

2009-2010

# CONFIDENTIAL

## MEMORANDUM OF AGREEMENT BETWEEN THE FORT LEE EDUCATION ASSOCIATION AND THE FORT LEE BOARD OF EDUCATION

J

The following conditions set forth below will modify the parties' current collective bargaining agreement subject to ratification of the Fort Lee Board of Education ("Board") and the Fort Lee Education Association ("FLEA").

1. The contract shall be from the period May 1, 2010 – April 30, 2013. The 2009-2010 salary guide shall remain in effect for May 1, 2010-June 30, 2010. It is agreed and understood that all salary guides shall be in effect from July 1<sup>st</sup> through June 30<sup>th</sup> each school year.

2. Revise Article V (Salaries) as follows:

The parties agree that the following shall be the percentage wage increase for the term of the Agreement:

a) Section 2.1.1 (Salary Schedule and Agreement) shall be amended as follows:

- Year One July 1, 2010-June 30, 2011 – 4.3% (Remains the same.)
- Year Two July 1, 2011-June 30, 2012 - 3.25% +\$150,000
- Year Three July 1, 2012-May 31, 2013 - 3.00%

**The proposed salary guides are attached: Teachers, Secretaries, Custodial/Maintenance, Aides, Co-Curricular, and Coaches.**

3. Article IX (Health Insurance) shall be amended as follows:

- As of July 1, 2010 all employees will be in the New Jersey\_School Employees Health Benefit Plan.
- As of July 1, 2010 all employees will be in the New Jersey\_School Employees Health Benefit Prescription Plan - Medco.

4. All other articles and terms and conditions of employment remain unchanged.

5. No layoffs in the 2010-2011 school year except for the following:

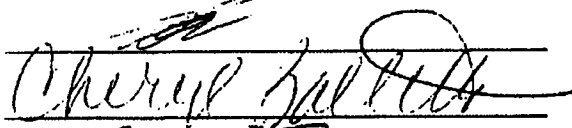
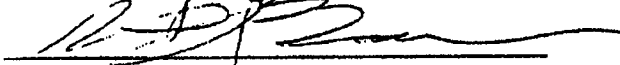
- Elimination and/or low enrollment in a program
- Additional state aid reductions over 10%

00525117.DOC  
1  
B

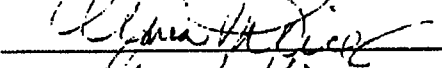
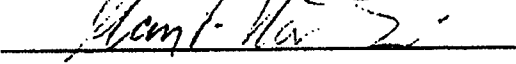
B

6. One Payroll Bookkeeper position eliminated in the Fort Lee Education Association contract and a twelve month confidential assistant to the Business Administrator position to be filled by the current employee at the same salary.

Fort Lee Board of Education

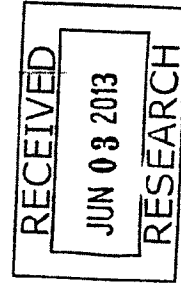
  
\_\_\_\_\_  
  
\_\_\_\_\_  
\_\_\_\_\_

Fort Lee Education Association

  
\_\_\_\_\_  
  
\_\_\_\_\_  
\_\_\_\_\_

*For Joe*

Page #	Article/Section	New Language
9	Article V Section 2.1	The salary guide for the school years May 1, 2010 through June 30, 2013, are set forth and made part hereof.
18-19	Article IX Section 5	Beginning July 1, 2010 each prescription shall be subject to a co-payment of \$3 generic and \$10 brand name. Mail order prescriptions shall be \$5 generic/\$15 brand name for a 90 (ninety) day supply. The board reserves the right, at its option, after notification to the Association, to change insurance carriers provided substantially similar benefits is provided.
19	Article IX Section 8	The Board shall provide a waiver equal to 25% of the premium of the level of coverage that an employee is entitled to. The waiver will be paid semi-annual installments (December 31 <sup>st</sup> and June 30 <sup>th</sup> ) in amounts equal to 50% of the total waiver. No waiver shall be given due to any employee in which the New Jersey State Health benefit plan determines is ineligible for a waiver due to the prohibition of coordination of benefits.



**COCURRICULAR ACTIVITIES LIST**

**CLASS A ACTIVITIES**

Academic Decathlon  
 Academy of Finance Internship Director  
 Art Honor Society  
 Asian Club  
 Assistant Theater Director  
 Assistant Choral Director – HS  
 Band Wind Instructor – HS  
 Bell Choir Director  
 Brass Instructor  
 Camera Club  
 Computer Club – HS  
 Computer Club – MS  
 Drama Director + \$2,000  
 Dramatics – MS  
 Drill Technician  
 Environmental Advisors – All Schools  
 Foreign Language Club – MS  
 Freshman Class Advisor  
 French Club  
 Future Teachers of America  
 Greek Club  
 Hebrew Club  
 Industrial Arts – MS  
 Interact Club Advisor  
 International Thespian Society  
 Italian Club/Italian Honor Society  
 Key Club  
 Latino Club  
 Library Council – MS  
 March Band Drill Instructor – HS  
 Model UN Club Advisor  
 Modern Music Masters  
 National Honor Society  
 Percussion Instructor  
 Pioneer Business Advisor  
 Science Club/Environmental Club  
 Sophomore Class Advisor  
 Spanish Club  
 Spring Musical Director + \$2,000

Speech and Debate  
 Student Council Advisor – MS  
 Voice (Art and Layout)  
 Voice (Literary)  
 Yearbook Club Advisor – MS

**CLASS B-1 ACTIVITIES**

Elementary fine Arts Coordinator–MS  
 Future Business Leaders of America  
 Right to Know Program Coordinator  
 Senior Class Advisor  
 Social Problem Solving Coordinator

**CLASS C ACTIVITIES**

All Borough Orchestra Director  
 Assistant Band Director-HS  
 Band Director (Plus \$800.00 bonus)  
 Cheerleader Advisor (Plus \$1,000.00  
 Bonus for chaperoning JV and V basketball  
 games)  
 Chorus Director  
 Color Guard/Winter Guard  
 Dance Club  
 Drama Director  
 Math League  
 SADD Advisors-All Schools  
 Science League  
 Secondary Fine Arts Coordinator 7-12  
 Student Council Advisor

**CLASS B ACTIVITIES**

All City Band Director  
 Assistant Cheerleader Advisor  
 Band Leader – MS  
 Chorus Director – MS  
 Fort-Lee-der Advisor  
 Intermedia (Art) – MS  
 Intermedia (Literary) – MS  
 Junior Class Advisor

Fort Lee Board of Education  
Athletics

SALARY GUIDE 2011-2012

STEP	HEAD CLASS I		HEAD CLASS II		ASST CLASS II		HEAD CLASS III		ASST CLASS III	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1	8,673	6,402	7,601	5,782	4,750	4,440	4,750	5,193	4,750	4,440
2	9,756	6,940	8,714	6,334	5,193	4,646	5,193	5,193	4,646	4,646

SALARY GUIDE 2012-2013

STEP	HEAD CLASS I		HEAD CLASS II		ASST CLASS II		HEAD CLASS III		ASST CLASS III	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1	8,933	6,594	7,829	5,955	4,893	4,573	4,893	5,349	4,893	4,573
2	10,049	7,148	8,975	6,524	5,349	4,785	5,349	5,349	4,785	4,785

Class I Football

Class II Girls and Boys Basketball, Wrestling, Baseball, Softball, Girls and Boys Soccer, Volleyball, Track and Field, Cross Country

Class III Girls and Boys Tennis, Winter Track, Golf, Bowling

No employee can move more than one step per year, regardless of the number of sports or seasons coached.

There will be no loss of credit for Fort Lee coaching experience, regardless of interruption of coaching services.