

**AGREEMENT**

**between**

**THE MONTAGUE EDUCATION ASSOCIATION**

**and**

**THE MONTAGUE BOARD OF EDUCATION**

**For the period**

**July 1, 2008 to June 30, 2011**

Revised 03/26/2008

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## PREAMBLE

**THIS AGREEMENT** is entered into on the first day of July, 2008, effective to June 30, 2011.

**Between** the Board of Education of Montague Township, New Jersey, hereinafter called the "Board",

-and-

The Montague Education Association, hereinafter called the "Association".

## ARTICLE I RECOGNITION

The Board of Education of Montague Township, hereinafter referred to as the "Board", recognizes the Montague Education Association, hereinafter referred to as the "Association", as the exclusive representative of New Jersey certified teachers employed by the Board in positions requiring certification, including:

1. Teaching Staff Members
2. School Nurse
3. Librarian
4. Part-time Certified Teaching Staff
5. Child Study Team

Excluding:

1. Administrative Personnel
2. Aides
3. Paraprofessional Employees
4. Non-professional Personnel
5. Per diem Employees
6. Confidential and Supervisory Employees

This Agreement represents and incorporates the entire agreement of the parties on all matters which were or could have been the subject of negotiations. During its term it shall not be modified, either in whole or in part, except by mutual written agreement to reopen for negotiations and it is agreed that neither party shall be required to reopen negotiations or to negotiate any matter whether or not it is covered by this Agreement.

**ARTICLE II**  
**NEGOTIATION PROCEDURE FOR SUCCESSOR AGREEMENT**

- A. The parties agree to enter into collective negotiations for a successor agreement in accordance with Chapter 123, Public Laws of 1974, in a good faith effort to reach agreement on matters concerning the terms and conditions of employment. When an agreement is reached as described above, it shall be embodied in writing and be subject to ratification by the authorized representatives of the Board of Education and the Montague Education Association.
- B. During negotiations, the Board and the Association may present relevant data, exchange points of view and make proposals.
- C. Both parties mutually pledge that their representatives shall be endowed with all the necessary power and authority to make and consider proposals in the course of negotiations. It is understood that final ratification of all items contained within the tentatively agreed upon Contract must then be ratified by a majority of the teachers represented by the negotiators of the Association at a legally constituted meeting, and by a majority of the full Board of Education while in session at legally constituted meeting.

**ARTICLE III**  
**ABSENCE OF TEACHERS**

Full Time Faculty

- A. Personal Illness
1. Accumulative – Ten (10) days per academic year as per statute.
  2. Unused sick leave is accumulative indefinitely.
  3. The Board, at its discretion, may require a medical certificate.
- B. Family Illness
1. Three (3) days per year, non-cumulative.
  2. Family shall mean immediate family and shall include spouse, parent and child.
- C. Death in Family
1. Three (3) days per occurrence, non-cumulative.

2. Family shall mean immediate family and shall include spouse, parent, grandparent, child and/or sibling, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandchild, son-in-law and daughter-in-law.

D. Professional Absence

1. Three (3) days per year, non-cumulative, with the approval of the Chief School Administrator.

2. Two (2) days per year, non-cumulative, to attend the New Jersey Education Association Convention.

E. Personal Absence

Each year, the Board of Education will grant three (3) days, non-cumulative, with full pay for personal reasons. Three (3) unused personal days per year may be converted to cumulative sick leave. Two (2) days shall require forty-eight (48) hours prior notice, except in an emergency situation. One (1) day for compelling personal reasons shall require the approval of the Chief School Administrator. A personal day is construed to mean that such business is essential and requires the presence of the employee on a day school is in session.

F. Leaves of Absence – Maternity/Child Rearing

1. A member who is pregnant shall notify the Chief School Administrator (C.S.A.) as to the dates required for this leave.

2. Request for maternity leave of absence shall be made by completing the form “Application for Maternity or Child Rearing Leave of Absence”, and presenting it to the Chief School Administrator no later than six (6) weeks prior to the requested date of the leave. The member shall give the Chief School Administrator notice of her anticipated delivery date at least four (4) months prior to said date. The C.S.A. shall respond in writing to the request no later than thirty (30) calendar days from the time the request for the maternity leave is made.

The “maternity leave” of absence is for that period of time when the member is medically disabled and entitled to use any accrued sick leave. The “child rearing” leave of absence shall be that period during which the member is not medically disabled, and such leave shall be without pay.

3. The effective date of the leave shall be both in the best interest of the school and consistent with the health and welfare of the member. Both the start of any maternity leave and return date from any unpaid child rearing leave shall coincide with either the beginning of a marking period, or the

beginning of a unit of study, or at a time approved by the C.S.A. The teacher shall assign a grade for that portion of the course completed and shall meet with her replacement to facilitate a smooth transition.

4. The leave for a member under tenure may extend for a period of twenty-four (24) months per pregnancy. Any member on such leave who desires an extension shall make a written application by not later than four (4) months prior to the end of the initial approved leave period. Total leave, including the initial approved leave, shall in any event, not exceed twenty-four (24) months per pregnancy. The leave for a non-tenured member shall not exceed the existing employment contract.

5. A non-tenured member's reinstatement after maternity/child rearing leave will depend upon the Board's satisfaction with previous effectiveness. The Board is under no obligation 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/child rearing leave period shall not be counted for tenure purposes.

6. Accumulated sick leave as prescribed by law will apply but only to the extent of the sick leave accumulated while employed at the Montague School District. Accumulated sick leave may only be used during periods of actual disability. All other periods during which a member is away from work as a result of child bearing or child rearing shall be deemed unpaid maternity leave. For the purpose of this Article, a member is entitled to a presumption of disability thirty (30) days before and thirty (30) days after the birth of her child.

7. Application for returning to work shall be made to the C.S.A. in writing four (4) months prior to the date in which they plan to return.

8. Upon return, the member shall be placed on the same step and guide in effect when their leave commenced, with all benefits previously accrued. If the member served five (5) full calendar months prior to the effective date of the leave, they will be placed on the next higher step upon returning in September of the following school year (or February 1).

9. Any tenure member adopting an infant child shall receive similar leave which shall commence upon the member's receiving *de facto* custody of said infant, or earlier, if necessary, to fulfill the requirements for adoption.

10. The teacher may purchase health and medical insurance while on leave for a period of not more than two (2) years.

G. Leave of Absence

A one (1) year leave of absence, without pay, shall be granted to one (1) professional teaching staff member for each year covered by this Agreement. In order to be eligible a person must have not less than four (4) complete years of service to the Board. In the event that more than one (1) person requests such leave of absence, the person with the most seniority shall be given preference. The Board however, reserves the right to deny a leave of absence request, in that year, in the event that it is not able to obtain an appropriate substitute for the person who has requested such a leave of absence.

H. Excessive Absenteeism

1. When a staff absence exceeds the days provided for in this Section, the following applies. Each case will be reviewed by the Board of Education.

2. At the discretion of the Board, days may be deducted from the non-cumulative leave or salary may be deducted for each day absent at 1/200<sup>th</sup> of annual salary.

I. Each year of the school calendar will contain the following:

1. The day prior to the Thanksgiving break will be an early dismissal day. Afternoon meetings or other activities for teachers will not be scheduled on this day.

**ARTICLE IV**  
**TUITION REIMBURSEMENT**

Only tuition and registration fees will be paid by the Board for each course taken by an individual. However, the following limitations will apply:

1. Courses shall be in a related field of study and subject to written approval by the Chief School Administrator prior to enrollment.

2. The Association shall monitor the tuition reimbursement requests to insure equitable participation is afforded to all eligible persons. No more than nine (9) credits per year may be taken by any one (1) teacher and the total amount of tuition reimbursement paid by the Board shall not exceed Twelve Thousand (\$12,000) Dollars for each year that this Contract is in effect.

3. A written voucher shall be submitted to the Board with a transcript of course showing acceptable final grade to the Chief School Administrator, who

shall forward the same to the Board for action at the Board's next regularly scheduled meeting with his recommendation.

4. No payment will be made unless a grade of A or B is achieved.
5. The above items will be recognized by the Board for purposes of reimbursement as outlined above.
6. A teacher must reimburse the Board in full if he or she terminates employment with the Board within two (2) years from which he or she receives tuition payment from the Board, except in the following situations:
  - a. a teacher retiring during Contract;
  - b. death of a teacher;
  - c. a teacher on maternity leave (unless teacher does not return or is non-tenured, both to pay back.
7. All part-time professional personnel whose salary is determined from the contractual agreement between the Board and the Association, will receive *pro rata* reimbursement.
8. Courses may be taken either during the summer recess or during non-school hours during the school year.

**ARTICLE V**  
**SALARIES AND EMPLOYEE BENEFITS**

A. Employees in the unit shall receive salaries as indicated in Appendix "A", which is attached hereto and made a part hereof. Employees above the guide shall receive salaries as indicated on said Appendix "A".

B. Medical Insurance

1. The Board of Education agrees to pay medical insurance for both the employee and his family if the employee so chooses. Effective July 1, 2005, the formula for computing employee contribution rates shall be five (5%) percent of the difference between the individual rate and various dependent rates, provided, however that any employee whose date of initial employment is post October 9, 1996, shall be computed at ten (10%) percent and any employee hired post July 1, 2005, shall be computed at fifteen (15%) percent. Coverage includes major medical and hospitalization.

2. Any employee who declines to accept such medical insurance shall receive from the Board of Education, fifty (50%) per cent of the premium consistent with premium payments by the Board that would have been paid by the Board of Education, subject, however, to the express understanding that any such employee shall have the right to re-enroll in said program immediately following the termination date of the insurance that was previously covering the employee. Members who choose to opt out of health insurance are still eligible for prescription and dental coverage as stated in Section D and E of this Article.

C. The Board of Education agrees to allow faculty members to participate in tax sheltered annuities through payroll deduction. Payments may be made to two (2) tax sheltered annuity plans; said plans to be selected by the Montague Education Association. Adjustments can be made only in September, January and June of each school year. Payment shall be made within five (5) working days of the deduction. The Association's members shall hold harmless the Board from any error made by a third party.

D. The Board of Education agrees to allow all professional personnel and their families covered in this Agreement to participate in a dental insurance plan. The Board shall assume total premium costs for all current full time unit members.

E. The Board agrees to allow all professional personnel covered by this Agreement to participate in the prescription plan associated with the chosen health benefit package. The Board shall assume total premium costs based on a co-payment of \$ 20.00 for non-generic and \$10.00 for generic prescriptions for all full time unit members. For mail-in prescriptions the co-pay cost will be \$-0-.

F. The Secretary of the Board of Education will deduct professional dues. This deduction will be in accordance with automatic payroll deduction.

G. Any employee retiring after fifteen (15) years of service in the district shall receive \$40 for each accumulated unused sick day up to a maximum of \$10,000.00.

H. A teacher may choose to have any amount deducted and deposited in their Tri-Co Federal Credit Union account. Payment shall be made within five (5) working days of the deduction. The Association's members shall hold harmless the Board from any errors made by a third party.

I. An employee may choose to have his or her paycheck made via a direct deposit to the financial institution of his/her choice.

J. An employee may have an amount deducted from his/her paycheck for the payment of a disability insurance policy.

K. Any employee may elect to have his or her salary paid out over a ten (10) or twelve (12) month basis.

## ARTICLE VI GRIEVANCE PROCEDURE

### A. Definitions

#### 1. Grievance

a. A Class I grievance is an appeal by the Association or a member of the Association based upon an alleged violation of this Agreement.

b. A Class II grievance is an appeal by the Association or a member of the Association of the interpretation, application or violation of policies, agreements and administrative decisions affecting them.

c. A Class II grievance shall terminate at Level Two of the Grievance Procedure. The Class II grievance is included in the Agreement in compliance with PERC Decision 77-59 of 4/19/77, and in the event this Decision is reversed by Court decision, the provisions for a Class II grievance shall become null and void.

#### 2. Aggrieved Person

An “aggrieved person” is the person or persons making the claim.

#### 3. Party In Interest

A “party in interest” is the person or persons making the claim and any person including the Association or the Board who might be required to take action or against whom action might be taken in order to resolve the claim.

### B. Purpose

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

### C. Procedure

1. Time Limit – The number of days indicated at each level shall be considered as a maximum and every effort shall be made to expedite the

process. The time limits specified may, however, be extended by mutual agreement.

2. Year End Grievance – In the event a grievance is filed at such time that it cannot be processed by the end of the school year, and if left unresolved until the beginning of the following year could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced by agreement between both parties so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practical.

3. Level One – Chief School Administrator – A teacher with a grievance shall first discuss it with the Chief School Administrator within fifteen (15) school days after the grievance has occurred, or as soon as the Administrator returns in the case of his absence, after which no claim may be made, and with the objective of resolving the matter informally. Informal written records should be kept by the Chief School Administrator.

4. Level Two – Board of Education – If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five (5) school days after the presentation of the grievance, he may file the grievance in writing with the Board and/or the Association within five (5) school days after the decision at Level One. If the Association, alone, receives the grievance, then within five (5) school days after receiving the written grievance, the Association may refer it to the Board of Education.

5. Level Three – Arbitration

a. If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Board, he may, within five (5) school days after a decision by the Board, or fifteen (15) school days after the grievance was delivered to the Board, whichever is sooner, request in writing that the Board or the Association submit the grievance to arbitration.

b. Within ten (10) school days after such written notice of submission to arbitration, the Board and the aggrieved person or the Association shall attempt to agree upon a mutually acceptable arbitrator, and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon a mutually acceptable arbitration or obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the Public Employee

Relations Commission by either party. The parties shall then be bound by the rules and procedures of the Public Employee Relations Commission in the selection of the arbitrator. The arbitrator shall be limited to the issues submitted and shall consider nothing else.

c. The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearing promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and to the aggrieved person or the Association and shall be advisory.

d. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the aggrieved person or the Association. Any other expenses incurred shall be paid by the Party incurring same.

D. Rights of Teachers to Representation

Any aggrieved person may be represented at all stages of the grievance procedure by himself or, at his option, by a representative selected or approved by the Association, or by the aggrieved person's chosen representative, at the expense of the aggrieved person.

E. Miscellaneous

1. Written Decisions – Decisions rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Levels Two and Three of the grievance procedure shall be in writing setting forth the decisions and the reasons therefore and shall be transmitted promptly to all parties in interest.

2. Separate Grievance File - Until a final disposition has been made, each file shall be made accessible only to parties in interest in the case. Thereafter, the file shall be accessible only as pertinent material in a future grievance filed under this grievance procedure.

3. Meetings and Hearings – No meetings and hearings under this procedure shall be conducted in public and shall include only such parties in

interest and their designated or selected representative heretofore referred to in this Article.

**ARTICLE VII**  
**MANAGEMENT RIGHTS CLAUSE**

A. The Board on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by laws and the Constitution of the State of New Jersey, and of the United States, including but without limiting the generality of the foregoing, the right:

1. To the executive management and administrative control of the school system and its properties and facilities and the activities of its employees while said employees are engaged in the performance of their duties.

2. To hire all employees and, subject to the provisions of law, to determine their qualifications, either dismissal or demotion; and to promote and transfer all such employees, to relieve employees from duty because of lack of work or other legitimate reasons. Where the Board has adopted procedures in the above areas, the Board will follow said procedures.

3. To establish upon recommendation of the Administrator and such others as are indicated in School Board Policy, grades and courses of instruction, including special programs and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.

4. To decide upon recommendation of the Administrator and such others as are indicated in School Board Policy, the means and methods of instruction, the selection of text books and other teaching materials, and the use of teaching aids of every kind and nature. When the Board has adopted procedures in the above areas, the Board will follow said procedures.

5. To determine upon recommendation of the Administrator and such others as are indicated in School Board Policy, class schedule, the duties and responsibilities and assignments of teachers and other employees with respect thereto.

6. To take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

B. The exercise of the foregoing powers, rights authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only the specific and expressed terms of this agreement, and then only to the extent such specific and expressed terms hereof are in conformance with the Constitution and the laws of the State of New Jersey, and the Constitution and Laws of the United States.

C. Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the New Jersey School Laws, or other national or state, county, district or local laws or regulations as they pertain to education.

D. The Board of Education will not unilaterally develop or implement any policy or decision that involves terms and conditions of this Agreement. All such policies and decisions shall first be negotiated mutually with the Association and reduced to writing and signed by both parties.

#### **ARTICLE VIII** **MISCELLANEOUS PROVISIONS**

A. This Agreement constitutes Board Policy for the term and said Agreement and the Board and the Association shall carry out the commitments contained herein and gives them full force and effect as Board Policy.

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

C. Any individual contract between the Board and an individual in the bargaining unit, 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 the Agreement, the Agreement, during its duration shall be controlling, provided, however, nothing herein shall prevent an applicant and the Board of Education from agreeing on the initial placement on the salary guide.

D. Copies of this Agreement shall be printed by the Board, within thirty (30) days after the Agreement is signed and presented to all teachers now employed, hereafter employed, or considered for employment by the Board.

**ARTICLE IX**  
**WORKDAY, YEAR AND RELATED ITEMS**

A. The length of the school day will be six and one-half ( 6 ½ ) hours and the teachers shall arrive fifteen (15) minutes before school opens and shall remain not less than fifteen (15) minutes after school closes (total seven [7] hours).

B. The in-school work year shall be 184 days. Two (2) days shall be considered Staff Development. The Board of Education shall have complete jurisdiction over the calendar.

C. Pay day during a holiday period will occur on the last regular work day before the holiday, when feasible, when determined by the Board.

D. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability including liability for reasonable counsel fees and other legal costs and expenses that might arise out of or by any reason of any action taken or not taken by the employer in conformance with the Agency Shop provision. The fee for non-members as their share of the costs to negotiate and administer the Agreement has been agreed upon as eighty (80%) per cent of the "Unified Dues".

E. Each full-time teacher shall be guaranteed a minimum of one (1) duty free prep period daily.

F. Each full-time teacher shall be guaranteed a lunch period equal to the students' lunch period.

G. Each full-time teacher shall be required to attend no more than five (5) evening functions within the school calendar year.

H. Each full-time teacher shall attend no more than fifteen (15) faculty meetings per year, without additional compensation. Each meeting shall not exceed one (1) hour beyond their regular work day. Meetings shall not be called on a Friday or prior workday to a holiday or vacation period except in the case of an emergency.

I. Part-time employees shall work no more than four (4) out of nine (9) periods and shall be paid a *pro rata* salary that shall be determined by a fraction, the numerator of which shall be the number of periods actually assigned and the denominator of which shall be the number of periods in a normal school day.

J. Part-time teachers shall not be entitled to any medical or other insurance benefits and shall not receive or be entitled to either a paid prep period or a paid duty free lunch period.

K. The District shall use its best efforts to insure that all periods assigned to a part-time teacher shall be consecutive.

L. Three (3) half-days shall be scheduled in the fall and in the spring for the purpose of holding parent/teacher conferences. Teachers shall be dismissed at the student dismissal time when night conferences are to be held on that evening.

### **ARTICLE X** **EVALUATION**

A. A teacher shall be given a copy of his/her evaluation as prepared by his/her evaluator at least three (3) working days prior to any conference to discuss it. No evaluation report will be placed in the teacher's file without a conference between the evaluator and the evaluatee. No teacher shall be required to sign a blank or incomplete evaluation form.

B. A written observation evaluation shall be prepared within fifteen (15) working days of the classroom observation.

### **ARTICLE XI** **DURATION OF AGREEMENT**

**This Agreement** shall become effective on July 1, 2008, and shall continue in effect until June 30, 2011.

**This Agreement** shall not be extended orally, and it is expressly agreed that it shall expire on its expiration date.

**IN WITNESS WHEREOF**, the Association has caused these presents to be signed by its President and Secretary, and the Board has caused these presents to be signed by its President, attested by its Secretary, and its seal to be affixed all on the day and year first above written.

**Attest:**

**MONTAGUE EDUCATION  
ASSOCIATION**

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**Taffy Banghart , Secretary**

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**Monica Higbie , President**

**MONTAGUE TOWNSHIP BOARD  
OF EDUCATION**

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**John W. Waycie, Secretary**

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**Kenneth O'Connor, President**

APPENDIX A  
Montague Township School  
Salary Guide for  
2008-2009

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
<b>1</b>	43,115	44,115	45,115	46,115	47,115
<b>2</b>	43,615	44,615	45,615	46,615	47,615
<b>3</b>	45,065	46,065	47,065	48,065	49,065
<b>4</b>	46,615	47,615	48,615	49,615	50,615
<b>5</b>	48,165	49,165	50,165	51,165	52,165
<b>6</b>	49,715	50,715	51,715	52,715	53,715
<b>7</b>	51,265	52,265	53,265	54,265	55,265
<b>8</b>	52,990	53,990	54,990	55,990	56,990
<b>9</b>	54,890	55,890	56,890	57,890	58,890
<b>10</b>	56,965	57,965	58,965	59,965	60,965
<b>11</b>	59,215	60,215	61,215	62,215	63,215
<b>12</b>	61,640	62,640	63,640	64,640	65,640
<b>13</b>	64,240	65,240	66,240	67,240	68,240
<b>14</b>	67,015	68,015	69,015	70,015	71,015
<b>15</b>	69,965	70,965	71,965	72,965	73,965

**LONGEVITY : STARTING IN YEAR**

15	\$2700
20	\$3200
25	\$3700
30	\$4200

**NATIONAL BOARD CERTIFICATION**

An annual stipend of \$1000.00 will be granted to teachers who successfully attain National Board Certification

Montague Township School  
Salary Guide for  
2009 - 2010

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
<b>1</b>	44,575	45,575	46,575	47,575	48,575
<b>2</b>	45,075	46,075	47,075	48,075	49,075
<b>3</b>	45,575	46,575	47,575	48,575	49,575
<b>4</b>	47,175	48,175	49,175	50,175	51,175
<b>5</b>	48,775	49,775	50,775	51,775	52,775
<b>6</b>	50,375	51,375	52,375	53,375	54,375
<b>7</b>	51,975	52,975	53,975	54,975	55,975
<b>8</b>	53,750	54,750	55,750	56,750	57,750
<b>9</b>	55,700	56,700	57,700	58,700	59,700
<b>10</b>	57,825	58,825	59,825	60,825	61,825
<b>11</b>	60,125	61,125	62,125	63,125	64,125
<b>12</b>	62,600	63,600	64,600	65,600	66,600
<b>13</b>	65,250	66,250	67,250	68,250	69,250
<b>14</b>	68,075	69,075	70,075	71,075	72,075
<b>15</b>	71,075	72,075	73,075	74,075	75,075

**LONGEVITY: STARTING IN YEAR**

16	\$2700
21	\$3200
26	\$3700
31	\$4200

**NATIONAL BOARD CERTIFICATION**

An annual stipend of \$1000.00 will be granted to teachers who successfully attain National Board Certification.

APPENDIX A  
 Montague Township School  
 Salary Guide for  
 2010 - 2011

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
<b>1</b>	46,190	47,190	48,190	49,190	50,190
<b>2</b>	46,690	47,690	48,690	49,690	50,690
<b>3</b>	47,190	48,190	49,190	50,190	51,190
<b>4</b>	47,690	48,690	49,690	50,690	51,690
<b>5</b>	49,340	50,340	51,340	52,340	53,340
<b>6</b>	50,990	51,990	52,990	53,990	54,990
<b>7</b>	52,640	53,640	54,640	55,640	56,640
<b>8</b>	54,465	55,465	56,465	57,465	58,465
<b>9</b>	56,465	57,465	58,465	59,465	60,465
<b>10</b>	58,640	59,640	60,640	61,640	62,640
<b>11</b>	60,990	61,990	62,990	63,990	64,990
<b>12</b>	63,515	64,515	65,515	66,515	67,515
<b>13</b>	66,215	67,215	68,215	69,215	70,215
<b>14</b>	69,090	70,090	71,090	72,090	73,090
<b>15</b>	72,140	73,140	74,140	75,140	76,140

**LONGEVITY: STARTING IN YEAR**

17	\$2700
22	\$3200
27	\$3700
32	\$4200

**NATIONAL BOARD CERTIFICATION**

An annual stipend of \$1000.00 will be granted to teachers who successfully attain National Board Certification.

APPENDIX B

STIPEND POSITIONS  
EXTRA-CURRICULAR GUIDE

A. Coaches – Nine Weeks, Three Days per Week, One and one-half hours per session.

Step

1	\$625
2	\$700
3	\$775

All coaches shall complete a first aid course, which shall be paid for by the Board of Education.

B. Six-grade Advisor/Graduation Coordinator - \$700

\$700 if assigned to one person, \$350 per person if assigned to two persons, \$233 per person if assigned to three persons.

C. Student Council Advisor(s) - \$700 per person

All duties are to be in accordance with job descriptions.