

AGREEMENT

between the

MENDHAM TOWNSHIP TEACHERS ASSOCIATION

and the

BOARD OF EDUCATION OF THE TOWNSHIP OF MENDHAM

COUNTY OF MORRIS

BROOKSIDE, NEW JERSEY

July 1, 2003 through June 30, 2004

July 1, 2004 through June 30, 2007

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**ARTICLE I**  
**RECOGNITION**

- A. The Board hereby recognizes the Mendham Township Teachers Association as the exclusive and sole representative for collective negotiation concerning terms and conditions of employment for all teachers whether under contract or on leave.
- B. Unless otherwise indicated, the term “teachers” when used hereinafter in the Agreement shall refer to all professional employees represented by the Association in the negotiating unit as above defined.

**ARTICLE II**  
**NEGOTIATIONS**

- A. The Board of Education of the Township of Mendham and the Mendham Township Teachers Association shall enter into collective negotiations in good faith in an effort to reach agreement on terms and conditions of employment. Any agreement so negotiated and ratified shall apply to all teachers, be reduced to writing, and be signed by the Board and the Association.
- B. The Board and Superintendent, or designated representatives of the Board and/or administrative staff will meet with representatives of the Mendham Township Teachers Association following the procedure hereinafter set down.
- C. Procedure
  - 1. Whenever possible, negotiation meetings will take place when teachers involved are free from assigned instructional responsibilities and Board designees are free from primary employment responsibilities, unless otherwise agreed upon.
  - 2. This Agreement may be modified by an instrument in writing duly negotiated and executed by both parties.
  - 3. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, or otherwise detract from any teacher benefit, defined as any practice related to terms and conditions of employment that is the result of all of the following: (1) consistent and ascertainable conduct (2) engaged in for some reasonable length of time (3) of which both parties are aware (4) which does not vary the express written terms of this contract and (5) which is in response to a given set of specific circumstances and conditions, existing prior to the effective date of this contract
- D. If any provisions of the agreement reached are contrary to law, then such provisions shall not be applicable or performed or enforced, except to the extent permitted by law.

**ARTICLE III**  
**GRIEVANCE PROCEDURE**

A. Definitions

1. A grievance shall mean a complaint by an employee:
  - a) that there has been to him a violation, misinterpretation, or inequitable application of any of the provisions of the Agreement, or
  - b) that he has been treated unfairly or inequitably by reason of any act or condition which is established by board policy or administrative decision and/or practice governing or affecting employees.
2. The term "grievance" shall not apply to the following:
  - a) a complaint for which a method of review is prescribed by law or State Board rule having the force and effect of law, or
  - b) a complaint for which the Board of Education is without authority to act, or
  - c) a complaint from a non-tenured teacher which arises by reason of his/her not being re-employed.
3. As used in this definition, the term "employee" shall mean also a group of employees having the same grievance.
  - a) An "aggrieved person" is the person or persons making the claim.
  - b) A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, resolution of grievances. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.
2. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and have the matter adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association be given the opportunity, if requested by the aggrieved, to be present at such adjustment and to state its views.

3. There shall be freedom from restraint, interference, coercion, discrimination, or reprisal in the presentation of the appeal. Individuals may present their own appeal, or request the assistance of representatives of the Association.

#### C. Procedure

1. Any professional employee who has a grievance shall first discuss it with the principal or immediate superior, in an attempt to resolve the matter at that level.
2. If, as a result of the discussion, the matter is not resolved to the satisfaction of the aggrieved, the complaint shall be set forth in writing to the superintendent. The written grievance shall include the specific contract section, Board policy or practice alleged to have been violated, the date of the occurrence, and the relief sought. The Superintendent shall communicate the decision to the employee in writing within five (5) days of the receipt of the written complaint.
3. If the employee feels the problem is still unresolved after reaching the Superintendent, the matter may be referred to the Executive Committee of the Mendham Township Teachers Association for consideration. The committee shall make a determination within ten (10) school days.
4. If the Association's Executive Committee determines that the grievance has, or may have, merit, it shall recommend in writing that the matter be heard by the Board of Education. The superintendent shall arrange for the meeting between the Board and the employee, and the Board of Education shall hear the matter within thirty (30) days of the committee's recommendation. If the Executive Committee determines the matter is without merit, it will so advise the employee and the grievance shall terminate.
5. The Board shall render a decision and shall communicate such decision to the grievant and the Executive Committee in writing within fifteen (15) days from the date of the hearing. If the Association is not satisfied with the disposition of the grievance at the Board level, or, if no decision has been rendered within fifteen (15) days after it has been reviewed by the Board, the Association may submit the grievance to the American Arbitration Association provided the grievance alleges a violation or misapplication of any of the specific terms of this Agreement. All other grievances shall terminate at the Board level.
  - a) The arbitrator shall have no authority or power to add to, delete, disregard, or modify any provisions of this Agreement.
  - b) The decision of the arbitrator shall be final and binding on both parties.
  - c) The cost for the services of the arbitrator, including per diem expenses, if any, subsistence expenses, if any, and actual and necessary travel, shall be borne by the side which loses the grievance as determined by the arbitrator.

**ARTICLE IV**  
**JUST CAUSE**

- A. The Board shall have the right to take disciplinary action for good and just cause. Disciplinary action may include but is not limited to:
1. Verbal reprimand
  2. Written reprimand
  3. Suspension
  4. Fine
  5. Demotion
  6. Termination where permitted by law, and
  7. Withholding of an increment where taken for disciplinary reasons rather than education proficiency reasons.

Disciplinary actions will not include the non-renewal of a non-tenured teacher.

- B. The Board agrees to utilize the concepts of progressive discipline in its application of this Article, consistent with the circumstances surrounding the infraction and the disciplinary history of the employee.

**ARTICLE V**  
**TEACHER CONTRACT TERM**

The contract term for teachers shall consist of one hundred eighty-three (183) days, three (3) of which shall be "professional days." Any days lost due to unusual or emergency conditions in excess of the emergency days included in the school calendar will be rescheduled by the Board. The Association shall be given the opportunity to submit suggestions regarding when days lost due to unusual or emergency conditions will be rescheduled. Teachers will be notified of changes in the school calendar within two (2) school days of the Board's adoption of the revised calendar.

**ARTICLE VI**  
**TEACHING ASSIGNMENTS**

- A. Tenure teachers shall be formally notified of their employment and salary status in writing by April 30th. Non-tenure teachers shall be formally notified of their employment and salary status in writing by May 15th.
- B. Teachers under contract for the following school year shall be informed of their tentative teaching assignments for the coming year by May 30th.

- C. The Board Office shall furnish each teacher with an accounting of his/her unused and cumulative sick leave credit by September 15th.
- D. The teacher workday shall be seven (7) hours exclusive of annual Back-to-School night, weekly faculty meetings, and past practices requiring workdays longer than seven (7) hours.

**ARTICLE VII**  
**NEW POSITIONS**

- A. A written description of professional positions created by the Board or the administration shall be given to the Association so that application for the position shall be open to any teachers within the system wishing to be considered.
- B. Any stipended position created by the Board or the administration for an employee represented by the Association shall have its salary negotiated with the Association.

**ARTICLE VIII**  
**SALARIES**

- A. The salary schedules are attached to and are a part of this Agreement.
- B. Teachers employed prior to September 1, 1996, have been classified on the salary schedule according to ten (10) training levels, with certain restrictions as outlined below. Movement into the restricted columns for these employees shall be permitted through September, 1997, with the necessary credits obtained no later than February 1, 1997.
- C. Effective September 1, 1996, teachers shall be classified on the salary schedule according to the six non-restricted training levels as outlined below.
  - 1. Column I (B) - Includes all teachers who hold a Bachelor's Degree.
  - 2. Column II (B+15) - Includes all teachers who hold a Bachelor's Degree and have earned fifteen (15) approved credits beyond the Bachelor's Degree. Ten (10) of the fifteen (15) credits must have been earned at the graduate level.
  - 3. Column III (B+30) - Includes all teachers who hold a Bachelor's Degree and have earned thirty (30) approved credits beyond the Bachelor's Degree. Twenty (20) of the thirty (30) credits must have been earned at the graduate level.
  - 4. Column IV (M) or (B+45) - Includes all teachers who have earned a Master's Degree or have earned forty-five (45) approved credits beyond the Bachelor's Degree. Thirty (30) of the forty-five (45) approved credits must have been earned at the graduate level. This

column is restricted per paragraphs B and C (above) to those teachers possessing an earned Master's Degree.

5. Column V (M+15) - Includes all teachers who hold a Master's Degree and have earned fifteen (15) approved credits beyond the Master's Degree. Ten (10) of the fifteen (15) credits must have been earned at the graduate level. This column is restricted per paragraphs B and C (above).
6. Column VI (M+30) - Includes all teachers who hold a Master's Degree and have earned thirty (30) approved credits beyond the Master's Degree. Twenty (20) of the thirty (30) credits must be graduate credits.
7. Column VII (M+45) - Includes all teachers who hold a Master's Degree and have earned forty-five (45) approved credits beyond the Master's Degree. Thirty (30) of the forty-five (45) credits must be graduate credits. This column is restricted per paragraphs B and C (above).
8. Column VIII (M+60) - Includes all teachers who hold a Master's Degree and have earned sixty (60) approved credits beyond the Master's Degree. Forty (40) of the sixty (60) approved credits must be graduate credits.
9. Column IX (M+75) - Includes all teachers who hold a Master's Degree and have earned seventy-five (75) approved credits beyond the Master's Degree. Fifty (50) of the seventy-five (75) credits must be graduate credits. This column is restricted per paragraphs B and C (above).
10. Column X (Doctorate) - Includes all teachers who hold a Doctorate Degree. This column is restricted per paragraphs B and C (above).

#### D. Criteria for In-service Credits

1. Credits may be earned in half (1/2) credit increments.
2. One-half credit will be awarded for seven (7) hours (full day) participation in professional development activities such as workshops and conferences.
3. Requests for in-service credit must be submitted on appropriate district forms to the principal and superintendent prior to attendance.
4. Credit(s) will be awarded by the superintendent upon receipt of a written summary and evaluation of the professional activity
5. Reimbursement for the cost of the in-service activity may be requested on the appropriate forms accompanied by receipts.

#### E. Courses

1. All graduate and in-service credits must be approved by the Superintendent of Schools before the first day of class. All graduate courses are to be taken at an accredited college or university.
2. Anticipation of horizontal advancement on the salary guide shall be made in writing to the Superintendent of Schools by November 15th of the year preceding said advancement. Horizontal advancement shall only occur in September.
3. Teachers may apply only approved credits earned after a degree has been granted for horizontal movement beyond that degree.

#### F. Scheduled Steps for Experience

1. To be eligible for an increment or advancement to the next scheduled step, a teacher must have been employed in the Mendham Township school system for at least six (6) school months of the previous year and have received satisfactory evaluations for that year.
2. Guide steps and years of experience need not necessarily coincide.

#### G. Previous Experience

1. Credit for all contract teaching may be given when determining the experience level of teachers. If granted, one-half credit shall be given for one-half year's teaching experience and greater or lesser fractions shall be counted as the nearest full year.
2. Salaries for teachers with active military service shall be determined by provisions of Title 18A: 29-11 of the New Jersey Statutes, Annotated.

#### H. Overnight/Extended Day Compensation

1. When required to accompany students on overnight field trips, teachers will be compensated at the rate of \$175.00 per night.
2. When required to accompany field trips which extend the day by more than two (2) hours, the teacher will be compensated at the rate of \$80.00 for each trip.
3. Compensation may be claimed by rendering an official bill form of the Board of Education which has been countersigned by the Principal of the school to which the teacher is assigned.

- I. Compensation for after school activities shall be in accordance with Schedules B and C of this Agreement. Compensation for newly created after school positions shall be determined through negotiation between the Board and the Association. Failure to reach agreement on

compensation prior to the start of the activity shall not prevent the activity from commencing. However, compensation for the activity shall be retroactive to the start of the activity.

J. Curriculum Work

1. Summer curriculum work shall be posted, and the posting shall include the number of hours for the project. Curriculum work shall be compensated at a fixed rate based upon the number of hours included in the posting times sixty (60) dollars. Employees assigned to curriculum work shall be approved in advance by the Superintendent. Summer curriculum work must be completed by August 31.
2. Employees who present an in house workshop outside of contract hours shall be paid the number of presented hours times ninety (90) dollars. Employees presenting in house workshops shall be approved in advance by the superintendent.

**ARTICLE IX**  
**SALARY CHECKS**

- A. Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semimonthly installments.
- B. Upon written request, before September 1, an employee may elect to be paid on a twelve (12) month basis in twenty four (24) equal semi-monthly installments.
- C. Checks will be issued on the fifteenth (15th) of the month and on the last teaching day of the month. If a payday falls on a weekend or holiday or during a vacation period, checks will be issued on the last teaching day prior to the payday. Direct deposit accounts will be credited on the day(s) the checks are issued.
- D. Teachers may individually elect to have a stipulated percentage of their monthly pay deducted and deposited for them in the bank specified by the Association.
- E. Teachers shall receive their final paycheck dated on the last working day in June after the closing checklist has been approved by the principal.

**ARTICLE X**  
**TUITION PAYMENT**

The Board encourages certified employees to participate in professional courses which have a direct bearing upon the instructional needs of Mendham Township Schools.

- A. The Board of Education will reimburse teachers for tuition costs for a maximum of two (2) courses each semester and/or three (3) courses each summer.

1. The reimbursement rate per credit shall not exceed the per credit rate for graduate credits charged by Rutgers University.
  2. Upon the Board's receipt of tuition payment at registration, fifty (50) percent of the tuition cost shall be reimbursed. Upon submission of satisfactory completion of the course(s), the remaining fifty (50) percent of the tuition shall be reimbursed. The bills should be rendered on the official bill forms of the Board of Education.
  3. Teachers who do not satisfactorily complete the course(s) will refund the Board for the advanced tuition payment.
- B. Employees must receive a grade of A or B to be eligible for tuition reimbursement.
- C. Courses taken to satisfy New Jersey State certification requirements are included in the tuition reimbursement.
- D. All graduate credits must be approved by the Superintendent before the first day of class. All graduate courses are to be taken at an accredited college or university.
- E. Approval for tuition reimbursement will be limited to teachers who are under contract in Mendham Township at the time reimbursement is requested. Reimbursement for a properly approved summer course will be considered only if the teacher is under contract for the ensuing school year.
- F. The Board shall reimburse teachers only for tuition costs that are not otherwise paid for by grants, scholarships, or other forms of remuneration.

**ARTICLE XI**  
**MILEAGE REIMBURSEMENT**

Mileage reimbursement at the I.R.S. rate per mile will be given for required travel within the district and for attendance at workshops and activities held outside the district provided such activities have been approved by the Superintendent (these do not include NEA/NJEA activities). The distance shall be measured from either the school or home, depending upon which is closer to the out-of-district location.

**ARTICLE XII**  
**HEALTH BENEFITS**

- A. The Board of Education makes hospitalization, medical-surgical, and major medical insurance available to all contractual and appointive employees as defined by the rules and regulations of the Division of Pensions concerning it. All enrollment provisions of the plan must be carefully

observed. It shall be the employee's responsibility to notify the Board of any change in his/her coverage status.

- B. Effective July 1, 2000, or as soon thereafter as possible, the medical insurance will be switched to the State Health Benefits Program (SHBP). Employees who elect to enroll their dependents in the SHBP shall be required to pay two percent (2%) of the cost of enrolling those dependents in the plan. If the Board leaves the SHBP, the employee who elects to enroll their dependents shall be required to pay two percent (2%) of the cost of dependent coverage based on the SHBP's rates.
- C. Whenever the Board provides medical insurance through a carrier other than SHBP, the employee shall have the right to waive the insurance coverage. Any employee who executes an appropriate form provided by the Board, waiving both individual and dependent coverage, will receive for the year to which the waiver applies fifty percent of the cost of the insurance that has been waived. The form shall provide for immediate coverage in the case of an employee who experiences a life-changing event. If this should occur, the employee will return a pro-ration of the cash option received.
- D. Whenever the cash option (insurance waiver) is utilized, the Board shall also comply with the Internal Revenue Service's Chapter 125 rules concerning taxable income.
- E. For the duration of this contract, the Board of Education will contribute the full premium for the dental insurance coverage for employees and eligible dependents. The Board reserves the right to change carriers provided the coverage is at least equivalent to the plan now in effect.

**ARTICLE XIII**  
**UNUSED SICK LEAVE**

- A. All teachers shall be entitled to twelve (12) sick leave days each school year as of the first official day of said school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.
- B. Upon leaving the employ of the Mendham Township Board of Education, an employee with either ten (10) years in Mendham Township Schools and twenty five (25) years in the teaching field, or (10) years in Mendham Township School and age fifty (50) will be entitled to payment for accumulated, unused sick leave based on the following criteria:
  - 1. The number of days will be calculated as follows:
    - a) a maximum base payment of forty-five (45) days will be given for the first sixty-five (65) days.
    - b) In addition, accumulated unused sick leave in excess of the sixty-five (65) base days will be calculated on:

<u>Total Years of Pensionable Service</u>	<u>Entitlement Based on Accumulated Days</u>
Through the completion of twenty (20) years of pensionable service	one for three
From 21 years to the school year during which the 25th pensionable year of service is completed	one for two
26 or more years	one for four

2. Staff members employed as of or during the 1992-93 school year may individually choose one of the following options:

- a) freeze the amount of entitlement as of June 30, 1993. This amount will be paid upon retirement, or
- b) accept a CAP of \$15,000 to be paid upon retirement.

(Either option assumes that staff members will have sufficient accumulated sick days to merit stated amount.)

3. All employees hired after June 30, 1993, will be capped at \$5,000.

(This option assumes that staff members will have sufficient accumulated sick days to merit stated amount.)

- C. Employees being terminated by the board due to a reduction in force (RIF) as per NJSA 18A: shall be entitled to payment for all unused accumulated sick leave. Options open to the laid-off employee include taking payment for the accumulated sick leave at the time of layoff or banking the days for a maximum of two years, at which time the employee will be paid for the days at the rate in effect at the time of layoff, with the further option of buying them back at the same rate of pay if rehired.
- D. For each day of entitlement, payment shall be at a rate of one-two hundredth (1/200) of the employee's final year base contract salary.
- E. A retiring or terminated employee whose employment has at any time been reduced or increased is entitled to payment of unused accumulated sick leave as above on the basis of full-time-equivalent (FTE) for each year of employment.
- F. The Board has the right to defer payment for up to one year from the date of termination or retirement. If termination is by death, or if the employee dies within one year of termination or

retirement, payment shall be made to the employee's last recorded beneficiary of record or to the estate of the deceased.

**ARTICLE XIV**  
**TEMPORARY LEAVES**

A. Personal Leave

1. Upon approval of the Superintendent an employee may be absent without loss of compensation for reason of personal necessity not more than four (4) days during the school year. No unused personal leave day or days may be accumulated for use in a subsequent school year.
2. A request for a personal leave day shall be made to the Building Principal and then to the Superintendent not less than five (5) days in advance of the proposed leave, except that advance permission is not required when the personal necessity is an emergency and the emergency is verified.
3. Absence without loss of pay in addition to the four (4) days stated above may be approved by the Superintendent and the Board for reasons which are exceptional in nature. The Superintendent's determination on these requests is not grievable.
4. Except in the case of extreme emergency, personal leave shall not be approved to extend a holiday or vacation period for social or avocational reasons.

B. Bereavement Leave

Up to seven (7) calendar days leave with pay per occurrence may be granted for deaths in the immediate family. The immediate family is defined as spouse, parent, child, grandparent, grandchild, sister, and brother of the employee, and the corresponding family members of the employee's spouse, and any other person living in the immediate household.

**ARTICLE XV**  
**LEAVE OF ABSENCE - MATERNITY**

- A. The Mendham Township Board of Education recognizes the fact that an employee's pregnancy cannot work to deprive the employee of her employment or the benefits of temporary disability. All leaves of absence requested or taken by employees for reasons associated with pregnancy and maternity shall be governed, as appropriate, by Board policy on unpaid leaves of absence, sick leave, and anticipated disability.
- B. The Board will allow pregnant women the utilization of their accumulated sick days during a thirty (30) calendar day period prior to the estimated date of delivery and for scheduled work

days during a thirty (30) calendar day period following the date of delivery. If the doctor certifies that either or both the prepartum or postpartum disability period will be "atypical," the pregnant employee may utilize accumulated sick days for a period beyond the normal thirty (30) calendar days.

- C. The employee who becomes pregnant shall notify the superintendent as soon as practicable of her condition and shall notify the Board in writing for a maternity leave of absence.
- D. The Board will not maintain any policy for removal of a teacher from her teaching duties based solely on the fact that she is pregnant. Nor will the Board remove a teacher from her duties based solely on a specific number of months of pregnancy or a specific number of months after childbirth. Each teacher or other employee will be treated on an individual basis. The Board may remove any pregnant teacher from her teaching duties on the basis of performance and physical incapacity as described in the Mendham Township Maternity/Sick Leave administrative guidelines.
- E. The employee, who remains in her position and becomes disabled during her pregnancy for any reason or at the termination of her pregnancy, shall be granted the same temporary disability benefits of sick leave pay. The Board may require medical certification of such disability
- F. The Board need not grant nor extend the leave of absence of any non-tenure teacher beyond the end of the contract school year in which the leave is obtained. A teacher returning from pregnancy leave of absence shall be entitled to all benefits to which teachers returning from other types of sick or disability leave would be entitled.
- G. Leave of absence without pay shall be extended to a tenured teacher for a period of one school year for the purpose of childcare, if requested by the teacher prior to April 15th. The leave shall be irrevocable as of the first day of the childcare leave except by special action of the Board.

## **ARTICLE XVI** **JURY DUTY**

The Board will insure all contractual professional employees against loss of pay occasioned by a call to jury duty. Should an employee be called for jury duty, she/he shall report same to the building principal. Employees petitioned for jury duty will not be penalized in any way. They will receive full pay less the difference which they may receive for jury duty. While on jury duty, employees are required to report daily their schedules for the following day and must report to work when excused for half a day or more or suffer loss of pay. The time spent on jury duty will not be charged against personal leave and will count as time on the job.

**ARTICLE XVII**  
**TEACHER LIAISON**

A. The Faculty Council will assure the continued maintenance of professional communications between the administration and the staff.

B. Building Level

The Association shall elect a Faculty Council for each school which may, upon adequate notification, meet with the Principal once a month during the school year. The Council shall consist of four members of the teaching staff for each school building. Areas for consideration by the Principal and Council shall be limited to building level decisions regarding administration of this agreement and development or revision of building policies and practices.

C. Meetings with the Superintendent

Four representatives from the Building Councils may meet with the Superintendent, the principals, and the Association President once a month during the school year to review and discuss the administration of this agreement and the current school district practices or problems. The Superintendent shall at his/her discretion also be empowered to call these meetings.

**ARTICLE XVIII**  
**STUDENT TEACHERS**

Supervision by a teacher of a student teacher shall be voluntary, and the teacher's consent to assume this responsibility shall be obtained by the building administrator at least three weeks prior to the student teacher's introduction into the classroom.

**ARTICLE XIX**  
**ASSOCIATION PRESIDENT DUTIES**

The President of the Association may request, when necessary, time during the course of the school day to discharge his/her professional duties in this capacity. The Board will make provision for substitute coverage in such cases when released time is necessary and adequate coverage can be arranged.

**ARTICLE XX**  
**CONTRACT COPIES**

A copy of the contract arrived at and ratified by the Board and the Association shall be given to each teacher in the district as well as each teacher joining the system. The cost of providing sufficient copies shall be shared equally by the Board and the Association.

**ARTICLE XXI**  
**DURATION OF AGREEMENT**

- A. This document includes two (2) agreements between the parties.
1. The first agreement, covering salaries and terms and conditions of employment, shall be effective as of July 1, 2003 and shall continue in effect until June 30, 2004. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.
  2. The successor agreement, covering salaries and terms and conditions of employment, shall be effective as of July 1, 2004, and shall continue in effect until June 30, 2007. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.
- B. In witness whereof, the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon.

MENDHAM TOWNSHIP  
TEACHERS ASSOCIATION

MENDHAM TOWNSHIP  
BOARD OF EDUCATION

By \_\_\_\_\_  
President

By \_\_\_\_\_  
President

By \_\_\_\_\_  
Secretary

By \_\_\_\_\_  
Secretary

COMPARISON TABLE FOR PURPOSE OF HIRING

Experience Based on Past Compression

<b>Steps</b>	<u>2003-04</u>	<u>2004-05</u>	<u>2004-05</u>	<u>2004-05</u>
O 1	1	1	1	1
N 2	2	2	2	2
M 3	3	3	3	3
L 4	4	4	4	4
K 5	5	5	5	5
J 6	6	6	6	6
I 7	7	7	7	7
H 8	8	8	8	8
G 9	9	9	9	9
F 10	10	10	10	10
E 11	11	11	11	11
D 12	12	12	12	12
C 13	13	13	13	13
B 14	14-15-16-17	14	14	14
15	18-19	15-16-17-18	15	15
A 16	20	19-20	16-17-18-19	16
17	20+	20+	20-20+	17-18-19-20
A+18	20+	20+	20+	20+

Note --It is understood that guide placement is not necessarily equivalent to years of teaching experience. No teacher newly hired by the district shall be given higher guide placement than a currently employed teacher with similar years of teaching experience credited in Mendham Township schools.

### Salary Guide Conversion Placement Chart

2002-2003		2003-2004		2004-2005		2005-2006		2006-2007
								<b>1</b>
						<b>1</b>	----->	<b>2</b>
				<b>1</b>	----->	<b>2</b>	----->	<b>3</b>
		<b>1</b>	----->	<b>2</b>	----->	<b>3</b>	----->	<b>4</b>
<b>O</b>	----->	<b>2</b>	----->	<b>3</b>	----->	<b>4</b>	----->	<b>5</b>
<b>N</b>	----->	<b>3</b>	----->	<b>4</b>	----->	<b>5</b>	----->	<b>6</b>
<b>M</b>	----->	<b>4</b>	----->	<b>5</b>	----->	<b>6</b>	----->	<b>7</b>
<b>L</b>	----->	<b>5</b>	----->	<b>6</b>	----->	<b>7</b>	----->	<b>8</b>
<b>K</b>	----->	<b>6</b>	----->	<b>7</b>	----->	<b>8</b>	----->	<b>9</b>
<b>J</b>	----->	<b>7</b>	----->	<b>8</b>	----->	<b>9</b>	----->	<b>10</b>
<b>I</b>	----->	<b>8</b>	----->	<b>9</b>	----->	<b>10</b>	----->	<b>11</b>
<b>H</b>	----->	<b>9</b>	----->	<b>10</b>	----->	<b>11</b>	----->	<b>12</b>
<b>G</b>	----->	<b>10</b>	----->	<b>11</b>	----->	<b>12</b>	----->	<b>13</b>
<b>F</b>	----->	<b>11</b>	----->	<b>12</b>	----->	<b>13</b>	----->	<b>14</b>
<b>E</b>	----->	<b>12</b>	----->	<b>13</b>	----->	<b>14</b>	----->	<b>15</b>
<b>D</b>	----->	<b>13</b>	----->	<b>14</b>	----->	<b>15</b>	----->	<b>16</b>
<b>C</b>	----->	<b>14</b>	----->	<b>15</b>	----->	<b>16</b>	----->	<b>17</b>
<b>B</b>	----->	<b>15</b>	----->	<b>16</b>	----->	<b>17</b>	----->	<b>18</b>
		<b>16</b>	----->	<b>17</b>	----->	<b>18</b>	----->	<b>18</b>
<b>A</b>	----->	<b>17</b>	----->	<b>18</b>	----->	<b>18</b>	----->	<b>18</b>
<b>A+</b>	----->	<b>18</b>	----->	<b>18</b>	----->	<b>18</b>	----->	<b>18</b>

