

ELK TOWNSHIP BOARD OF EDUCATION

And

ELK TOWNSHIP EDUCATION ASSOCIATION

AGREEMENT

2014-2017

Adopted July 14, 2016

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AGREEMENT

This Agreement is made this July 14, 2016 by and between the ELK TOWNSHIP BOARD OF EDUCATION, hereinafter called "Board" and the ELK TOWNSHIP EDUCATION ASSOCIATION, hereinafter called "Association."

WHEREAS, the Board and the faculty/staff of Aura School share the common goal of providing the best possible education for the students of Elk Township, and to accomplish this goal, it is necessary to clarify the relationship between the Board and Staff, the rights and responsibilities of each, and procedures for resolving any differences of opinion which may arise;

NOW THEREFORE in consideration of the following mutual covenants, it is hereby agreed as follows:

DURATION — The term of this agreement shall be for the 2014-2017 school years from July 1, 2014 through June 30, 2017. At the expiration of the contract on June 30, 2017, the parties agree that there shall be no automatic movement on the salary guide for the 2017-2018 school year pursuant to the Neptune decision. Salaries and step placement for the duration of the successor contract shall be determined through negotiations between the Board and the Association.

SECTION 1— ALL UNIT EMPLOYEES

ARTICLE I - RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for the following regular employed personnel:
 - 1. Certified staff and educational support professionals.
 - 2. The following categories are excluded: school administrators, supervisors, confidential secretaries, business administrator, instructional assistants, cafeteria assistants, playground assistants, and maintenance personnel.
- B. Unless otherwise indicated, the term "employees," when used hereafter in this agreement, shall refer to all employees represented by the Association in the negotiating unit as defined above unless specific reference is made for "teacher," "secretary," "instructional assistant," or other specified employees. "Assistants" in this contract shall be equivalent to "aides" as used under state regulations, school policies, and job descriptions.
- C. All employees not belonging to the Association will be required to pay a percentage of the current dues to cover the costs of negotiations in accordance with applicable law.
- D. Board of Education
 - 1. The Board is legally accountable for the entire educational enterprise. It develops policies to guide the District's operation and delegates to the administrative staff the authority and responsibility to carry out these policies.
 - 2. In its work of policy development, the Board may wish to consider the recommendations of staff employees affected by these policies. This in no way infringes upon the legal right of the Board to make final decisions; rather it is designed to improve teacher morale and lead to better policies after consideration of all points of view.

E. Superintendent

The Superintendent, as the chief administrative officer of the District, plays the key role in all Board-Staff relations. He/she is, in effect, the person in the middle who serves as both professional leader of the staff and executive officer of the Board. The superintendent shall develop lines of communication between the Board and Staff and shall recommend to both groups proper procedures that should be followed in the resolving of any differences of opinion. It is expected that both Board and Staff will consult with the Superintendent and involve him or her in any discussions between the two groups.

F. Staff

1. The Board recognizes the value of the opinion of all employees and will take these into account in the development of policies that affect staff members. However, decision-making powers do not rest with staff members, either individually or as a group. Discussions between the Board and Staff may be initiated by the Superintendent, by the Board, or by employees individually. The Board expects that all requests or discussion should be concerned with improving education in the district and services to all students.
2. The satisfactory solution of complaints and grievances may forestall the development of more serious problems and the loss of worker efficiency. In order to find satisfactory solutions, definite procedures must be followed in the school system. The Superintendent shall develop the channels and procedures for the presentation and solution of complaints and grievances by (a) providing the opportunity for individual communication with the persons who are responsible for the alleged grievance; (b) by providing assurances that the channels for addressing grievances are open without fear of reprisal, and (c) by providing staff members and the recognized professional organization the opportunity to participate in such consideration through informal and also official representation.
3. Complaints and grievances usually arise when an individual believes that an injustice exists and should be corrected. The alleged injustice may develop because of a particular policy, or lack of policy, the interpretation of a policy, or the administration of a policy, the presence of certain working conditions, the behavior of colleagues, or other related causes.

ARTICLE II - NEGOTIATIONS

- A. Negotiation of a successor agreement. The parties agree to enter into collective negotiations over a successor to this agreement in accordance with NJSA 34:13A-1, et. Seq., on or about 120 days prior to the submission date of the budget.
- B. To enter into negotiations, a representative shall submit a written statement to the Board setting forth an agenda of particular matters to be negotiated in accordance with the calendar set by state regulations stating who will appear for the representative on each item giving the full names and addresses of those who will appear who are not employees of the Board.
- C. The Board shall reply upon the receipt of the statement of the representative setting forth a time and place of meeting which shall not be more than four weeks in the future. Each meeting shall have a termination time and, if the business of the agenda is not accomplished by that hour, the Board, through its ranking person at the meeting, shall set a place, date, and time for continuing the agenda which shall be in a reasonable time in the future, and this and further meetings will have a termination time and may be further continued in like matter.
- D. Negotiations shall be conducted in good faith and any agreement reached, upon terms and conditions of employment, shall be embodied in writing and signed by the authorized representative of the Board and the unit

representative after ratification by the full Board and the Association.

- E. Any employee, group of employees, or employee organization other than the unit representative may request a meeting with the Board or its representative to present views or requests. Any such request shall contain an agenda of topics, the names of all employees for whom the request is made, and the names and addresses of any person other than a Board employee who may appear at such a meeting. If the Board grants such request, or any part of it, the unit representative shall be notified and may have observers attend any and all such meetings. Such meetings may not directly result in changes or modifications in terms and conditions of employment, but the same may be made only through agreement with the unit representative. Nothing in this paragraph shall be construed as allowing anyone other than the unit representative to present grievances.

ARTICLE III — GRIEVANCE PROCEDURE

- A. Definition: A grievance is a claim by an employee or the Association based upon the interpretation, application or violation of this agreement, policies, or administrative decisions affecting the terms and conditions of employment of an employee or group of employees.
- B. Time Limit: A grievance to be considered under this procedure must be initiated by the employee or group of employees within twenty school days of its occurrence.
- C. Level One Procedure: A grievance shall first be presented verbally to the Principal or the employee's immediate supervisor either directly by the affected employee (or employees) or through the Association's designated representative with the objective of resolving the matter informally.
- D. Level Two Procedure:
 - 1. If the verbal response of the Principal or immediate supervisor, as applicable, is not satisfactory to the aggrieved, then the aggrieved shall submit the grievance in writing to the superintendent within five school days from the verbal response.
 - 2. The Superintendent shall communicate his or her decision to the aggrieved in writing, with reasons, within five school days of receipt of the written grievance.
- E. Level Three Procedure:
 - 1. If the disposition of the grievance is deemed unsatisfactory at Level Two, the aggrieved, no later than ten school days after receipt of the Superintendent's written decision, may present the grievance to the Board in writing stating (a) the nature of the grievance, (b) the results of the previous discussions, (c) the basis of dissatisfaction with the decision, and (d) the remedy or remedies requested. A copy of the writing called for at this level shall be furnished to the Superintendent.
 - 2. Within thirty school days from the receipt of the written grievance, the Board shall hold a closed hearing at which all parties concerned shall have the right to be heard, including a representative of the Association, unless in an individual grievance the individual concerned requests that they not be present.
 - 3. Within ten school days from said hearing, the Board shall, in writing, advise the aggrieved person and the Association of their determination and shall forward a copy of said determination to the superintendent.
 - 4. If the disposition of the grievance at Level Three is deemed unsatisfactory, the Association may request that the grievance be submitted to arbitration.
- F. Level Four Procedure
 - 1. Within ten school days after such written notice, the Association shall file a demand for

arbitration with the New Jersey Public Employment Relations Commission, and the parties shall thereafter select the arbiter in accordance with its rules.

2. The arbiter so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue a binding decision on grievances over any disciplinary determination and nonbinding decisions over all other grievances not later than twenty school days from the date of the closing 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 the arbiter. The arbiter's decision shall be in writing and shall set forth his or her findings of fact, reasoning, and conclusions on the issues submitted. The arbiter shall be without power or authority to make any binding decision except as set forth above. The decision of the Board of Education is final unless set aside by some agent or agency in still higher authority.
3. The cost for the services of the arbiter shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

- G. It is understood that any employee submitting a grievance or grievances shall, during and notwithstanding the pending of any grievance, continue to observe all legal and required assignments and rules and regulations of the Board until such grievance and any effect thereof shall have been duly determined.
- H. No reprisals of any kind shall be taken by the Board or by any member of the administration against any member of the Association or any other participant in the grievance procedure by reason of such participation.

ARTICLE IV - EMPLOYEE RIGHTS

- A. The constitutional and statutory rights of public employees in dealing with the public employer are valuable, and they are to be respected in both the letter and spirit of this policy.
- B. The Board will assist the right to organize by any group of employees by providing a meeting place upon application subject to the educational requirements of the school facilities.
- C. The Board does not and cannot favor or oppose any particular employee organization or method of employee organization or any affiliation with other employee organizations. No employee shall be favored or discriminated against because he or she does or does not belong to any organization.
- D. Whenever any employee is required to appear before the Board or any committee or member thereof concerning any matter which, based on reasonable anticipation, could adversely affect the continuation of the employee in his or her office, position, or employment, or the salary, or any increment pertaining thereto, then the employee shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a person of his or her own choosing present to advise or represent him or her during such meeting or interview.
- E. An employee shall be entitled to have a union representative present at an investigatory interview with an administrator or supervisor in which he or she reasonably believes might result in disciplinary action. This right shall not extend to post-observation or evaluation conferences.
- F. Personnel file: An employee shall have the right, upon request, to review the contents of his or her personnel file and to receive copies of any documents contained therein. At least once every two years, an employee shall have the right to indicate those documents in his or her file which he or she believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the Superintendent and, if

the Superintendent agrees that they are obsolete or inappropriate, they shall be removed from the file.

- G. Derogatory Material: No material derogatory to an employee's conduct, service, character, or personality shall be placed in his or her personnel file unless the employee has had an opportunity to review the material. The employee shall acknowledge that he or she has had the opportunity to review such material by affixing his or her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material, and his or her answer shall be reviewed by the Superintendent and be attached to the file copy, but there shall be no separate letter evaluation.
- H. Any criticism by a supervisor, administrator, or Board member of any teacher and his or her instructional methodology shall be made in confidence and not in the presence of students, parents, or other public gatherings, unless public comment or discussion is requested by the teacher or unless it is part of a legal proceeding. Any criticism made by a parent, student, or other person shall be called to the attention of the teacher promptly so that he or she shall have the opportunity to respond to and/or rebut such criticism.
- I. No employee shall be disciplined, reprimanded, reduced in rank, or deprived of any professional advantage without just cause.

ARTICLE V – ASSOCIATION RIGHTS

- A. The Association and its representatives shall have permission to use the school building at all reasonable hours for meetings provided that it shall have notified the building Principal. Any such meeting may only be held prior to the commencement of or after the end of the employee workday provided, however, that this shall not preclude a meeting held during the employee's duty-free lunch period.
- B. The Association shall have permission to use school equipment subject to administrative approval and as long as such equipment remains in the school building including typewriters, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times when such equipment is not otherwise in use. The Association shall pay for the actual cost of all materials and supplies incident to such use. The Association shall pay for the cost of any repairs upon machinery that are necessitated because of Association misuse of the machinery for Association business.
- C. The Association shall have the exclusive use of a portion of the bulletin board in each employee lounge.
- D. The Association shall have the right to reasonable use of the school mailboxes.

ARTICLE VI - NOTIFICATION

- A. Notification Date
 - 1. All employees shall be given written notice of their assignments for the forthcoming year not later than June 15. The Board reserves the right to make changes any time they deem necessary.
- B. Staff Vacancies
 - 1. All staff vacancies shall be posted for a period of two weeks and by school e-mail, if time permits. During the summer, the ETEA President shall be notified by telephone of staff vacancies.
 - 2. Employees with part-time experience shall be notified of any full-time positions within similar job categories and, if they apply, their applications shall be considered.

- C. Initial Employment: At the time of initial employment, the Board and a new employee may negotiate initial placement on the salary guide. However, placement may not exceed similarly situated currently employed Elk Township employees unless a state mandated position cannot be reasonably filled at a salary within these parameters after the Administration has made a diligent good faith effort to do so.

ARTICLE VII - INSURANCE

- A. Hospitalization/Health Care Insurance:
The Board will provide primary health care insurance benefits to eligible employees equal to or greater than the existing program. Any covered employee who requests a change in coverage shall notify the Board Secretary in writing at least twenty days prior to the open enrollment period. Employees will be notified by the Board office when the open enrollment period begins.

All employees shall make the applicable contributions toward health benefits in accordance with the Pension and Health Benefit Reform Act (P.L. 2-11, Chapter 78). Employees choosing a buy-up option as described in the negotiated agreement, shall pay the cost of the buy up option and the applicable contribution in accordance with the Pension and Health Benefits Reform Act (P.L. 2-11, Chapter 78). Additional health/prescription contributions shall be determined through negotiations between the Board and the Association, subject to the existing law.

If the Board of Education participates in the New Jersey School Employees Health Benefits Program for health coverage, and subsequently leaves the plan, the health plan will continue to be equal to or greater than the existing program.

- B. Prescription Drug Plan:
This Board agrees to pay one hundred percent of the cost of coverage for eligible employees and dependents. Subject to the provisions of letter A above.

\$10/\$15/\$25 (generic/name brand/Non-preferred) 2014-2017 fiscal year

- C. Dental Program
1. The Board agrees to pay the annual amounts set forth below for dental coverage for each eligible employee plus dependents:

\$800 for each school year of the agreement.
 2. If the dental coverage premium exceeds the above contributions, the excess shall be deducted as payroll deduction.
- D. Eligibility: Health care coverage will be provided for all eligible employees working twenty-one hours or more per week. Such coverage will be pro-rated by the following formula:

Twenty-one hours or more = 60% paid by Board
Twenty-nine hours or more = 80% paid by Board
Thirty-five hours or more = 100% paid by Board

During the initial three years the employee is eligible for health benefits (medical, dental, and prescription), single coverage will be provided. After an employee has been eligible for health benefits for three years, beginning with the, next year of employment, full family coverage will be provided if applicable and

selected.

E. Buyout of medical prescription and/or dental benefits

1. Eligible employees may opt out of any or all of the coverage above if they can demonstrate they are covered by equivalent coverage. Documentation of equivalent coverage must be provided to the Board Office in writing by June 1 annually.
2. Eligible employees will be allowed to re-enroll if there is a change in family status (i.e. marriage, divorce, change in spousal coverage, birth/adoption, or other hardship)
3. A maximum of 25% of the employees eligible for benefits may apply to opt out of coverage.
4. Payment to employees who opt out of coverage will be at the following annual rates and will be prorated on a monthly basis:

	<u>Single</u>	<u>Parent/Child</u>	<u>Two Adults</u>	<u>Family</u>
Medical	\$600	\$830	\$1,250	\$1,800
Prescription	\$230	\$310	\$540	\$545
Dental	\$145 for the duration of the contract			

5. Employees who elect to receive cash payments from this tax-free section 125 program will be paid in December and June.
6. Payment will be made as either a taxable cash benefit to employees or as a contribution to a "Board administered flexible spending account". From the flexible spending account employees may elect alternative coverage at their discretion. Employees may also elect to make tax-free contributions to the flexible spending account. Alternative coverage may include payment for deductibles, unreimbursed medical expenses, vision, term-life insurance, childcare, disability insurance, and other insurance programs.
7. The Board may increase the amount paid to employees who opt out of coverage at any time.

ARTICLE VIII – PAYROLL DEDUCTIONS

A. TSA: Employees shall have the right to invest and direct payroll deductions for one of up to four Board-approved tax shelter annuities.

B. Credit Union

1. Each employee may individually elect to have a portion of his or her semi-monthly gross salary deducted and forwarded to an account in a credit union designated by the Association by submitting notification in writing to the Secretary of the Board no later than June 1 of the previous year.
2. A newly hired employee may also elect to participate in this plan provided notification in writing is submitted to the Secretary of the Board within fifteen days from the date employment begins.

ARTICLE IX – EMPLOYEE SAFETY

A. The Board will make reasonable efforts to insure safe working conditions for all employees.

ARTICLE X – EXTRACURRICULAR COMPENSATION

The annual compensation for each extra-curricular position filled during each school year under the term of this agreement shall be:

- A. Level 1 \$525 for the life of the contract (Science Coordinator, Aura Home and School Liaison).

- B. Level 2 \$725 for the life of the contract (Student Congress Advisor, Music Coordinator, Morning News Coordinator, Safety Patrol).

***If any position is filled by more than one person, the total stipend will be divided equally.

ARTICLE XI - SALARY

A. Certificated Personnel

1. Certificated personnel shall be paid in twenty equal semi-monthly installments on the 15th and 30th of each month in accordance with the rates set forth on Schedule A unless the 15th or 30th of any month falls during the weekend or holiday vacation specified by the school calendar. The installment paid on the 30th of each month includes pay for the 31st of each month should there be a 31st day in that calendar month.
2. Certificated personnel shall receive his or her last paycheck on June 30th following completion of all duties and obligations relating to the closing of the school year.
3. Extracurricular compensation as listed under Article X of this agreement shall be paid in one separate installment on the final pay day of the school year with minimum deductions. Professional staff will be compensated for curriculum and tutoring work beyond the regular school day as assigned by the Administration on voluntary basis: \$27 per hour.
4. Deductions due to unexcused absences will be deducted from the next check issued after the absence occurred.
5. Salary Schedule Definitions:
 - a. "Bachelor's Degree" — Certificated personnel holding a Baccalaureate Degree from an accredited collegiate institution and a regular certificate as issued by the New Jersey Department of Education.
 - b. "Bachelor's Degree + 15" — Certificated personnel who, in addition to qualifying for a Bachelor's Degree have earned fifteen graduate level credits in education. These credits must be approved by the Superintendent, the Board of Education and preferably should be a part of a graduate program at an accredited college.
 - c. "Bachelor's Degree + 30" — Certificated personnel who, in addition to qualifying for a Bachelor's Degree, have since earned thirty graduate level credits in education. These credits must be approved by the Superintendent, the Board of Education and preferably should be a part of a graduate program.
 - d. "Master's Degree" — Certificated personnel who have earned a Master's Degree in the field of education from an accredited graduate school. These credits must be approved by the Superintendent and the Board of Education.
 - e. "Master's Degree + 15" — Certificated personnel who, in addition to qualifying for a Master's Degree, have since earned fifteen additional graduate level credits in education. These credits must be approved by the Superintendent, the Board of Education and preferably should be a doctoral program.
 - f. "Master's Degree + 30" — Certificated personnel who, in addition to qualifying for a Master's Degree, have since earned thirty additional graduate level credits in education. These credits must be approved by the Superintendent, the Board of Education and preferably should be a part of a doctoral program.
 - g. In no way shall credits earned for certification requirements for the regular certificate be construed as qualifying in any of the above definitions.
6. Direct deposit will be made available to staff provided it is 100% of a paycheck and it is forwarded to one bank.

B. Support Personnel

1. Support personnel shall be paid on the 15th and 30th of each month in accordance with Schedule A unless the 15 and 30th of any month falls during the weekend or holiday vacation specified by the school calendar. The installment paid on the 30th of each month includes pay for the 31st of the month should there be a 31st day in that calendar month.
2. Support personnel shall receive his or her last paycheck on June 30th, following completion of all duties and obligations relating to the closing of the school year.
3. Deductions due to unexcused absences will be deducted from the next check issued after the absence occurred.
4. All custodial and cafeteria workers shall be reimbursed \$250 per year for shoes and/or uniforms. The items chosen for reimbursement shall be approved by the Board prior to the purchase.
5. Direct deposit will be made available to staff provided it is 100% of a paycheck and it is forwarded to one bank.

SECTION II — CERTIFICATED PERSONNEL

ARTICLE I – LEAVES OF ABSENCE

A. Maternity Leave

1. All employees mentioned in the recognition of this contract shall be eligible for any and all benefits related to child bearing (disability leave) and childrearing leaves as prescribed by Federal and State laws as well as those benefits described in the contract herein.
2. Those employees meeting the eligibility requirements of leaves covered under the Federal Medical Leave Act (FMLA) and New Jersey Family Leave Act (NJFLA) shall receive those benefits in accordance with the above mentioned laws.
3. The use of accumulated sick days during maternity leave will be used in accordance with state statute (N.J.S.A. 18A:30-1 et seq.). Employees without accumulated sick days will be granted unpaid leaves according to the following terms:
 - a. Tenured employees shall have the right to request and receive an unpaid leave of absence with the return to work being only the first teacher work day in September. The leave may be for the remainder of the year in which the leave is requested.
 - b. Non-tenured employees shall have the right to request an unpaid leave of absence for the remainder of the school year in which the leave is requested and such leave shall not extend beyond the end of the employee's contract for the school year in which the leave is granted (time spent on maternity leave shall not count toward fulfillment of time requirements for acquiring tenure).
4. Employees granted maternity leave beyond the provisions of applicable Federal and State laws shall, be reassigned to a comparable position.
5. In the case of an employee adopting a child, childrearing leave shall commence upon receiving de facto custody of said child, or earlier if necessary to fulfill the requirements for the adoption.
6. If any provision of this article are contrary to law, such provisions shall not be deemed valid except to the extent permitted by law.

B. Sick leave

1. A maximum of ten days absence from school because of personal sickness shall be permitted during each school year without loss of pay. All days not utilized in any one year of the basic ten sick leave days shall be cumulative and may be used for additional sick leave as needed in subsequent years.
2. During the next ten days of absence because of personal sickness, the cost of the substitute will be

deducted from the normal salary. A leave of absence without pay will be granted for any remaining period of absence because of personal sickness.

3. Deductions for absences beyond those set forth above shall be at the daily rate of 1/200 and 1/240, for ten and twelve month employees respectively, of contract salary. The Board may, in its discretion, require a physician's certificate for absences due to illness.
4. Absence due to quarantine not involving personal illness will be allowed without deduction from salary upon filing a certificate of quarantining officer. These days will not be deducted from accumulated sick leave.
5. Request for maternity leave shall be made by all employees before the end of the fourth (4th) month of pregnancy. Leave shall begin as recommended by the employee's physician. An employee may return to work after the birth of a child upon presentation of a medical certificate from the employee's personal physician stating that she is capable of performing her duties. If an employee decides not to return, she shall notify the Superintendent by giving notice of resignation at least thirty (30) days before the leave expires.

C. Bereavement and Critical Illness Leave

1. For each death in the immediate family an employee shall be allowed five days with full pay. An additional three days shall be granted with deduction of substitute's salary where such additional absence is necessary and unavoidable. Thereafter, 1/200 or 1/240, for ten month and twelve month employees respectively, of contract salary shall be deducted for each additional day's absence.
 - a. For the purpose of leaves of absences, immediate family shall be defined as wife, husband, mother, mother-in-law, father, father-in-law, children and grandchildren, grandparents and siblings.
2. An employee shall be allowed a maximum of two days per year with full pay for critical illness within the immediate family. Thereafter, a full deduction shall be made at the rate of 1/200 or 1/240, for ten month and twelve month employees respectively, of contract salary for each additional day.
 - a. Critical shall be construed to mean of the nature of, or constituting a crisis, hence of doubtful issue. However, this is to be emergency only and not extended to personal care of members of employee's family.
 - b. Immediate family shall be defined as wife, husband, mother, father, children, and grandchildren.
 - c. No unused days shall be cumulative for use in another year.
3. Death of extended family member
 - a. In cases of death of an extended family member, the employee may be allowed a maximum of three full days per bereavement event with full pay. Thereafter, deduction shall be made at the rate of 1/200 or 1/240, for ten month and twelve month employees respectively, of contract salary for each additional day.
 - b. Extended family shall be defined as grandparents-in-law, and other relatives making his or her permanent home with employee.
 - c. No unused days shall be cumulative for use in another year.
4. Death of other relatives
 - a. In case of death of other relatives, an employee shall be granted two days with full pay in any one year. Thereafter, deduction will be at the rate of 1/200 of contract salary for each additional day.
 - b. Other relatives shall be defined as aunt, uncle, nephew, niece, and cousins.
 - c. No unused days shall be cumulative for use in another year.

D. Personal Days

1. An allowance of up to three days per school year total leave with pay plus up to five additional days leave with pay less substitute's pay with prior approval of the Superintendent shall be granted all full-time certificated personnel for the following reasons:
 - a. Personal business which cannot be handled outside school hours
2. The Board reserves the right to extend the number of leave days with pay in extenuating circumstances. Additional days shall be requested of the Superintendent in writing and presented by him or her to the Board for final decision.
3. Deductions for absence beyond five days for reasons listed above shall be at the daily rate of 1/200 of contract salary. Whenever possible, written request for absence shall be submitted in advance. In cases of extreme emergency, the employee shall call the building level supervisor and file the proper paperwork immediately upon return.
4. Any unused personal days will be carried over to the subsequent year and included as sick days.
5. Personal leave days may not be taken immediately before or after a holiday with the following exceptions:
 - a. Recognition of a religious holiday,
 - b. Court subpoena or party to suit (involving no moral turpitude on the part of the employee),
 - c. Graduation day of employee, child, or spouse.
 - d. Any other days of personal nature must be explained in writing and must have the Superintendent's approval.

E. Sick Leave Payment upon Retirement

1. The Board agrees to pay for unused sick days to each retiring certificated staff member with at least 15 years of service in the school district. Retirement defined as per the Teacher's Pension and Annuity Handbook.
2. Written notice of said retirement must be received by the Secretary of the Board no later than December 1st prior to retirement (except in hardship cases) for payment to be made the first pay date in July of the subsequent fiscal year. Sick leave buy back at retirement:

If staff member has:

1-100 days	2014-2017	\$45 per day
101 days or more	2014-2017	\$55 per day

The Board will pay the above amounts per day for each day of unused accumulated sick leave, to a maximum of fifteen thousand (\$15,000.00) per employee.

ARTICLE II – EDUCATIONAL IMPROVEMENT

A. Workshops

1. All full-time and part-time certified staff will participate in six professional development days, for a total of 33 hours, in workshop activities provided by the district. These days will be within the 186 day contracted year. The Board offers these workshops and seminars for the general professional improvement of the entire teaching staff and encourages full attendance and participation by the appropriate teaching staff.
2. Workshops will be selected according to the district need and educational objectives. A workshop should also offer maximum information for the majority of the designated staff.
3. The composite of the time may be divided into specific segments such as two 3-hour sessions and two 2-hour sessions at the discretion of the Superintendent. The workshop may be presented during the hour immediately after the normal workday during a designated week. The second hour could be

presented the following week during the same time frame. Or a workshop may be conducted on consecutive days of a given week should the presenter feel back-to-back sessions would be more beneficial.

4. The workshops or seminars will be arranged far enough in advance to encourage attendance by all.
5. Staff will be compensated for mileage at the State rate to attend district requested out-of-district workshops.

B. Sabbatical Leave

1. The Board may, upon the recommendation of the Superintendent, grant a Sabbatical leave to full time certificated personnel who have completed seven consecutive years with the Elk Township School system. Said sabbatical leave shall be granted for the purpose of study, including study in another area of specialization, travel, or for other reasons of value to the school system. Granting a leave shall not imply a change of position or promotion related to the Sabbatical activity.
2. A person desiring a Sabbatical leave must place a written request with the Superintendent in detail with reasons, plans, and dates no later than January 1st of the school year preceding the school year for which the Sabbatical leave is requested. This deadline may be waived at the discretion of the Superintendent. The Board of Education will act on Sabbatical leave requests at a regularly scheduled Board meeting.
3. Should two qualifying people file applications for Sabbatical leaves in the same year, priority would be given to the person with the most seniority with the Elk Township Public School system. If both are equal in length of service, the decision would be at the discretion of the Board based on information stated in the written application and the date of the application.
4. Leave may be for one full school year or one half of the school year. The awarding of a half-year Sabbatical leave will be predicated upon the availability of an administratively approved certified teacher as the replacement.
5. A person on Sabbatical leave shall receive no remuneration for the term of the Sabbatical leave. No person will accept other employment while on Sabbatical leave unless approved by the Board.
6. Upon returning from a Sabbatical leave, a teacher shall be placed on the salary level which he or she should have achieved had he or she remained actively employed in the system during the period of his or her absence ONLY if the Sabbatical leave was used for education and upon submitting to the Superintendent proof of satisfactorily having completed same.
7. If the Sabbatical leave was used for travel or other reasons, the person having same would return at the appropriate salary with no credit being granted on the salary scale for the time not actively employed. A person returning from Sabbatical leave that was used for travel must submit a report to the Board and make his or her pictures and added knowledge of the area toured available to other members of the professional staff for use in their classrooms.

C. Professional Development and Educational Improvement

1. The Board agrees to pay tuition for up to nine credits per year at a rate not to exceed \$550 per credit in 2014-2015, \$600 per credit in 2015-2016, and \$650 per credit in 2016-2017 toward coursework taken at a recognized college or university in the field of education. Course work must have prior approval of the Superintendent.
2. Payment shall be made each contract year according to the schedule below contingent upon submission to the Superintendent of tuition receipts and transcripts indicating a passing grade.
 - a. For all summer courses and spring courses payment shall be made immediately following the first Board meeting in November provided proof of completion is submitted forty-five (45) calendar days in advance of the meeting.
 - b. For all fall courses payment shall be made immediately following the first Board meeting in

May provided proof of completion is submitted forty-five (45) calendar days in advance of the meeting.

3. All employees voluntarily leaving the school system prior to reimbursement will not receive tuition reimbursement for courses taken in the time period prior to the reimbursement date. If an employee voluntarily leaves the employ of the Board and has received course reimbursement within a one (1) year period prior to leaving, the employee shall refund to the Board the entire reimbursement paid to him/her during such time period. Any employee who leaves after the first year after receiving tuition reimbursement shall reimburse the District 75% of the tuition reimbursement monies received. Any employee who leaves after the second year after receiving tuition reimbursement shall reimburse the District 50% of the tuition reimbursement monies received. However, an employee shall be exempt from reimbursing the district for all tuition reimbursement received during that time under the following circumstances:
 - Relocation to another area due to job requirements of the employees' spouse/partner.
 - Death of a spouse or dependent
 - Reduction in Force (RIF) of staff due to reasons of economy.
 - Disability Retirement

ARTICLE III – SCHOOL YEAR

The personnel covered by this agreement, except new employees who may be required to attend an additional orientation meeting shall not work more than one hundred eighty six days (186) per school year, six of which shall be teacher in-service days. The Board will schedule the school year to begin on the same calendar date established by the Delsea Regional High School District calendar for the first in-service day.

ARTICLE IV – WORK DAYS AND HOURS

- A. Certificated staff will have a seven-hour and ten-minute workday except as otherwise provided in the contract. An early dismissal day will conclude by 12:30pm and will be no more than four hours and fifteen minutes in length. Teachers will arrive at normal sign-in time and will be dismissed fifteen minutes after student dismissal.
- B. All full-time certified staff members may be assigned bus duty. The bus duty schedule will be assigned to the certified staff members on an equitable basis.
- C. Certified staff will be assured of a forty-minute duty-free lunch period during the hours normally used for student lunch period. Teachers will not be required to cover lunch or lunch activity duty except the Board and Administration reserves the right to utilize teachers for the supervision of lunch recess in the event of an emergency.
- D. Faculty meetings will be no longer than forty-five minutes in addition to the seven-hour and ten-minute workday.
- E. Certified staff will be given notice of the faculty meetings at least one week in advance of the faculty meetings except in the case of an emergency. In the event that the scheduled faculty meeting presents a conflict with a previously scheduled appointment or other unexpected and unavoidable occurrence, attendance may be excused by the administration with prior notice and approval.
- F. Certified staff will not be required to attend whenever student attendance is not required due to inclement

weather.

- G. Certified staff members may leave the building without permission during his or her scheduled duty-free lunch period after informing the Principal or administrative secretary of his or her intention and will sign in and out of the building.
- H. Full-day in-service meetings shall be no longer than six and one half-hours including a one-hour free lunch period. The regular full-day schedule will apply for half-day in-service meetings.
- I. All certified staff will be expected to attend at least three evening and/or weekend events per year. This will include mandatory attendance for Back to School Night and one (1) evening conference.
- J. The last day before the Thanksgiving and Christmas breaks will be half-days for students and staff.
- K. Each teacher who is assigned full-time instructional responsibilities shall receive 40 continuous minutes of preparation time per each scheduled full day except in the event of emergency circumstances. Any teacher receiving less than 40 continuous minutes of preparation time per each full day, due to the absence of a Special Area teacher, will be paid at the tutoring rate for the missed preparation time. Preparation time shall be used for correcting papers, preparing lesson plans, preparing bulletin boards and other displays, previewing audio visual aids, professional reading, preparation of report cards, preparation of reports, conferences with parents, administrators, and other personnel, duplicating or securing materials for class use, supervision of students to provide coverage in an emergency, other such activities as can be directly related to the welfare of students, the functioning of the school, or the professional development of teachers, or leaving school grounds on any school-related purpose with administrative approval.
- L. Special area teachers (Media Specialist/Librarian, Art Teacher, Music Teacher, World Language Teacher, Physical Education Teacher, Technology Teacher) may be assigned lunch duty as needed provided that the integrity of each educational program is maintained. Special area teachers shall not be assigned lunch duty if they cannot complete their assigned duties and responsibilities during the regularly scheduled workday, including a forty (40) minute duty-free lunch and a forty (40) minute prep period each day, as outlined by the Collectively Negotiated Agreement.
- M. The first day(s) of school shall be in-service days for staff. The last two days of school in June shall be early dismissal for students. An early dismissal schedule will be followed for the following additional days for students/staff:
 - a. Fun Day
 - b. The last scheduled calendar day of the school year

SECTION III - EDUCATIONAL SUPPORT PROFESSIONAL

ARTICLE I – LEAVES OF ABSENCE

- A. Maternity Leave
 - 1. All employees mentioned in the recognition of this contract shall be eligible for any and all benefits related to child bearing (disability leave) and childrearing leaves as prescribed by Federal and State laws as well as those benefits described in the contract herein.

2. Those employees meeting the eligibility requirements of leaves covered under the Federal Medical Leave Act (FMLA) and New Jersey Family Leave Act (NJFLA) shall receive those benefits in accordance with the above mentioned laws.
3. The use of accumulated sick days during maternity leave will be used in accordance with state statute (N.J.S.A. 18A:30-1 et seq.). Employees without accumulated sick days will be granted unpaid leaves according to the following terms:
 - a. Employees shall have the right to request an unpaid leave of absence for the remainder of the school year in which the leave is requested and such leave shall not extend beyond the end of the employee's contract for the school year in which the leave is granted (time spent on maternity leave shall not count toward fulfillment of time requirements for acquiring tenure).
4. Employees granted maternity leave beyond the provisions of applicable Federal and State laws shall, be reassigned to the position held at the time the leave was granted whenever possible.
5. In the case of an employee adopting a child, childrearing leave shall commence upon receiving de facto custody of said child, or earlier if necessary to fulfill the requirements for the adoption.
6. If any provision of this article are contrary to law, such provisions shall not be deemed valid except to the extent permitted by law.

B. Sick Leave

1. A maximum of ten days for ten month employees, and twelve days for twelve month employees, absence from school because of personal sickness shall be permitted from school during each school year without loss of pay. All days not utilized in any one year of the basic ten/twelve sick leave days shall be cumulative and may be used for additional sick leave as needed in subsequent years. A leave of absence without pay will be granted for any remaining period of absence because of personal sickness.
2. The Board may, in its discretion, require a physician's certificate for absences due to illness.
3. Absence due to quarantine not involving personal illness will be allowed without deduction from salary upon filing a certificate of quarantining officer. These days will not be deducted from accumulated sick leave.
4. Request for maternity leave shall be made by all employees before the end of the fourth (4th) month of pregnancy. Leave shall begin as recommended by the employee's physician. An employee may return to work after the birth of a child upon presentation of a medical certificate from the employee's personal physician stating that she is capable of performing her duties. If an employee decides not to return, she shall notify the Superintendent by giving notice of resignation at least thirty (30) days before the leave expires.

C. Bereavement and Critical Illness Leave

1. For each death in the immediate family, an employee shall be allowed five days with full pay. Thereafter, further leave of absence shall be without pay.
 - a. For the purpose of leaves of absences, immediate family shall be defined as wife, husband, mother, mother-in-law, father, father-in-law, children and grandchildren, grandparents and siblings.
2. An employee shall be allowed a maximum of two days per year with full pay for critical illness within the immediate family. Thereafter, further leave of absence shall be without pay.
 - a. Critical shall be construed to mean of nature of, or constituting a crisis, hence of doubtful issue. However, this is to be emergency only and not extended to personal care of members of employee's family.
 - b. Immediate family shall be defined as wife, husband, mother, father, and children.
 - c. No unused days shall be cumulative for use in another year.

3. Death of extended family member
 - a. In cases of death of an extended family member, the employees may be allowed a maximum of three full days of bereavement event with full pay. Thereafter, further leave of absence shall be without pay.
 - b. Extended family shall be defined as grandparents-in-law, and other relatives making his or her permanent home with employee.
 - c. No unused days shall be cumulative for use in another year.
4. Death of other relatives
 - a. In case of death of other relatives, an employee shall be granted two days with full pay in any one year.
 - b. Other relatives shall be defined as aunt, uncle, nephew, niece, and cousins.
 - c. No unused days shall be cumulative for use in another year.

D. Personal Days

1. An allowance of up to three days per school year total leave with pay with prior approval of the immediate supervisor and final approval of the Superintendent shall be granted all full-time support personnel for the following reason:
 - a. Personal business which cannot be handled outside school hours

E. The Board reserves the right to extend the number of leave days with pay in extenuating circumstances. Additional days shall be requested of the superintendent in writing and presented by him or her to the Board for final decision.

F. Deductions for absence beyond five days shall be without pay. Written request for absence shall be submitted in advance. In cases of extreme emergency, the employee shall call the building level supervisor and file the proper paperwork immediately upon return.

G. Any unused personal days will be carried over to the subsequent year and included as sick days.

H. Personal leave days may not be taken immediately before or after a holiday with the following exceptions:

1. Recognition of a religious holiday
2. Court subpoena or part to suit (involving no moral turpitude on the part of the employee)
3. Graduation day of employee, child, or spouse
4. Any other days of personal nature must be explained in writing and must have the Superintendent's approval

I. Upon support personnel utilizing the allowed leave, further leave of absence shall be without pay. Unpaid leaves of absence must be requested at least thirty days in advance and may not be granted if a substitute is not available. An exception may be made by the Superintendent in the event of an emergency.

J. Sick Leave Payment upon Retirement

1. The Board agrees to pay for each unused sick day to each retiring support personnel employees with at least fifteen years' service in this school district with retirement defined in accordance with the Public Employees Retirement System provisions. Sick day pay at retirement:

1— 50 days	2014-2017	\$ 22.00
51+	2014-2017	\$ 38.00

2. Written notice of said retirement must be received by the Secretary of the Board no later than December 1 prior to retirement (except in hardship cases) for payment to be made by July 1 of the following fiscal year. If notice is not received by December 1, the retiree must wait until the

beginning of the second fiscal year for payment.

ARTICLE II – SCHOOL YEAR

- A. Lunchroom/playground assistants will work all days when students are in attendance and lunch is served.
- B. Instructional assistants will work a minimum of one hundred eighty-six days, which include six in-service days.
- C. If rehired, each instructional/non-instructional aide will be given a contract prior to May 15.

ARTICLE III – WORK DAYS AND HOURS

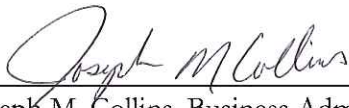
- A. All education support personnel will work a seven-hour and ten-minute day including a forty-minute lunch break and one ten-minute PM break.
- B. Instructional/non-instructional aides will work a minimum of two and one-half hours.
- C. There shall be no minimum workday for other assistants.
- D. Support personnel, with the exception of custodians, shall not be required to attend whenever student attendance is not required due to inclement weather.
- E. Support personnel may leave the building without requesting permission during his or her scheduled duty-free lunch period after informing the principal or secretary of his or her intention and will sign in and out of the building.
- F. If workload requires a longer workday to accomplish all required tasks, if approved by the School Administration, employees will be paid 1.5 times their hourly rate for any hours exceeding the 40 hour work week.
- G. Any custodian that is required to work on a weekend or holiday will receive 1.5 times their hourly rate. A minimum of 2.5 hours will be paid.

CONCLUSION

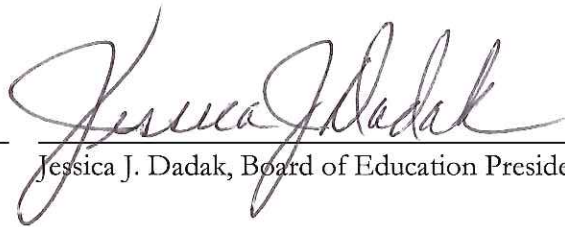
This agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues, which were or could have been the subject of negotiations. During the terms of this agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this agreement.

ELK TOWNSHIP BOARD OF EDUCATION

ATTEST

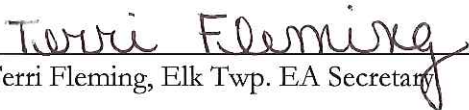


Joseph M. Collins, Business Administrator



Jessica J. Dadak, Board of Education President

ELK TOWNSHIP EDUCATION ASSOCIATION



Terri Fleming, Elk Twp. EA Secretary



Sonya Cramer, Elk Twp. EA President

**YEAR 1
2014-15 Elk Teachers**

Salary Guide						
Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	45,494	46,049	46,604	47,159	47,714	48,269
2	45,594	46,149	46,704	47,259	47,814	48,369
3	45,694	46,249	46,804	47,359	47,914	48,469
4	45,794	46,349	46,904	47,459	48,014	48,569
5	45,994	46,549	47,104	47,659	48,214	48,769
6	46,433	46,988	47,543	48,098	48,653	49,208
7	46,943	47,498	48,053	48,608	49,163	49,718
8	48,103	48,658	49,213	49,768	50,323	50,878
9	49,986	50,541	51,096	51,651	52,206	52,761
10	52,219	52,774	53,329	53,884	54,439	54,994
11	54,339	54,894	55,449	56,004	56,559	57,114
12	56,619	57,174	57,729	58,284	58,839	59,394
13	58,968	59,523	60,078	60,633	61,188	61,743
14	61,349	61,904	62,459	63,014	63,569	64,124
15	64,749	65,304	65,859	66,414	66,969	67,524
16	68,018	68,573	69,128	69,683	70,238	70,793
17	71,439	71,994	72,549	73,104	73,659	74,214
18	76,029	76,584	77,139	77,694	78,249	78,804

*Retroactively, this Agreement shall cover all current bargaining unit members for the period from July 1, 2014 to June 30, 2017 with all changes retroactive to the commencement date of the successor contract unless otherwise noted.

**YEAR 2
2015-16 Elk Teachers**

Salary Guide						
Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	46,005	46,560	47,115	47,670	48,225	48,780
2	46,105	46,660	47,215	47,770	48,325	48,880
3	46,205	46,760	47,315	47,870	48,425	48,980
4	46,305	46,860	47,415	47,970	48,525	49,080
5	46,505	47,060	47,615	48,170	48,725	49,280
6	46,944	47,499	48,054	48,609	49,164	49,719
7	47,454	48,009	48,564	49,119	49,674	50,229
8	48,353	48,908	49,463	50,018	50,573	51,128
9	50,236	50,791	51,346	51,901	52,456	53,011
10	52,469	53,024	53,579	54,134	54,689	55,244
11	54,589	55,144	55,699	56,254	56,809	57,364
12	56,869	57,424	57,979	58,534	59,089	59,644
13	59,218	59,773	60,328	60,883	61,438	61,993
14	61,599	62,154	62,709	63,264	63,819	64,374
15	64,999	65,554	66,109	66,664	67,219	67,774
16	68,268	68,823	69,378	69,933	70,488	71,043
17	71,689	72,244	72,799	73,354	73,909	74,464
18	76,529	77,084	77,639	78,194	78,749	79,304

*Retroactively, this Agreement shall cover all current bargaining unit members for the period from July 1, 2014 to June 30, 2017 with all changes retroactive to the commencement date of the successor contract unless otherwise noted.

YEAR 3
2016-17 Elk Teachers

Salary Guide						
Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	46,205	46,760	47,315	47,870	48,425	48,980
2	46,305	46,860	47,415	47,970	48,525	49,080
3	46,405	46,960	47,515	48,070	48,625	49,180
4	46,505	47,060	47,615	48,170	48,725	49,280
5	46,705	47,260	47,815	48,370	48,925	49,480
6	47,144	47,699	48,254	48,809	49,364	49,919
7	47,654	48,209	48,764	49,319	49,874	50,429
8	48,553	49,108	49,663	50,218	50,773	51,328
9	50,436	50,991	51,546	52,101	52,656	53,211
10	52,669	53,224	53,779	54,334	54,889	55,444
11	54,789	55,344	55,899	56,454	57,009	57,564
12	57,069	57,624	58,179	58,734	59,289	59,844
13	59,418	59,973	60,528	61,083	61,638	62,193
14	61,799	62,354	62,909	63,464	64,019	64,574
15	65,199	65,754	66,309	66,864	67,419	67,974
16	68,468	69,023	69,578	70,133	70,688	71,243
17	71,889	72,444	72,999	73,554	74,109	74,664
18	77,029	77,584	78,139	78,694	79,249	79,804