	17.24
13	17.98	13	18.28	13	18.51

- A. Salaries retroactive to July 1, 2013.
- B. Paraprofessionals will be paid twice a month. Each paraprofessional's yearly pay will be determined by multiplying the hourly rate of pay by the scheduled hours per day by the number of days scheduled to work within the 184-day calendar. Two (2) in-service days will be included in the scheduled number of work days. Paraprofessionals are to report to their respective building principals for in-service training and/or assignment.
- C. Paraprofessionals scheduled to work will not be docked for snow/weather-related closings. In case of delayed openings or early dismissals, paraprofessionals scheduled to work will receive full pay for these days. Any docking will be applied to contract pay as they occur.
- D. Overtime must be approved in advance by the building principal or supervisor and will be paid by payroll voucher as supplemental pay on a monthly basis.
- E. Overtime - If a paraprofessional is asked by their building principal to stay beyond their normal hours of work, they will be reimbursed at their hourly rate of pay.
- F. Personal Contracts - At the time of notification of their hours of work for the following year, paraprofessionals will sign a form stating whether they accept or reject these hours and return it to the board office.

Language to be included on this form: "Either party has the right to terminate the job position giving two (2) weeks notice"

Notification of employment for the following school year will take place by July 15th.

- G. If during the course of this contract, the Board assigns paraprofessionals to Title 1 projects which uses Title 1 money for paraprofessional salaries pursuant to ESEA Standards/Qualifications, payments necessary for compliance with tuition payments or in-service equivalent credit costs shall be borne by the Board, provided a grade of "C" or better is secured. Assignments shall rest with the Board.
- H. Paraprofessionals will receive a paid duty-free break, if his/her total workday is six (6) or more hours.

ARTICLE 72

SICK DAYS

- A. Each employee shall be allowed ten (10) sick days per year as the current Board policy allows.

Sick Leave shall be provided for the purpose of recuperation from illness or injury. Sick leave is not to be construed as vacation or personal time to be taken at the will of the employee.

- B. Unused portions of annual sick leave shall accumulate without limitation for subsequent use. Accumulation of sick days is retroactive to September 1989.

- C. Reimbursement of Sick Leave Upon Retirement:

\$20.00 per day to a maximum of \$3,000.00

Fifteen (15) years of service is required to participate in this reimbursement. Reimbursement will be as the P.E.R.S definition. The Board must be notified by December 15th for reimbursement to occur by the following July 1st. If this notification is not given, the employee must wait until the following July 1st.

- D. Extended Sick Leave

In any instances of extended illness, additional sick days up to a total not to exceed two (2) days for each year of previous employment may be granted upon recommendation of the Superintendent of Schools and approval by the Board. Used portions of these extended sick leave days shall not be reinstated.

ARTICLE 73

LONGEVITIES

A. 2013-2014 - 2014-2015 -2015-2016:

\$400.00 upon entering the fifteenth (15th) year of service with the district.
(total: \$400.00)

\$400.00 upon entering the twenty-first (21st) year of service with the district.
(total: \$800.00)

\$400.00 upon entering the twenty-fifth (25th) year of service with the district.
(total: \$1,200.00)

Employees entering their thirty-first (31st) year of employment with the Board will receive a one-time \$1,000.00 incentive bonus (all employees with the exception of professional staff).

ARTICLE 74

MEDICAL INSURANCE

A. Paraprofessionals may purchase HMO Health Insurance at their own expense through the Board. Effective the 2005-2006 school year, the Board will pay 30% of the yearly premium. Paraprofessionals may purchase family coverage at the Board rates. If a paraprofessional opts to purchase family coverage, the 30% Board contribution towards the premium only applies to single coverage. The following plans may be purchased:

Single HMO plan without prescription -Single HMO plan with prescription
Family HMO plan without prescription -Family HMO plan with prescription

ARTICLE 75

PERSONAL DAYS

A. Employees may be granted up to three (3) days of absence during any one school year without deduction of salary.

Personal days shall be provided for the sole purpose of permitting any employee the opportunity to transact matters of personal affairs and to meet emergency situations which cannot be performed at a time other than regular working hours without loss of pay. Personal business leave is not to be

construed as vacation time to be taken at will of the individual employee.

Request for personal days that precede or follow school holidays or vacation periods shall be honored only under extreme circumstances.

Unused portions of personal leave shall be converted to accumulated sick leave on June 30 of each year.

A minimum of forty-eight (48) hours notice requirement for personal days is required, except in the case of an emergency.

If work absolutely necessitates that an employee be present, the day can be denied.

ARTICLE 76

SENIORITY

- A. A seniority list for instructional paraprofessionals and non-instructional paraprofessionals will be maintained by the Board and monitored by the Board and the Association.

Seniority is to be used only in reduction in force-situations and will not be used for upgrading positions or hours. The lists will be separate and distinct, and there shall be no cross bumping rights

ARTICLE 77

PREVENTIVE CARE

- A. Preventative flu shots shall be offered by the school nurse according to a schedule established by the administration at no cost to the employee.

ARTICLE 78

IN-SERVICE DAYS

- A. The first day of school for the teachers will also be a day of work for the paraprofessionals. Paraprofessionals shall receive training on in-service days on topics determined by the District.

ARTICLE 79

WORKSHOPS & SEMINARS

- A. Registration and transportation fees to be paid by the Board for job related workshops, seminars, etc., if requested to attend by the building principal/supervisor and approved by the Board.
- B. If a paraprofessional wants to attend a workshop related to his/her field, and it is approved by the Superintendent, all fees related to this workshop will be paid by the Board.

MAIL CARRIER

ARTICLE 80

HOURLY PAY SCHEDULE

- A. The Association currently (2013-2014) has no members classified as mail carriers, so a salary guide has not been created for this group.
- B. Mail carriers will be paid twice a month as all other employees. Pay will be converted from an hourly rate of pay to an annual twelve (12) month salary.
- C. In cases of delayed openings, early dismissals and snow days mail carriers will receive full pay.
- D. Overtime: If a mail carrier is asked to stay beyond his normal hours of work, they will be reimbursed at their hourly rate of pay.
- E. Personal Contracts: At the time of notification of their hours of work for the following year, mail carriers will sign a form stating whether they accept or reject these hours and return it to the board office.

Language to be included on this form: "Either party has the right to terminate the job position giving two (2) weeks notice"

Notification of employment for the following school year will take place by June 15th.

- F. Mail Carrier will receive a paid duty-free break, if his/her total workday is six (6) or more hours.

ARTICLE 81
LONGEVITIES

A. 2013-2014 - 2014-2015 - 2015-2016:

\$400.00 upon entering the fifteenth (15th) year of service with the district
(total: \$400.00)

\$400.00 upon entering the twenty-first (21st) year of service with the district
(total: \$800.00)

\$400.00 upon entering the twenty-fifth (25th) year of service with the district
(total: \$1200.00)

Employees entering their thirty-first (31st) year of employment with the Board will receive a one-time \$1,000.00 incentive bonus (all employees with the exception of professional staff.)

ARTICLE 82
MEDICAL INSURANCE

- A. Mail carriers may purchase HMO Health Insurance at their own expense through the Board. Effective the 2005-2006 school year, the Board will pay 30% of the yearly premium. Mail carriers may purchase family coverage at the Board rates. If a mail carrier opts to purchase family coverage, the 30% Board contribution towards the premium only applies to single coverage. The following plans may be purchased:

Single HMO plan without prescription - Single HMO plan with prescription
Family HMO plan without prescription - Family HMO plan with prescription

ARTICLE 83
SICK DAYS

- A. Each employee shall be allowed twelve (12) sick days per year as the current Board policy allows.

Sick Leave shall be provided for the purpose of recuperation from illness or injury. Sick leave is not to be construed as vacation or personal time to be taken at the will of the employee.

- B. Unused portions of annual sick leave shall accumulate without limitation for subsequent use. Accumulation of sick days is retroactive to September 1989.
- C. Reimbursement of Sick Leave Upon Retirement:

\$20.00 per day to a maximum of \$3,000.00

Fifteen (15) years of service is required to participate in this reimbursement. Reimbursement will be as the P.E.R.S. definition. The Board must be notified by December 15th for reimbursement to occur by the following July 1st. If this notification is not given, the employee must wait until the following July 1st.

- D. Extended Sick Leave:

In any instances of extended illness, additional sick days up to a total not to exceed two (2) days for each year of previous employment may be granted upon recommendation of the Superintendent of Schools and approval by the Board. ~~Used portions of these extended sick leave days shall not be reinstated.~~

ARTICLE 84

PERSONAL DAYS

- A. Employees may be granted up to four (4) days of absence during anyone school year without deduction of salary.

Personal days shall be provided for the sole purpose of permitting any employee the opportunity to transact matters of personal affairs and to meet emergency situations which cannot be performed at a time other than regular working hours without loss of pay. Personal business leave is not to be construed as vacation time to be taken at will of the individual employee.

Request for personal days which precede or follow school holidays or vacation periods shall be honored only under extreme circumstances.

Unused portions of personal leave shall be converted to accumulated sick leave on June 30 of each year.

A minimum of forty-eight (48) hours notice requirement for personal days is required, except in the case of an emergency.

If work absolutely necessitates that an employee be present, the day can be denied.

ARTICLE 85

SENIORITY

- A. A seniority list for mail carriers will be maintained by the Board and monitored by the Board and the Association.

Seniority is to be used only in reduction in force situations and will not be used for upgrading positions or hours. The lists will be separate and distinct. There shall be no cross bumping rights.

ARTICLE 86

PREVENTIVE CARE

- A. Preventative flu shots shall be offered by the school nurse according to a schedule established by the administration at no cost to the employee.

ARTICLE 87

VACATION DAYS

- A. The mail carrier will be eligible for vacation periods as follows:

- After one year service..... 10 working days
- After seven (7) years service..... 15 working days
- After fifteen (15) years service.....20 working days

CUSTODIANS-MAINTENANCE GROUNDS-MECHANICS

ARTICLE 88

ASSOCIATION REPRESENTATIVES

- A. A Building Representative shall be granted a reasonable amount of time during his/her regular working hours, without loss of pay, to interview an employee who has a grievance and to process the grievance through all the steps as outlined in the terms of the grievance procedure.
- B. The Building Representative shall not leave his/her work without first obtaining permission from the immediate Supervisor (Supervisor of Buildings and Grounds, or the Building Principal) whose permission shall not be unreasonably withheld.

ARTICLE 89

SENIORITY

- A. Seniority shall be defined as either bargaining unit seniority or job classification seniority.
 - (1) Bargaining unit seniority is defined as the continuous unbroken employment by an employee in the bargaining unit covered by this Agreement irrespective of the job classification in which the service is rendered.
 - (2) Job Classification seniority is defined as the continuous unbroken employment by an employee in a job classification contained in the bargaining unit covered by this Agreement. In the event job classification seniority is broken by a transfer to another job classification in the bargaining unit, all prior service in the same classification will be accumulated in the event there is a return to the initial job classification.
 - (3) It is agreed that two seniority lists will be maintained by the Board and monitored by the Board and the Association. One list shall be entitled "Bargaining Unit Seniority" and the other shall be entitled "Job Classification Seniority". The latter list shall cover the following five (5) job classifications.

- (a) Mechanics
- (b) Maintenance Personnel
- (c) Maintenance Helper
- (d) Grounds Keepers
- (e) Custodians

There shall be annexed to this contract agreed upon lists establishing the seniority of all current employees. In establishing these and future lists it is recognized that the names of probationary employees (as elsewhere defined) shall not be added to the lists until the probationary period has been completed.

- (4) It is understood and agreed that the Board has the unqualified right to make assignments of work and assignments of shift.
- B. Whenever the Board decreases its work force the following procedure will be followed in making layoffs in the bargaining unit:
- (a) Probationary employees in the job classification being reduced will be laid off first.
 - (b) In the event there are no probationary employees in the job classification then the employee with the least amount of job classification seniority shall be the first to be laid off.
- C. An employee who has been laid off for lack of work shall have the right to request a job transfer to another classification within the bargaining unit. This right shall be limited to a transfer to a classification lower in rank than the one from which he/she has been laid off. For purposes of this paragraph, the job classifications rank from highest to lowest as follows: (1) Mechanics (2) Maintenance personnel (3) Maintenance helper (4) Grounds keeper (5) Custodian. In order to be eligible for a transfer after lay-off for lack of work, the laid-off employee must apply in writing or transfer to a specific job classification no later than ten (10) working days after he/she has been notified of his/her layoff. He/she shall be eligible to replace an employee in the requested position only if his/her bargaining unit seniority exceeds that of the incumbent employee.
- Mechanics can only bump down to grounds person or custodian.
Forepersons cannot be bumped.
- D. An employee who has been laid-off for lack of work shall have his/her name retained on the seniority lists for (a) a period of one (1) year from the date of layoff or (b) until he/she has refused a request to return from a lay-off, whichever period is shorter. If an employee should be reemployed by the Board after his/her name is one stricken from the seniority lists he/ she shall be treated as a new employee and shall be placed at the bottom of the lists when his/her probationary status is completed.

ARTICLE 90

PROBATIONARY PERIODS

- A. All newly hired non-certified personnel shall serve a twelve (12) month probationary period. This probationary period may be extended an additional six (6) months upon notification to the Association by the Board during the first eleven (11) months of employment. Upon notification, joint review will be made by the Board and the Association.
- B. No employee, other than those on probationary status, shall be discharged or disciplined without just cause, subject to the grievance procedure.

ARTICLE 91

JOB TRANSFERS

- A. In the event there is a job vacancy and two (2) or more employees make application for the position, the Board shall make a determination as to which, if any, of the applicants meet the job requirements established by the Board. In the event the Board determines that two (2) or more meet the qualifications, then the employee with the most bargaining unit seniority shall be awarded the position.

ARTICLE 92

SICK LEAVE AND MEDICAL COVERAGE

- A. Each full time and twelve (12) month employee shall be allowed twelve (12) sick days per year as the current Board policy allows.

Sick Leave shall be provided for the purpose of recuperation from illness or injury. Sick leave is not to be construed as vacation or personal time to be taken at the will of the employee.

- B. Unused portions of annual sick leave shall accumulate without limitation for subsequent use.
- C. Reimbursement of Sick Leave Upon Retirement:
\$40.00 per day to a maximum of \$4,000.00.

Fifteen (5) years of service in the district is required to participate in this reimbursement. Retirement will be as per the statutory definition. The Board must be notified by December 15th for reimbursement to occur by the following July 1st. If this notification is not given, the employee must wait until the following July 1st.

- D. In any instance of extended illness, additional sick days up to a total not to exceed three (3) days for each year of previous employment may be granted upon the recommendation of the Superintendent of Schools and approval by the Board. Used portions of these extended sick leave days shall not be reinstated.

E. Flu Shots

Preventative flu shots shall be offered by the school nurse according to a schedule established by the administration at no expense to the employee.

F. Medical Insurance

The Board agrees that all employees shall be covered by the basic hospitalization, medical-surgical and major medical health insurance program, with the total cost for the family to be paid by the Board. Benefits of such coverage shall not be reduced below the current coverage.

New employees will only be provided with single coverage for the first three (3) years of employment. However, during this time period, employees have the option of purchasing all medical and medical related family benefits at full cost to the employee for this additional coverage.

G. Dental Plan

Dental Plan to be full family coverage with premium to be paid by the Board inclusive of an \$800.00 orthodontia benefit. Benefits of such coverage shall not be reduced below the current coverage.

New employees will only be provided with single coverage for their first three (3) years of employment. However, during this time period, employees have the option of purchasing all dental and dental related family benefits at full cost to the employee for this additional coverage.

H. Prescription Plan

The Board agrees to provide a Family Prescription Drug Plan as detailed in the District's Group Prescription Drug Plan. Benefits of such coverage shall not be reduced below the current coverage.

New employees will only be provided with single coverage for their first three (3) years of employment. However, during this time period, employees have the option of purchasing all medical and medical related family benefits at full cost to the employee for this additional coverage.

I. Physical Disability

1. If an employee is injured while on the job, his/her position and salary will remain protected.
2. If an employee is injured outside of his/her job, his/her position can be changed to a position which he/she is capable of performing and his/her salary adjusted to agree with the salary guide for that position.
3. If the employee is physically unable to perform the duties of any position, he/she will be dismissed.
4. If the school doctor and the employee's physician are unable to reach an agreement on the ability of the employee to perform the duties of a position, a mutually agreed third (3rd) doctor will be selected. His/her decision will be binding upon both parties.

ARTICLE 93

PERSONAL DAYS

- A. Each ten (10) month employee is entitled to three (3) personal days without specified reasons unless the personal day is a work day immediately prior to or following a scheduled school closing. Each twelve (12) month employee is entitled to four (4) personal days without specified reasons unless the personal day is a work day immediately prior to or following a scheduled school closing. In such an instance, approval of the Superintendent or his/her designee is required. Consecutive personal days will not be permitted without the approval of the Superintendent or his/her designee. All unused personal days shall be converted to accumulated sick leave on June 30 of each year. Any willful misuse of these days is considered unprofessional.

Unless it is an emergency situation, notification must take place the day before.

- B. No more than five percent (5%) or ten (10) employees in each school building according to their job classification as listed in the Association contract shall take a personal day on the same day of work. Any such request for personal days shall only be granted with prior approval of the building Principal and/or his/her designee.

ARTICLE 94

HOLIDAYS

- A. The Board agrees to guarantee twelve (12) paid holidays to the employees covered by this Agreement with the understanding that if less than twelve (12) paid holidays are provided in the school calendar, the remaining day or days shall be assigned at the discretion of the Supervisor. The Board also agrees to declare any day designated as a holiday or any day extended to employees by the Federal Government or by the State of New Jersey as a holiday for the employees providing school is not in session.

ARTICLE 95

VACATION

- A. All persons employed on a twelve (12) month basis and classified as non-instructional personnel will be eligible for vacation periods as follows:

- After one (1) year service..... Ten (10) working days
 - After seven (7) years service..... Fifteen (15) working days
 - After fifteen (15) years service..... Twenty (20) working days

Vacations will be computed as of the date of hire for each employee. (Refer to paragraph "F" for less than one (1) year's service.)

- B. Those employees who have fifteen (15) days vacation and who make prior arrangements and changing such prior arrangements will cause a loss of income or expense to the individual shall be permitted to take those fifteen (15) days unencumbered. The present procedure for applying for more than two (2) consecutive weeks of vacation shall be followed. The Association agrees to discuss any problems caused by the above in the event an emergency makes it desirable for the individual to forego his/her vacation time.
- C. The Building Principal or immediate supervisor shall determine at his/her discretion the availability of requested vacation dates.
- D. In scheduling vacation where two (2) or more employees have submitted requests on the same date, the employee with the most job classification seniority shall be entitled to the available date if vacation is being approved. In all cases the first employee to have vacation approved will take precedence.

- E. The Board agrees to purchase vacation time at double pay from employees who desire to sell all or part of their vacation time in accordance with the following established guidelines:
1. The Administration may solicit custodians, grounds persons, maintenance personnel interested in selling all or part of their annual vacation allowance at the beginning of each school year (July).
 2. Vacation time will be purchased at the option of the Board. The Board reserves the right to establish the weeks vacations will be worked.
 3. Vacation time will be purchased on a seniority basis. The Board will attempt to see that time purchased will be distributed evenly.
 4. The employee will have the option of offering all or part of his/her vacation time in weekly parts (1,2, or 3, weeks).
 5. An employee may work in a school other than his/her assigned school during the vacation week.
 6. If a holiday falls on the week purchased, the employee will be paid for the full week and not work on the holiday.
 7. The employee who does not make a commitment to sell vacation time at the beginning of the school year may offer to sell time during the year, subject to a priority being placed on initial commitments.
 8. Purchase time will be purchased thusly: Annual salary divided by fifty-two (52) multiplied by two (2) = vacation time purchase price.
- F. If an employee has less than one (1) year of service, he/she shall accrue one (1) day vacation per month, not to exceed the (10) vacation days. This time to be taken during the next full contract year. During the second full contract year he/she will be entitled to ten (10) full vacation days.

ARTICLE 96

COFFEE BREAKS

- A. The Board agrees to provide one (1) thirty (30) minute coffee break per work day to be assigned.

ARTICLE 97

UNIFORMS

- A. The Board reserves the right to select the style and the color of the uniform.
- B. Uniform allowance for all full time employees shall be as follows:
 - 2013-2014: \$ 315
 - 2014-2015: \$ 315
 - 2015-2016 \$ 315

ARTICLE 98

ASSOCIATION LEAVE TIME

- A. The Board agrees to grant officially elected delegates of the Association time off with pay for the purpose of attending Association conventions, conferences or workshops provided that:
 - 1. The total time off does not exceed an aggregate of two (2) working days for the life of the contract.
 - 2. Not more than two (2) such Association delegates shall be permitted to attend such conventions or conferences at any one time.
 - 3. Written request specifying the amount of time off to be received by the Board at least five (5) days in advance of granting of each time off. Under certain circumstances this five (5) day period may be waived by the Board.

ARTICLE 99

OVERTIME

- A. Overtime
 - 1. The Board agrees to rotate overtime among all employees provided, however, that the employee to receive overtime must be fully qualified to perform the duties. Overtime will be at the rate of time and one half (1 1/2), Monday through Saturday. Double time on Sundays.

2. The Association agrees that necessary overtime within the department must be performed and if no other person desires such overtime, the least senior man who is qualified must perform the required overtime.
3. The Board agrees to continue the present procedure of granting fifteen (15) minutes overtime pay for any portion of fifteen (15) minutes worked overtime.
4. Overtime procedure:
 - a) Employee "A" is scheduled for overtime and works it, therefore going to the bottom of the rotation list.
 - b) Employee "A" is scheduled for overtime, but the event is canceled. No other employee has been scheduled for overtime. So, employee "A" remains at the top of the list for the next scheduled overtime.
 - c) Employees "A" and "B" are scheduled for separate overtime events. Employee "A" has the event canceled. Since "B" is already scheduled, "B" remains in that position. "A" therefore gets the next overtime event that comes by. After "A" has worked the overtime event, "A" falls back into the normal rotation slot.
 - d) If a night crew employee is next in line to be scheduled for overtime, and the next overtime event is a night event and the employee is unable to work because he/she is working already, this employee therefore remains at the top of the overtime list until an overtime event becomes available that he/she can work.
 - e) If the next employee in line to be scheduled for an overtime event refuses to work the event, he/she will then go to the bottom of the rotation schedule.
 - f) If an overtime event is to be scheduled for work, and the next employee in the rotation schedule is sick, out on a personal day, or on vacation and therefore unable to work, this will be equivalent to a refusal and therefore his/her name will go to the bottom of the rotation schedule.
 - g) Every effort will be made to maintain the assignment of overtime on the basis of seniority (as described in paragraphs a - f above). However, in unusual circumstances when an overtime situation occurs and requires qualifications in a specialty area

(maintenance, grounds, mechanic), that assignment will be made at the discretion of the Business Administrator and/or his/her designee.

- h) Overtime in the custodial, grounds, maintenance, and mechanic departments will be separate and distinct in all overtime assignments.
- i) The following is a list of overtime activities associated with the grounds and maintenance departments:

GROUNDS	MAINTENANCE
1) Home & away football games (Nights, Saturday, Sunday)	1) Repairs
2) Home soccer games (Nights, Saturday, Sunday)	2) Graduation (Called 2nd after grounds)
3) Home Baseball (Saturday)	3) Snow removal (Called 2nd after grounds)
4) Graduation (Called 1st)	4) Storms, emergencies (Called 2nd depending on situation)
5) Snow removal (Called 1st)	5) Graduation security - night before (2nd)
6) Storms, emergencies (Called 1st)	6) Halloween security (called 2nd)
7) Graduation security - night before (1st)	
8) Halloween security (1st)	

- j) Prior to any upcoming weekend or vacation period, a form will be posted for any employee to sign if interested in being on call to fulfill an emergency or unscheduled overtime situation that may occur during this period of time. This list will be used to secure the necessary services related to the emergency/unscheduled overtime situation. If the qualifications in a specialty area are needed to cover this emergency/unscheduled overtime situation, this assignment will be made at the discretion of the Business Administrator and/or his/her designee. A lottery method will be used to determine who will work the emergency/unscheduled overtime situation if more than one (1) employee has submitted their name for consideration. Two (2) refusals or unavailability to work after being called with your name on the list to work, will result in the name being removed from the list for the remainder of the year.

B. Call In Pay

1. The Board agrees to guarantee four (4) hours "call-in-pay" for all employees covered by this Agreement for any maintenance or custodial emergency, recognizing that emergency is only an unplanned situation and does not cover any assigned scheduled work, such as PTA meetings. The Association agrees that this four (4) hour guarantee does not apply at the beginning of a work day which runs into a regular scheduled work period.
2. Employees called in for snow removal prior to the regular starting time shall be guaranteed two (2) hours overtime provided he/she reports on the job within one (1) hour after notification.

C. Sunday Work

1. The Board agrees to pay overtime for scheduled Sunday work at the rate of double time. (Note: If a custodian is to be present at a concert held in the Auditorium on Sunday and is notified ahead of time, he/she will be paid at the rate of double time).
2. For emergency call-in service, the minimum of four (4) hours applied at the rate of time and one half (1-1/2); any time beyond the four (4) hours will be at the double time rate. (Note: A maintenance worker who is called in to repair storm damage. If he/she works two (2) hours, he/she would be paid a minimum of four (4) hours at time and one half (1-1/2). If he/she works six (6) hours, he/she would be paid four (4) hours at time and one half (1-1/2) and two (2) hours at double time.

D. Sports Teams Practices

1. If sports teams practice in buildings without a custodian present, the Board agrees to pay the custodian who is denied this overtime, the rate of 1-1/2 times his/her hourly rate on a weekday and a Saturday, and 2-1/2 times his/her hourly rate on a Sunday, from the time the teams started practicing, because the teams started practicing prior to the custodian's scheduled start time.

ARTICLE 100

SALARIES

- A. See salary guides at end of this document. (Retroactive to July 1, 2013)
Temporary head mechanic replacements shall receive pro-rated compensation after two (2) weeks. A replacement does not have to be

assigned. If a replacement is not assigned, it is the responsibility of the supervisor of Buildings and Grounds.

B. Longevities

1. The following longevity allowances will be applicable to all twelve (12) month full time employees. Part time contractual employees will receive longevity pro-rated.

\$300.00 upon entering the sixth (6) year of service with the district.

\$600.00 upon entering the tenth (10) year of service with the district.

\$900.00 upon entering the fifteenth (15) year of service with the district.

\$1,200.00 upon entering the twentieth (20) year of service with the district.

Employees entering their thirty-first (31ST) year of employment with the Board will receive a one-time \$1,000.00 incentive bonus (all employees with the exception of professional staff.)

- C. Temporary Custodial Supervisor replacements shall receive pro-rated compensation after two (2) weeks. A replacement does not have to be assigned. If a replacement is not assigned, it is the responsibility of the building principal or the supervisor of Buildings and Grounds.

D.

Maintenance Differentials	2013-2014	2014-2015	2015-2016
Shop Foreman	\$4228.00	\$4228.00	\$4228.00
Grounds Foreman	\$4228.00	\$4228.00	\$4228.00
Receiving Foreman	\$4228.00	\$4228.00	\$4228.00
HVAC refrigeration A/C license stipend	\$3175.00	\$3175.00	\$3175.00
Licensed Electrician	\$3175.00	\$3175.00	\$3175.00
Licensed Plumber	\$3175.00	\$3175.00	\$3175.00
AHERA Leader	\$3175.00	\$3175.00	\$3175.00
New Jersey O & M & Floor Tile Certification(voluntary)	\$490.00	\$490.00	\$490.00
Head Mechanic Stipend	\$6642.00	\$6642.00	\$6642.00

Temporary foreperson replacements shall receive pro-rated compensation after two (2) weeks. A replacement does not have to be assigned. If a replacement is not assigned, it is the responsibility of the supervisor of Buildings and Grounds.

E. Black Seal License

1. Custodians will receive reimbursement for renewal of their Black Seal License. (Rates pro-rated for part-time employees)

F. Contract Renewal

1. The renewal of the individual yearly contract for each employee shall not be withheld without just cause, subject to the grievance procedure, unless the employee is probationary.

ARTICLE 101

POSTINGS

- A. All new or vacant positions of a permanent nature must be posted.

ARTICLE 102

EVALUATIONS

- A. Forepersons will not be responsible for yearly evaluations.

BUS DRIVERS

ARTICLE 103

PROBATIONARY PERIOD

- A. All newly hired non-certified personnel shall serve a one (1) year probationary period. This probationary period may be extended an additional six (6) months upon notification to the Association by the Board during the first five (5) months of employment. Upon notification, the Board and the Association will make joint review.

ARTICLE 104

DISCHARGE AND DISCIPLINE

- A. An employee may be disciplined, suspended or discharged only for just cause. A conference between the Employer and the Employee shall be held prior to discharge. In a disciplinary case, a conference shall be scheduled within two (2) working days of notification of disciplinary action. The Employee may request the presence of the Building Representative during disciplinary or discharge conferences. If the employee is dissatisfied with the result of a conference, he/she may use the grievance machinery.
- B. Any employee covered by this Agreement shall have the right to inspect and obtain copies (priced according to Board fee schedule) of documents from their personnel file upon three (3) working days notice to the custodian thereof.

ARTICLE 105

DRIVERS SALARY LIST

- A. Salary based on 183 school days - remuneration will reflect any changes made in the number of school days.

Full time base salary: six (6) hours per day.

Bus Drivers Salary Guides 2013-2016

STEP	2013-2014	2014-2015	2015-2016
1	0	0	0
2	25805	25805	25805
3	26070	26070	26070
4	26170	26570	26570
5	26470	27070	27170
6	26970	27570	27970
7	27670	28070	28770
8	28370	29070	29770
9	29570	30135	30770

(Salaries retroactive to July 1, 2013)

- B. Guide Placement: Pertinent driving experience and other factors may be considered by the Board for salary guide placement for newly hired contract drivers.

ARTICLE 106

LONGEVITIES

- A. 2013-2014 - 2014-2015 - 2015-2016:

6 to 10 years of service:	\$400.00
11 to 15 years of service:	\$400.00 (Total: \$800.00)
16 to 20 years of service:	\$400.00 (Total: \$1,200.00)
21 years and up:	\$400.00 (Total: \$1,600.00)

Employees entering their thirty-first (31ST) year of employment with the Board will receive a one-time \$1,000.00 incentive bonus (all employees with the exception of professional staff.)

ARTICLE 107**NON-CONTRACT RUNS**

- A. Any trips not part of a continuous time schedule to be paid at the following flat rates:
- 2013-2014 - \$15.00 per hour
 - 2014-2015 - \$18.00 per hour
 - 2015-2016 - \$18.00 per hour
- B. Non-contract runs and all extra work assignments shall be voluntary and shall be rotated from a seniority list at the beginning of the school year.
- C. Transportation supervisor will post extra trip assignments each Thursday morning and assignments the following week.
- D. Drivers on the "overtime list" may indicate a desire for an assignment by signing their name below the assignment on this list posted. Assignments will be made by the Transportation Supervisor on a rotation basis to the driver(s) responding to the posting. The rotation system shall be the prime method of assigning extra runs. However, the Transportation Supervisor may make assignments, as he/she deems necessary when the situation warrants it.
- E. The minimum pay for all trips shall be one (1) hour.
- F. If the Transportation Supervisor fails to notify a driver of a canceled trip prior to the driver's reporting time, a minimum of two (2) hours shall be paid to said driver. This provision applies only to assignments which require the driver to report to work. Trips scheduled between normal assignments, or at the end of the working day are exempt.
- G. If a non-contract run or an extra work assignment is canceled, for any reason, and rescheduled another day, because of this schedule change, the originally scheduled driver will retain his/her place in the rotation schedule as if they had never been assigned the trip in the first place.

ARTICLE 108**CONTRACT PACKAGES**

- A. Contract packages for full time drivers shall consist of no more than three (3) time blocks, two (2) time blocks if the package contains assignments

presently known as "late runs", which total no more than six (6) hours. Additional duties may be assigned on either a temporary or permanent basis, so long as the assigned daily transportation duties, and additional duties do not exceed six (6) hours.

- B. Assignments in excess of six (6) hours will receive additional compensation, at the contract rate.
 - C. Contract packages with less than four (4) hours of work shall be considered part-time. All drivers with duties between four (4) and six (6) hours will be compensated at the six (6) hour rate. Ample time will be allowed within the framework of the daily six (6) hour schedule to perform assigned maintenance and preparation duties.
 - D. Assignments will not be made if it is anticipated that such assignment will cause the driver to work beyond their scheduled time. However, drivers known as floaters, whose contracts were extended from four (4) or five (5) hours to six (6) hours will be required to perform any normal driving assignments not limited to, but including: field trips, athletic events, substitutions for drivers who are out sick, etc. Such duties performed mid-day will be done without further compensation.
-
- E. Any parochial runs scheduled on days beyond the Wall Township calendar shall be treated as non-contract runs with the regular driver driving the entire package. The driver who selects the parochial package shall be guaranteed two (2) hours minimum.
 - F. Contract packages: A grouping of contract runs for assignments to individual drivers.
 - G. All packages shall be picked in order of seniority. When the Transportation Supervisor does not agree that a driver is suited to a package chosen by that driver, the Supervisor will meet with the driver and give his/her reasons for not approving. If the driver does not agree with the reason set forth by the Transportation Supervisor, he/she may grieve the decision of the Supervisor through the grievance machinery.
 - H. Packages will be posted for review at least two (2) days prior to the date for selection.
 - I. The date of selection shall be no later than the last week in August. Drivers will be notified by mail in advance of the posting.
 - J. Drivers not present for selection must provide a written proxy directing another driver to make the selection for them, or the Transportation Supervisor will make the selection for them in seniority order.
 - K. Any and all packages may be altered during the school year to meet changing need. Adjustments to salary will be pro-rated accordingly.

- L. Drivers are required to perform a trial run of their contract package and submit written route directions with stop times within two (2) days after package selection. Drivers are to update and resubmit route directions with stop times and special conditions (i.e. kindergarten student) within fifteen (15) working days of the start of school, and at any time changes are made to the package.

The daily contract package will be six (6) hours per day. Time not worked within the original daily contract package will not accumulate.

- M. Packages which become available at least thirty (30) calendar days before the end of the school year as established by the annual school calendar will be posted three (3) days for bidding by the employees. Transportation Supervisor would have full authority to choose the person for the position from this list with consideration given to the employee's seniority. Packages shall be posted within two (2) working days of vacancy and shall be awarded within three (3) working days after the posting period, subject to final approval by the Board. The Building Representative shall be responsible for ensuring that all drivers are aware of the posting.

ARTICLE 109

SICK DAYS

- A. Pursuant to the current Board policy, employees shall be allowed annual personal sick leave without loss of pay of such absences as follows:

Twelve (12) days for employees on a twelve (12) month contract

Ten (10) days for employees on a ten (10) month contract

Sick Leave shall be provided for the purpose of recuperation from illness or injury. Sick leave is not to be construed as vacation or personal time to be taken at the will of the employee.

- B. Unused portions of annual sick leave shall accumulate without limitation for subsequent use. Under no circumstances is accrued sick leave to be considered or applied as terminal leave. Doctor's appointments which have to be made during the work day can be deducted from sick leave days.

- C. A certificate of absence shall be filed by each employee for any absence and for absences due to illness over three (3) consecutive days duration, a doctor's certificate shall be required to be filed in the office of the Board Secretary/Business Administrator. The doctor's certificate shall indicate the employee is fit to resume duties as a bus driver. The Board reserves the right to have its own physician examine the employee for final determination of fitness to perform duties.
- D. Sick leave accrued in one school district may not be carried over with subsequent employment in another school district.
- E. In the event a driver does not complete the assigned time slots due to illness or emergency, and said emergency arises during the first time slot, said driver will be docked one (1) sick day. If the emergency arises during the second time slot, driver will be docked one-third (1/3) sick day, and if it occurs during the third (3rd) time slot, driver will not be docked any sick time.
- F. In any instances of extended illness, additional sick days up to a total not to exceed two (2) days for each year of previous employment may be granted upon the approval of the Board. Used portions of these extended sick leave days shall not be reinstated.

G. Reimbursement of Sick Leave Upon Retirement:

\$40.00 per day to a maximum of \$4,000.00

Fifteen (15) years of service is required to participate in this reimbursement. Retirement will be as the P.E.R.S definition. The Board must be notified by December 15th for reimbursement to occur by the following July 1st. If this notification is not given, the employee must wait until the following July 1st.

ARTICLE 110

MEDICAL INSURANCE

- A. Single coverage: Medical insurance will be provided by the Board of Education Benefits of such coverage shall not be reduced below the current coverage.
- B. Family coverage: Any driver may purchase family coverage at the current board rates.
- C. Prescription Plan: The Board agrees to provide an "employee only" Prescription Drug Plan with the premiums being paid by the Board. Benefits of such coverage shall not be reduced below the current coverage.

Family Prescription: Those drivers, to the extent only of their coverage with regular hospitalization, may enroll in the drug plan. The drivers must pay the applicable amount.

- D. Any driver may purchase single/family Dental Insurance at Board rates.

ARTICLE 111

LEAVE OF ABSENCE WITHOUT PAY

- A. Employees may be granted a leave of absence without pay for personal reasons for a period of up to one (1) year with the approval of the Board during which time they shall retain their seniority rights.

Seniority will accrue during the leave period.

ARTICLE 112

PERSONAL DAYS

- A. Employees may be granted up to three (3) days of absence during any one school year without deduction of salary.
- B. Personal days shall be provided for the sole purpose of permitting any employee the opportunity to transact matters of personal affairs and to meet emergency situations which cannot be performed at a time other than regular working hours without loss of pay. Personal business leave is not to be construed as vacation time to be taken at the will of the individual employee.
- C. Requests for personal days which precede or follow school holidays or vacation periods shall be honored only under extreme circumstances.
- D. Personal days are to be taken with internal control by both the Administration and the Association.
- E. Unused portions of personal leave shall be converted to accumulated sick leave on June 30th of each year.
- F. A minimum of forty-eight (48) hours notice requirement for personal days is required, except in the case of an emergency.

ARTICLE 113**ASSOCIATION ACTIVITY**

- A. The Board agrees to grant officially elected delegates time off with pay for the purpose of attending Association Conventions and/or conferences provided that time off does not exceed an aggregate of five (5) working days in the calendar year, and that not more than two (2) such Association delegates shall be permitted to attend such conventions or conferences at any one time, and applications of said time shall not exceed two (2) annually. Written request specifying the amount of time off is to be received by the Board at least five (5) days in advance of granting of each time off. Under certain circumstances this five (5) day period may be waived by the Board.

ARTICLE 114**ASSOCIATION REPRESENTATIVES**

- A. The Board agrees to recognize a minimum of one (1) Building Representative and one (1) Alternate selected by the Association. A Representative shall be granted a reasonable amount of time during his/her regular working hours, without loss of pay, to interview an employee who has a grievance and to discuss the grievance with the employee's immediate supervisor. The Association President or Representative shall be granted a reasonable amount of time during his/her regular work hours, without loss of pay, to present, discuss, and investigate grievances. Neither a representative nor an Association officer shall leave his/her work without first obtaining permission of his/her immediate supervisor, which permission shall not be unreasonably withheld. The Association agrees to provide a listing of the current Building Representatives and Officers for the Board after the regular Association election and also to notify the Board of any interim changes.

ARTICLE 115**SENIORITY**

- A. A seniority list for bus drivers will be maintained by the Board and monitored by the Board and the Association. The Board and the Association agree that an updated seniority list will be provided to the Association once each year of this contract. Employees will be placed on the seniority list in accordance with their date of hire. Ties will be broken by date of receipt of application for full

time employment. Applications will be purged once a year.

- B. Seniority shall prevail in any layoff of employees, the least senior employee to be laid off first. Employees shall be recalled or offered recall from layoff in the inverse order of their layoff, the most senior laid off employee being the first to be recalled. Laid off employees shall be eligible for recall for a period up to one (1) year from the date of their layoff.
- C. Employees who refuse to return to work within ten (10) days of the time they are offered recall shall be terminated. Notification of layoff or recall shall be by registered letter, return receipt requested.

ARTICLE 116

MEDICAL EXAMINATIONS

- A. To satisfy the bi-yearly medical examination requirements for the renewal of bus drivers' licenses, all drivers shall be required to have a physical examination by a medical doctor.
- B. The Board agrees to reimburse each driver up to \$45.00 for such examination upon receipt of bill.
- C. Additional medical examinations may be required by the Board to verify a driver's physical capabilities following an extended illness.
- D. Preventive flu shots shall be offered by the school nurse according to a schedule established by the administration at no expense to the employee.
- E. The Board will pay for bus driver drug testing that takes place every two (2) years up to a maximum of \$65.00. This amount is over and above the amounts reimbursed for medical exams.

ARTICLE 117

UNIFORMS

- A. The Board reserves the right to select the style and color of uniforms.
- B. The uniform allowance shall be \$135.00 for the 2013-2014 school year, \$135.00 for the 2014-2015 school year, and \$135.00 for the 2015-2016 school year, for all full time employees.

ARTICLE 118

GENERAL PROVISIONS

- A. The Board agrees to reimburse each driver for bus license renewal fee up to the cost of endorsements required by the Board.

ARTICLE 119

BULLETIN BOARDS

- A. The Board will provide space for a bulletin board.

ARTICLE 120

FULLY BARGAINED PROVISION

- A. 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 term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either of both the parties at the time they negotiated or signed this Agreement, except as may otherwise be provided herein.

ARTICLE 121

POSTINGS

- A. All new or vacant positions of a permanent nature must be posted.

ARTICLE 122

SUMMER WORK

- A. Any driver interested in working during the summer months must notify the Transportation Supervisor, in writing, thirty (30) days prior to the end of the work year, of their desire to work any summer assignments that may become available.

Any letter of intent submitted after the thirty (30) days, will be honored at the discretion of the Board.

The Transportation Supervisor may approach any driver prior to the thirty (30) days from the end of the work year. After the expiration of the thirty (30) day limit, drivers may not be approached unless there are not sufficient responses to fill the needed assignments.

If more drivers have submitted a letter of intent than there are runs available, the assignments will be given out in order of seniority until all runs are covered.

TRANSPORTATION DISPATCHER

ARTICLE 123

ADMINISTRATION OF SALARY POLICY

Upon initial employment, experience gained in related fields of work which are closely related to the prospective assignment shall be considered by the Superintendent of Schools and the Board for salary guide placement. A maximum of three (3) years may be applied.

ARTICLE 124

INCREMENTS/SALARIES

- A. Any and all increments may be withheld by the Board upon its own motion in a manner consistent with existing statutes. Reasons for withholding shall be furnished to the employee. If the employee does not agree with the reasons, he/she can grieve the action.

- B. An employee shall be in the employ of the Board not less than five(5) months for ten (10) month personnel, or six (6) months for twelve (12) month personnel, the previous school year in order to be eligible for an increment the following year.

ARTICLE 125

STEPS

- A. Each step of the salary guide shall be defined as one (1) calendar year of occupational experience within the school district.
- B. Seniority lists for dispatcher will be maintained by the Board and monitored by the Board and the Association.

ARTICLE 126

PROBATIONARY PERIOD

- A. All newly hired non-certificated personnel shall serve a six (6) month probationary period. After three (3) months, a written evaluation shall be given to newly hired employees by their immediate supervisor. At the end of the six (6) month period, a second (2nd) evaluation will be given upon the employee's request.
- B. No employee, other than those on probationary status, shall be discharged or disciplined without just cause, subject to the grievance procedure.

ARTICLE 127

TENURE

- A. Tenure contracts to be issued upon entering fourth (4th) year of service on a contractual basis.

ARTICLE 128

LONGEVITY

- A. \$400.00 increment upon entering eleventh (11th) year of service in the district.

Additional \$400.00 increment upon entering fifteenth (15th) year of service in the district. (total: \$800.00)

Additional \$400.00 increment upon entering twenty-first (21st) year of service in the district. (total: \$1,200.00)

Additional \$400.00 increment upon entering twenty-fifth (25th) year of service in the district. (total: \$1,600.00)

Employees entering their thirty-first (31st) year of employment with the Board will receive a one-time \$1,000.00 incentive bonus (all employees with the exception of professional staff.)

ARTICLE 129

OVERTIME PAY

- A. Overtime pay at the rate of time and one-half will be paid for assigned office duty beyond forty (40) hours of actual work per week.
- B. Overtime pay shall not be authorized without prior approval of the Business Administrator and building supervisor.
- C. Overtime pay during the school year shall be computed as follows: Beyond thirty-seven and one-half (37-1/2) hours, pay at straight rate until forty (40) hours; time and one-half (1-1/2) beyond forty (40) hours.
- D. Employees working Saturday and Sunday shall be paid for those hours at the rate of time and one-half (1-1/2), with prior approval of the Superintendent.
- E. Overtime pay for driving a school bus beyond regular working hours to be at the flat rate as listed in Article 107.

ARTICLE 130

HOURS

- A. Work day: seven and one-half (7-1/2) hours, exclusive of lunch.

ARTICLE 131

VACATION DAYS

- A. All personnel employed on a twelve (12) month basis will be eligible for vacation as follows:

After one (1) year of service: Ten (10) working days vacation
After eight (8) years of service: Fifteen (15) working days vacation
After fifteen (15) years of service: Twenty (20) working days vacation

- B. In general, vacation time granted may not be taken in amounts greater than ten (10) working days in any one period. The cooperation of the employees and district administration is required to avoid peak workload periods whenever possible.
- C. If an employee has less than one (1) year of service, the employee shall accrue one (1) day vacation per month, not to exceed ten (10) vacation days for a twelve (12) month employee.
- D. Employees with greater than ten (10) days vacation, under unusual circumstances, may request a vacation duration in excess of ten (10) consecutive days. The employee must first apply to the immediate supervisor for permission. If the supervisor agrees to arrange the office workload to accommodate the request without creating undue hardship, the employee may then apply to the Superintendent of Schools for permission. All such extended vacation requests (over ten (10) consecutive days) require a minimum of sixty (60) days notice unless the Superintendent or his/her designee grants permission.
- E. In the case of an employee who has ten (10) vacation days; in unusual circumstances (as described in Paragraph "D" above), the Board may grant permission for an employee to take an extra week or more without pay, following the procedure described in the paragraph above.

ARTICLE 132**HOLIDAYS**

- A. The Board agrees to guarantee twelve (12) paid holidays to the employees covered by this Agreement with the understanding that if less than twelve (12) paid holidays are provided in the school calendar, the remaining day or days shall be assigned at the discretion of the Supervisor. The Board also agrees to declare any day designated as a holiday or any day extended to employees by the Federal Government or by the State of New Jersey as a holiday for the employees providing school is not in session.

ARTICLE 133**SICK DAYS**

- A. Pursuant to the current Board policy, employees shall be allowed annual personal sick leave without loss of pay for such absences as follows:

Twelve (12) days for employees on a twelve (12) month contract

Ten (10) days for employees on a ten (10) month contract

Sick Leave shall be provided for the purpose of recuperation from illness or injury. Sick leave is not to be construed as vacation or personal time to be taken at the will of the employee.

- B. Unused portions of annual sick leave shall accumulate without limitation for subsequent use. Employees may not apply accrued sick leave to any period of time contiguous to their employment termination, except for those cases where illness precludes the fulfillment of their contractual duties. Doctor's appointments which have to be made during the workday can be deducted as a sick day at the employee's discretion.
- C. A certificate of absence shall be filed by each employee for any absence, and for absences due to illness over four (4) consecutive days duration, a doctor's certificate shall be required to be filed in the office of the Superintendent. After the first such occurrence in a contract year, a certificate may be requested for absences due to illness over three (3) days duration.
- D. Sick leave accrued in one (1) school district may not be carried over with subsequent employment in another school district, except by action of the Board.
- E. In any instance of extended illness, an employee who has used all regular

sick days, vacation days, and extended sick days, will be placed on a Leave of Absence status and the vacated job may be posted. For ninety (90) days thereafter, the employee shall enjoy full group insurance benefits. The employee is entitled to reinstatement to his/her regular job upon presentation of a doctor's certificate for a period of up to six (6) months from the date the disability began. Upon mutual agreement of the Board and the Association, the Leave of Absence can be extended.

F. Reimbursement for sick leave upon retirement

\$50.00 per day to a maximum of \$6,250.00

Fifteen (15) years of service in the district is required to participate in this reimbursement. Retirement will be as per the P.E.R.S. definition. The Board must be notified by December 15th for reimbursement to occur by the following July 1st. If this notification is not given, the employee must wait until the following July 1st.

ARTICLE 134

EXTENDED SICK LEAVE

- A. In any instances of extended illness, additional sick days up to a total not to exceed three (3) days for each year of previous employment may be granted upon the recommendation of the Superintendent of Schools and approval by the Board. Used portions of these extended sick leave days shall not be reinstated.

ARTICLE 135

MEDICAL INSURANCE

- A. Full family coverage will be provided by the Board (Basic and Major Medical). Benefits of such coverage shall not be reduced below the current coverage.

A non-tenured dispatcher will only be provided with single coverage until he/she obtains tenure. However, during this non-tenured period, they have the option of purchasing all medical and medical related family benefits at full cost to the employee for this additional charge.

- B. Dental Plan to include member and spouse. Premium to be paid by the Board. Benefits of such coverage shall not be reduced below the current coverage.

Family dental may be purchased at the group rate, by the employee, provided the employee notifies the board office during the spring preceding the new contract year.

A non-tenured dispatcher will only be provided with single coverage until he/she obtains tenure. However, during this non-tenured period, they have the option of purchasing all medical and medical related family benefits at full cost to the employee for this additional charge.

- C. Preventative Flu Shots will be offered by the school nurse according to a schedule established by the administration at no expense to the employee.

- D. Prescription Drug Plan:

The Board agrees to provide a Family Prescription Drug Plan as detailed in the District's Group Prescription Drug Plan with premiums being paid by the Board. Benefits of such coverage shall not be reduced below the current coverage.

A non-tenured dispatcher will only be provided with single coverage until he/she obtains tenure. However, during this non-tenured period, they have the option of purchasing all medical and medical related family benefits at full cost to the employee for this additional charge.

ARTICLE 136

MEDICAL EXAMINATIONS

- A. To satisfy the bi-yearly medical examination requirements for the renewal of bus driver's licenses, the dispatcher shall be required to have a physical examination by a medical doctor.
- B. The Board agrees to reimburse the dispatcher up to \$45.00 for such examination upon receipt of bill.
- C. Additional medical examinations may be required by the Board to verify a dispatcher's physical capabilities following an extended illness.
- D. The Board will pay for dispatcher drug testing. This amount is over and above the amounts reimbursed for medical exams.

ARTICLE 137

LEAVE OF ABSENCE

- A. Staff members shall not absent themselves from duty without obtaining leave of absence from the Superintendent of Schools. Approval of such leave must be obtained before the absence occurs, unless circumstances are such as to render advanced approval impossible.

- B. Request for absence should be addressed to the Superintendent of Schools through the employee's immediate supervisor during school hours. When emergencies occasioning absence occur in the morning before 7:30 a.m., contact your immediate supervisor, advising of the circumstances and possible length of absence.
- C. Employees covered by this Agreement may request a leave of absence, without pay, for a period not to exceed one (1) year. Leaves for valid reasons, such as maternity and illness or pressing personal matters will be considered. Leave to assume other employment will not be considered. Applications will be subject to approval and discretion of the Board. The employee's employment status (including seniority, tenure or longevity) will be maintained at the level of the start of the leave of absence. Times spent on said leave will not be applied to seniority, tenure, or longevity. However, the employee will be compensated in accordance with salary schedule applicable at the time of his/her return.

The employee must notify the Board in writing, at least ten (10) working days prior to the termination of the leave, of his/her intention to return. Failure to comply with notification, or return to work within ten (10) working days from the termination of the leave of absence will be grounds for dismissal.

ARTICLE 138

PERSONAL DAYS

- A. A dispatcher is entitled to four (4) personal days without specified reasons unless the personal day is a workday immediately prior to or following a holiday or vacation. In such an instance, approval of the Superintendent or his/her designee is required. Consecutive personal days will not be permitted without the approval of the Superintendent or his/her designee. All unused personal days shall be converted to accumulated sick leave on June 30th of each year. Any willful misuse of these days is considered unprofessional.

ARTICLE 139

EMERGENCY CLOSINGS

- A. Employees are not required to work in case of school closings due to snow days, unless called to work before 11:00 a.m. by the Business Administrator.
- B. Employees are required to work in case of school closings other than snow days, if the emergency does not affect their working conditions.

- C. In cases of early dismissals due to inclement weather, the dispatcher may leave thirty (30) minutes after all student transportation vehicles have returned to the bus compound.

ARTICLE 140

VACANCY POSTINGS

- A. The Superintendent or his/her designated representative shall post in all buildings where unit members work, a listing of any vacancy which may occur so that members of the Association may apply for such vacancy. The posting will be in effect for ten (10) days.
- B. In filling these vacancies, the Board shall consider the qualifications, background, and other relevant factors, including years of service within the School District. The parties recognize, however, that the filling of these vacancies is a prerogative of the Board and the decision of the Board with respect to such matters shall be final.

ARTICLE 141

OFFICE CONDUCT

- A. The Board agrees to provide two (2) fifteen (15) minute coffee breaks at times assigned by the immediate supervisor. Times will be so staggered, where possible, so as to provide courteous service to members of the General Public entering the office or calling on the phone.

ARTICLE 142

PERSONNEL FILES

- A. The dispatcher shall, upon request with twenty-four (24) hour notice, be given an opportunity to review any evaluation of his/her work performance or conduct during the term of this Agreement and included in his/her permanent personnel folder. The dispatcher may file a written response to such materials and, upon request, such response will be forwarded to the Superintendent for review, and will then be attached and retained with the particular document concerned. Each dispatcher will be provided with a copy of any evaluation, reprimand, or other document that is to be placed in his/her personnel folder.

ARTICLE 143

TERMINATION OF EMPLOYMENT

- A. Fifteen (15) days notice shall be required for the termination of all contracts.

ARTICLE 144

UNIFORMS

- A. The Board reserves the right to select the style and color of uniforms.
- B. The uniform allowance shall be equal to the bus driver's uniform allowance under Article 117.

ARTICLE 145

EXISTING BENEFITS

- ~~A. All present conditions beneficial to the dispatcher not covered by this Agreement as of the date of signing and now in effect as regular employee practice, shall remain in effect unless provided for otherwise in this Agreement, or unless otherwise changed hereafter by mutual consent of the Board and the Association.~~

ARTICLE 146

WORKSHOPS AND SEMINARS

- A. Registration and transportation fees to be paid by the Board for job related workshops, seminars, etc., if requested to attend by the Supervisor and approved by the Board.

ARTICLE 147

GENERAL PROVISIONS

- A. The Board agrees to reimburse each driver for bus license renewal fee up to the cost of endorsements requirements by the Board.

ARTICLE 148

DISPATCHER SALARY GUIDES

The Association currently (2013-2014) has no members classified as dispatchers, so a salary guide has not been created for this group.

TEACHER SALARY GUIDES 2013-2014

Salary Guide Step	A BA	B BA+15	C BA+15 in Field or BA+30	D BA+30 in Field or MA	E MA in Field or MA+15	F MA +15 in Field or MA+30	G MA+30 in Field or MA+45	H MA+45 in Field or MA+60	I MA+60 in Field
1	53500	54020	54720	55420	56120	56820	57520	58220	58920
2	53820	54520	55220	55920	56620	57320	58020	58720	59420
3	54320	55020	55720	56420	57120	57820	58520	59220	59920
4	54820	55520	56220	56920	57620	58320	59020	59720	60420
5	55320	56020	56720	57420	58120	58820	59520	60220	60920
6	55720	56420	57120	57820	58520	59220	59920	60620	61320
7	56120	56820	57520	58220	58920	59620	60320	61020	61720
8	56620	57320	58020	58720	59420	60120	60820	61520	62220
9	57120	57820	58520	59220	59920	60620	61320	62020	62720
10	57700	58400	59100	59800	60500	61200	61900	62600	63300
11	58200	58900	59600	60300	61000	61700	62400	63100	63800
12	59300	60000	60700	61400	62100	62800	63500	64200	64900
13	61100	61800	62500	63200	63900	64600	65300	66000	66700
14	63100	63800	64500	65200	65900	66600	67300	68000	68700
15	65300	66000	66700	67400	68100	68800	69500	70200	70900
16	68500	69000	69600	69860	70800	71400	71900	72500	73200
17	70900	71400	72000	72260	73200	73800	74300	74900	75600
18	73460	74060	74660	74960	75860	76460	77060	77660	78390
19	76000	76600	77200	77800	78500	79100	79700	80300	81100
20	79050	79750	80450	81150	81850	82550	83250	83950	84650
21	82400	83050	83700	84400	85100	85700	86500	87000	87800
22	85500	86200	86900	87600	88300	89000	89700	90400	91100

Step 22 Reflects a Feb 1st delayed raise in all 3 years on all teacher guides. This ½ year raise will be pro-rated over 10 months starting in September of each contract year.

Teacher Salary Guides 2014-2015

Salary Guide Step	A BA	B BA+15	C BA+15 in Field or BA+30	D BA+30 in Field or MA	E MA in Field or MA+15	F MA +15 in Field or MA+30	G MA+30 in Field or MA+45	H MA+45 in Field or MA+60	I MA+60 in Field
2	53820	54520	55220	55920	56620	57320	58020	58720	59420
3	54320	55020	55720	56420	57120	57820	58520	59220	59920
4	54820	55520	56220	56920	57620	58320	59020	59720	60420
5	55320	56020	56720	57420	58120	58820	59520	60220	60920
6	55720	56420	57120	57820	58520	59220	59920	60620	61320
7	56120	56820	57520	58220	58920	59620	60320	61020	61720
8	56620	57320	58020	58720	59420	60120	60820	61520	62220
9	57120	57820	58520	59220	59920	60620	61320	62020	62720
10	57700	58400	59100	59800	60500	61200	61900	62600	63300
11	58200	58900	59600	60300	61000	61700	62400	63100	63800
12	59300	60000	60700	61400	62100	62800	63500	64200	64900
13	61100	61800	62500	63200	63900	64600	65300	66000	66700
14	63100	63800	64500	65200	65900	66600	67300	68100	68700
15	65300	66000	66700	67400	68100	68900	69600	69900	71000
16	68500	69000	69600	69860	70800	71400	71900	72500	73200
17	71100	71700	72300	72900	73600	74000	74600	75200	75800
18	73700	74200	74800	75500	76100	76700	77300	78200	78500
19	76600	77300	78000	78700	79300	80000	80700	81400	82200
20	79800	80500	81200	81900	82500	83200	83900	84600	85300
21	82900	83600	84300	85000	85600	86300	87000	88000	88400
22	86500	87200	87900	88600	89300	90000	90700	91400	92100

Step 22 Reflects a Feb 1st delayed raise in all 3 years on all teacher guides. This ½ year raise will be pro-rated over 10 months starting in September of each contract year.

TEACHER SALARY GUIDES 2015-2016

Salary Guide Step	A BA	B BA+15	C BA+15 in Field or BA+30	D BA+30 in Field or MA	E MA in Field or MA+15	F MA +15 in Field or MA+30	G MA+30 in Field or MA+45	H MA+45 in Field or MA+60	I MA+60 in Field
3	54320	55020	55720	56420	57120	57820	58520	59220	59920
4	54820	55570	56270	56970	57670	58370	59070	59770	60470
5	55320	56070	56770	57470	58170	58870	59570	60270	60970
6	55720	56470	57170	57870	58570	59270	59970	60670	61370
7	56120	56850	57550	58250	58950	59650	60350	61050	61750
8	56620	57320	58020	58720	59420	60120	60820	61520	62220
9	57120	57820	58520	59220	59920	60620	61320	62020	62720
10	57700	58400	59100	59800	60500	61200	61900	62600	63300
11	58200	58900	59600	60300	61000	61700	62400	63100	63800
12	59300	60000	60700	61400	62100	62800	63500	64200	64900
13	61100	61800	62500	63200	63900	64600	65300	66000	66700
14	63100	63800	64500	65200	65900	66600	67300	68100	68700
15	65300	66100	66800	67500	68200	68900	69600	70190	71000
16	68500	69500	70100	70700	71400	71800	71900	73000	73600
17	71100	72000	72600	73200	73900	74300	74900	75500	76100
18	73700	74600	75200	75800	76400	77000	77600	78200	78800
19	76600	77600	78300	79000	79600	80300	81000	81700	82400
20	79800	80700	81400	82100	82700	83400	84100	84800	85500
21	82900	84000	84700	85400	86000	86700	87400	88100	88800
22	87200	87900	88600	89300	90000	90700	91400	92100	92800

Step 22 Reflects a Feb 1st delayed raise in all 3 years on all teacher guides. This ½ year raise will be pro-rated over 10 months starting in September of each contract year.

SECRETARY "B" - 10 MONTH 2013-2016

STEP	2013-2014	2014-2015	2015-2016
1	0	0	0
2	25832	26249	26666
3	25832	26249	26666
4	25832	26249	26666
5	25832	26249	26666
6	26249	26666	27082
7	26853	27082	27499
8	27953	27953	27953
9	29053	29166	29166
10	30153	30207	30207
11	31257	31332	31332
12	32557	32665	32665
13	34399	34749	34832
14	36299	36999	36999
15	38436	39082	39498

SECRETARY "B" - 12 MONTH 2013-2016

STEP	2013-2014	2014-2015	2015-2016
1	0	0	0
2	31000	31500	32000
3	31000	31500	32000
4	31000	31500	32000
5	31000	31500	32000
6	31500	32000	32500
7	32225	32500	33000
8	33545	33545	33545
9	34865	35000	35000
10	36185	36250	36250
11	37510	37600	37600
12	39070	39200	39200
13	41280	41700	41800
14	43560	44400	44400
15	46125	46900	47400

Frozen	49932	49932	49932
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CUSTODIAL SALARY GUIDES 2013-2016

STEP	2013-2014	2014-2015	2015-2016
1	0	0	0
2	39000	39000	39000
3	40000	40000	40000
4	41000	41000	41000
5	41885	41885	42055
6	42955	42955	43045
7	43585	43585	43900
8	44995	44995	44995
9	47895	47895	47895
10	49000	49500	49995
11	50945	51655	52655

MECHANIC SALARY GUIDES 2013-2016

STEP	2013-2014	2014-2015	2015-2016
1	0	0	0
2	46885	46885	46885
3	47885	47885	47885
4	48885	48885	48885
5	48885	48885	48885
6	49885	49885	49885
7	51315	51315	51315
8	54000	54000	54000
9	56145	57100	57100
10	59145	59745	60335

MAINTENANCE SALARY GUIDES 2013-2016

Step	2013-2014	2014-2015	2015-2016
1	0	0	0
2	46635	47195	47895
3	47625	48525	48525
4	48125	49065	49695
5	48945	49995	50195
6	49845	50595	51895
7	51065	52065	52965
8	53075	54275	56275
9	56835	57535	58135

10	58025	59025	59825
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GROUNDS SALARY GUIDES 2013-2016

STEP	2013-2014	2014-2015	2015-2016
1	0	0	0
2	42785	42785	42785
3	43785	43785	43785
4	44785	44785	44785
5	44785	44785	44785
6	45785	45785	45785
7	47215	47215	47215
8	49225	49225	49225
9	51535	51535	51535
10	55555	56940	58360

Athletic/co-curricular activity guides shall be frozen for the 2013-2014 school year, based upon 2012-2013 levels and longevity payments. Effective July 1, 2014 a single athletic coach rate shall be fixed at old level 10 (2012-2013 guides) new level 4. All coaches paid above level 10/4 in 2013-2014 shall be grandfathered at the rates paid in 2013-2014 school year. Effective July 1, 2014, longevity payments for athletics shall be sport specific in order to be eligible for the longevity.

CO-CURRICULAR ACTIVITIES GUIDES

2013-2014, 2014-2015, 2015-2016

ACTIVITY	2013-2014	2014-2015	2015-2016
<i>HIGH SCHOOL CO-CURRICULAR ACTIVITIES</i>			
AFS (H.S.)	1190	1190	1190
ANTI-BULLYING TASK FORCE ADVISOR	5150	5150	5150
ASSISTANT MARCHING BAND DIRECTOR (H.S.)	2935	2935	2935
AVA COORDINATOR (H.S.)	6180	6180	6180
BAND AND SCHOOL CONCERTS DIRECTOR – (H.S.)	6060	6060	6060
CLASS ADVISOR (GRADE 9) – (H.S.)	2470	2470	2470
CLASS ADVISOR (GRADE 10) - (H.S.)	3500	3500	3500
CLASS ADVISOR (GRADE 11) - (H.S.)	4015	4015	4015
CLASS ADVISOR (GRADE 12) - (H.S.)	4480	4480	4480
COMPUTER CLUB (H.S.)	1235	1235	1235

DEBATE TEAM (H.S.)	2565	2565	2565
DECA ADVISOR (H.S.)	1185	1185	1185
DIVERSITY/ HUMAN RELATIONS CLUB (H.S.)	1220	1220	1220
DEPARTMENT CHAIR Tier 1	8240	8240	8240
DEPARTMENT CHAIR Tier 2	5665	5665	5665
DRAMATICS (MUSICAL) – (H.S.)	4190	4190	4190
DRAMATICS (CLUB) – (H.S.)	2830	2830	2830
DRIVER EDUCATION DIRECTOR-BEHIND THE WHEEL PROGRAM (Yearly Stipend)	3776.60	3776.60	3776.60
DRIVER EDUCATION – Behind the Wheel Instructor (Rate per Hour)	41.00	41.00	41.00
ENVIRONMENTAL CLUB (H.S.)	1480	1480	1480
GREENHOUSE COORDINATOR (H.S.)	8295	8295	8295
G.S. ALLIANCE ADVISOR (H.S.)	1190	1190	1190
INSTRUMENTAL (MUSICAL) – (H.S.)	1490	1490	1490
INTERACT CLUB (H.S.)	1235	1235	1235
KEY CLUB (H.S.)	1235	1235	1235
LITERARY CLUB (H.S.)	1235	1235	1235
MATH CLUB (H.S.)	1190	1190	1190
NATIONAL ART HONOR SOCIETY (H.S.)	1190	1190	1190
NATIONAL HONOR SOCIETY (H.S.)	1190	1190	1190
NATIONAL MUSIC HONOR SOCIETY (H.S.)	1190	1190	1190
PEER LEADERSHIP (H.S.)	1855	1855	1855
PHOTOGRAPHY CLUB (H.S.)	1190	1190	1190
RIFLE TEAM (H.S.)	5350	5350	5350
SATURDAY DETENTION MONITOR (HOURLY RATE) – (H.S.)	45.00	45.00	45.00
SCHOOL MUSICAL DIRECTOR VOCAL MUSIC – (HS)	2830	2830	2830
SCHOOL NEWS MEDIA (H.S.)	3035	3035	3035
SCHOOL VOCAL MUSIC CONCERT DIRECTOR – (HS)	1190	1190	1190
SCIENCE COMPETITION TEAM ADVISOR (H.S.)	1195	1195	1195
SEWING DIRECTOR (DRAMA & ATHLETICS) (H.S.)	1285	1285	1285
SUMMER BAND CAMP ADVISOR (H.S.)	2675	2675	2675
STAGE & LIGHTING ADVISOR (H.S.)	2380	2380	2380
STAGE & DESIGN/DECORATING (H.S.)	2380	2380	2380
STRENGTH & CONDITIONING COACH (SUMMER) – (H.S.)	4730	4730	4730
STUDENT AGAINST DESTRUCTIVE DECISIONS (S.A.D.D.) TASK FORCE (H.S.)	2565	2565	2565

STUDENT COUNCIL ADVISOR (H.S.)	3210	3210	3210
TECHNOLOGY STUDENT ASSOCIATION (H.S.)	1750	1750	1750
THESPIAN CLUB (H.S.)	1235	1235	1235
VIDEO YEARBOOK COORDINATOR (H.S.)	4300	4300	4300
WALL BUSINESS & FINANCE ACADEMY ADVISOR	3605	3605	3605
WALL KNIGHTS CARE ADVISOR	1855	1855	1855
WEBMASTER (H.S. – 1 PERSON)	7000	7000	7000
WEIGHT ROOM SUPERVISOR (H.S. – PER SEASON)	2580	2580	2580
WORLD LANGUAGE CLUB ADVISOR	1190	1190	1190
YEARBOOK (H.S.)	4400	4400	4400
ACTIVITY	2013-2014	2014-2015	2015-2016
<i>INTERMEDIATE SCHOOL CO-CURRICULAR ACTIVITIES</i>			
AVA COORDINATOR (INT.)	4020	4020	4020
Band Concert	660 per instructor	660 per instructor	660 per instructor
BUILDER'S CLUB (INT.)	1190	1190	1190
CENTRAL DETENTION (INT.)	9450	9450	9450
CHARACTER BUILDERS ADVISOR (INT. – rate per hour)	62.00	62.00	62.00
CHESS CLUB (INT.)	1190	1190	1190
COMPUTER CLUB (INT.)	1190	1190	1190
EIGHTH GRADE TRIP CHAPERONE – Intermediate (Stipend for One Night) (Stipend per Chaperone)	206.00	206.00	206.00
FITNESS CLUB (INT.)	1190	1190	1190
HOMEWORK CLUB (INT.)	3900	3900	3900
HUMANITIES CLUB (INT)	1190	1190	1190
JAZZ BAND (INT.)	2730	2730	2730
JUNIOR ART HONOR SOCIETY (INT.)	1190	1190	1190
LITERARY MAGAZINE CLUB (INT.)	1190	1190	1190
MATHCOUNTS CLUB (INT.)	1190	1190	1190
MEDIA CLUB (INT.)	1190	1190	1190
NATURAL HELPER CLUB COORDINATOR (INT.) – stipend per coordinator – 2 coordinators	725	725	725
NATURAL HELPER CLUB TEACHER ADVISOR (INT.) stipend per teacher advisor – 4 teacher advisors	330	330	330
NEWSPAPER CLUB (INT.)	1190	1190	1190
PEER LEADERSHIP CLUB ADVISOR (INT.)	1615	1615	1615

PHOTOGRAPHY CLUB (INT.)	1190	1190	1190
SCHOOL PLAY ADVISOR	3245	3245	3245
SIGN LANGUAGE CLUB (INT.)	1190	1190	1190
STAGE & LIGHTING ADVISOR (INT.)	2385	2385	2385
STAGE & DESIGN/DECORATING (INT.)	2385	2385	2385
STUDENT COUNCIL (INT.)	2370	2370	2370
TEAM LEADER (UNIT CHAIR)	4120	4120	4120
WEBMASTER (INT. – 1 PERSON)	6900	6900	6900
YEARBOOK (INT.)	2525	2525	2525
WIS AFTER SCHOOL LANGUAGE ARTS OR MATH INTERVENTION TEACHER	62.00	62.00	62.00
ACTIVITY	2013-2014	2014-2015	2015-2016
ELEMENTARY SCHOOL CO-CURRICULAR COMPENSATIONS			
AFTER SCHOOL SOCIAL SKILLS PROGRAM (TO BE HOUSED AT ALLENWOOD SCHOOL) – (rate per hour per Instructor)	62.00	62.00	62.00
AFTER SCHOOL SUPPLEMENTAL INSTRUCTION TEACHERS	62.00	62.00	62.00
BASIC SKILLS AFTER SCHOOL PROGRAM (rate per hour per instructor)	62.00	62.00	62.00
E.A.C.H. – “EXPLORE ACADEMIC & CREATIVE HEIGHTS” AFTER SCHOOL PROGRAM (Central, Old Mill and West Belmar Elementary Schools) – (stipend per Teacher per Year)	3550	3550	3550
E.A.C.H. – “EXPLORE ACADEMIC & CREATIVE HEIGHTS” AFTER SCHOOL PROGRAM (Allenwood Elementary School) – (stipend per Teacher per Year)	3375	3375	3375
ELEMENTARY INSTRUMENTAL MUSIC CONCERTS – (Allenwood, Central, Old Mill, & West Belmar Elementary Schools) (stipend per instructor per elementary building)	680	680	680
ESL NIGHT SCHOOL FOR PARENTS WORKSHOP (rate per hour per instructor)	62.00	62.00	62.00
EVENING SCHOOL FOR PARENTS OF ELL (rate per hour per instructor)	62.00	62.00	62.00
GIFTED & TALENTED COORDINATOR (stipend – 1 Coordinator per building)	3300	3300	3300
LIBRARY COMPUTER FACILITATOR (rate per hour per facilitator – PROFESSIONAL STAFF)	62.00	62.00	62.00
LIBRARY COMPUTER FACILITATOR (rate per hour per facilitator– SUPPORT STAFF)	37.00	37.00	37.00

PEER LEADERSHIP FACILITATORS (Stipend per facilitator)	1235	1235	1235
SPECIAL EDUCATION JOB COACH (rate per hour per coach)	62.00	62.00	62.00
S.T.A.R. PROGRAM (GRANT) (Allenwood, Central, Old Mill and West Belmar Elementary Schools) (rate per hour per Teacher)	62.00	62.00	62.00
TEACHER IN CHARGE - Elementary School	3375	3375	3375
TEACHER IN CHARGE - Primary School	4585	4585	4585
TITLE "1" BASIC SKILLS AFTER SCHOOL PROGRAM (ALL ELEMENTARY & INTERMEDIATE SCHOOLS) (rate per hour per instructor)	62.00	62.00	62.00
TRAINING FOR PARENTS WORKSHOP (hourly rate per instructor)	62.00	62.00	62.00
WEBMASTERS (Stipend per webmaster per elementary building)	6905	6905	6905
<i>DISTRICT CO-CURRICULAR COMPENSATIONS</i>	2013-2014	2014-2015	2015-2016
BEDSIDE INSTRUCTION (Rate per Hour)	52.00	52.00	52.00
CURRICULUM EDITORS– BA (Rate per Hour)	47.00	47.00	47.00
CURRICULUM EDITORS– MA (Rate per Hour)	57.00	57.00	57.00
GRAPHIC ARTS COORDINATOR (SCHOOL SYSTEM PROJECTS) – (DISTRICT)	1460	1460	1460
HEAD NURSE (DISTRICT)	3295	3295	3295
IN-SERVICE ORIENTATION FOR NEW COURSES (Rate per Hour)	41.00	41.00	41.00
MENTOR TEACHERS (DISTRICT)	1440	1440	1440
ONE TO ONE TUTOR OF ELL STUDENTS or PARENT ACADEMY ADVISOR or SUMMER READING PROGRAM TEACHER or TRAINING FOR PARENTS WORKSHOP (RATE PER INSTRUCTOR) or WORKSHOP TRAINER/TUTOR/STAFF DEVELOPMENT PRESENTER (RATE PER HOUR)	62.00	62.00	62.00
PAY FOR AFTER SCHOOL ACTIVITIES (To be paid from Fund Raising Activities) (Rate per Hour)	26.00	26.00	26.00
SUMMER CURRICULUM – BA (Rate per Hour)	47.00	47.00	47.00
SUMMER CURRICULUM – MA (Rate per Hour)	57.00	57.00	57.00
SUPERINTENDENT'S NEWSLETTER DEVELOPER BOARD OF EDUCATION (DISTRICT)	5470	5470	5470

COACHING GUIDES - HIGH SCHOOL
2013-2014, 2014-2015, 2015-2016

SPORT	YEAR	1	2	3	4	5	6	11	12
Equipment Manager	13-14	5715	6335	6950	7570	8185	9260	X	X
	14-15	7570							
	15-16	7570							
Head Baseball & Head Softball	13-14	6095	6715	7330	7950	8565	9840	X	X
	14-15	7950							
	15-16	7950							
Asst. Baseball & Asst. Softball	13-14	3140	3755	4375	4995	5610	6230	X	X
	14-15	4995							
	15-16	4995							
Head Basketball Men & Women	13-14	6445	7065	7680	8300	8915	10360	X	X
	14-15	8300							
	15-16	8300							
Asst. Basketball Men & Women	13-14	3520	4150	4750	5375	6025	6610	X	X
	14-15	5375							
	15-16	5375							
Band Front	13-14	2970	3280	3590	3900	4210	4980	X	X
	14-15	3900							
	15-16	3900							
Band Front Advisor is to receive an additional 10% of the above salary, dependent on the step advisor is on, for participation in the Belmar St. Patrick's Parade. This 10% is to be paid in a supplemental check in March.									
Asst. Band Front	13-14	1675	1830	1985	2140	2295	2450	X	X
	14-15	2140							
	15-16	2140							
Assistant Band Front Advisor is to receive an additional 10% of the above salary, dependent on the step advisor is on, for participation in the Belmar St. Patrick's Parade. This 10% is to be paid in a supplemental check in March.									
Bowling - (Winter)	13-14	3615	3920	4230	4540	4850	5615	X	X
	14-15	4540							

Head Football	13-14	6825	7445	8060	8680	9300	10740	X	X
	14-15	8680							
	15-16	8680							
SPORT	YEAR	1	2	3	4	5	6	7	8
Asst. Football	13-14	3900	4520	5135	5755	6375	6990	X	X
	14-15	5755							
	15-16	5755							
Head Golf Men & Women	13-14	2780	3395	4015	4635	5250	6525	X	X
	14-15	4635							
	15-16	4635							
Asst. Golf Men & Women	13-14	1800	1955	2110	2265	2420	2575	X	X
	14-15	2265							
	15-16	2265							
Head Gymnastics Men & Women	13-14	6095	6715	7330	7950	8565	9645	X	X
	14-15	7950							
	15-16	7950							
Asst. Gymnastics Men & Women	13-14	4015	4325	4635	4610	5250	5560	X	X
	14-15	4610							
	15-16	4610							
Head Ice Hockey	13-14	6095	6715	7330	7950	8565	9840	X	X
	14-15	7950							
	15-16	7950							
Asst. Ice Hockey	13-14	3140	3755	4375	4995	5610	6230	X	X
	14-15	4995							
	15-16	4995							
Head Lacrosse Men & Women	13-14	6095	6715	7335	7950	8570	9840	X	X
	14-15	7950							
	15-16	7950							
Asst. Lacrosse Men & women	13-14	3140	3755	4375	4995	5610	6230	X	X
	14-15	4995							
	15-16	4995							
Head Soccer Men & Women	13-14	6095	6715	7330	7950	8565	9840	X	X
	14-15	7950							

Cheerleading (Fall Season/ Winter Season)									
Head Coach	13-14	2460	2770	3080	3385	3695	4005	X	X
	14-15	3385							
	15-16	3385							
<p>Additional \$200.00 shall be paid upon the tenth (10th) season of service in their sport to each High School and Intermediate School coach having served ten (10) or more seasons in their sport. Additional \$200.00 shall be paid upon the twentieth (20th) season of service in their sport to each High School and Intermediate School coach having served twenty (20) or more seasons in their sport. Any coaches who were being paid above step 4 on the original guide will be grandfathered in to their salaries for the 14-15 and 15-16 years</p>									