

2047

Schedule B

MEMORANDUM OF AGREEMENT BETWEEN THE HILLSBOROUGH  
TOWNSHIP BOARD OF EDUCATION  
AND THE HILLSBOROUGH EDUCATION ASSOCIATION

It is mutually agreed between the Hillsborough Township Board of Education and the Hillsborough Education Association that Schedule B, Salary Guides for Accounting Clerks for 1991-92 and 1992-93 in the Agreement between the Hillsborough Education Association and The Board of Education of the Township of Hillsborough 1990-1993 be amended to reflect salaries as attached, and that the effects of these revised salary guides be retroactive to July 1, 1991. It is further agreed that negotiations were opened for this issue and none other.

HILLSBOROUGH EDUCATION ASSOCIATION

THE BOARD OF EDUCATION OF  
THE TOWNSHIP OF HILLSBOROUGH

MARY-CAROL MASON

8/20/91

Date

John Pascoe

8/20/91

Date

ACCOUNTING CLERK  
SALARY GUIDES

	<u>91-92</u>		<u>92-93</u>
1	18,400	(1)	19,800
2-4	19,100	(2)	20,700
5-8	19,900	(3-5)	21,400
9	20,500	(6-9)	22,300
10	21,200	(10)	23,100
11	21,800	(11)	23,600
12	22,400	(12)	24,500
13	23,100	(13)	25,200
14	23,900	(14)	25,900
15	24,700	(15)	26,500
16	25,500	(16)	27,600
17	26,300	(17)	29,200
20	28,900	(20)	31,300
25	29,700	(25)	33,000
30	30,700	(30)	33,900

SALARY GUIDE  
1991-92

STEP	10-Month Secretaries	12-Month Secretaries	Accounting Clerks	Computer Programmers/ Operators	Budgetary Bookkeeper	Payroll Bookkeeper/ Comp. Operator
1	15,175	18,350	18,250	20,140	19,045	23,445
2-4	15,875	19,054	18,870	20,840	19,745	24,646
5-8	16,475	19,835	19,778	21,440	20,522	26,043
9	17,075	20,473	20,408	22,105	21,188	27,275
10	17,460	21,110	21,038	22,747	21,990	28,504
11	17,950	21,747	21,667	23,394	22,792	29,735
12	18,442	22,387	22,300	24,033	23,593	30,943
13	18,933	23,026	22,927	24,684	24,393	32,198
14	19,425	23,839	23,491	25,238	25,197	33,431
15	19,930	24,652	24,204	25,987	26,132	34,696
16	20,490	25,465	24,850	26,770	27,068	35,956
17	21,050	26,278	25,494	27,457	28,000	37,219
20	22,945	28,865	29,495	28,130	28,937	40,704
25	23,550	29,617	30,247	28,730	29,537	41,456
30	24,379	30,659	31,289	29,560	30,367	42,498

SALARY GUIDE  
1992-93

STEP	10-Month Secretaries	12-Month Secretaries	Accounting Clerks	Computer Programmers/ Operators	Budgetary Bookkeeper	Payroll Bookkeeper/ Comp. Operator
1	15,925	19,779	19,637	21,832	20,440	25,151
2	16,623	20,652	20,257	22,532	21,140	26,024
3-5	17,223	21,340	20,945	23,132	21,917	27,390
6-9	18,073	22,213	21,954	23,798	22,779	28,908
10	18,731	23,040	22,653	24,537	23,519	30,275
11	19,153	23,570	23,352	25,249	24,409	31,639
12	19,691	24,424	24,050	25,967	25,299	33,006
13	20,231	25,141	25,100	26,676	26,188	34,347
14	20,770	25,858	25,800	27,399	27,076	35,740
15	21,309	26,474	26,300	28,014	27,969	37,108
16	21,863	27,499	27,300	28,846	29,007	38,513
17	23,113	29,070	29,050	29,715	30,045	39,911
20	24,837	31,239	32,739	30,477	31,080	44,774
25	26,223	32,980	33,950	31,077	31,680	46,515
30	26,873	33,801	34,800	31,907	32,510	47,336

MEMORANDUM OF UNDERSTANDING BETWEEN THE NEGOTIATING  
TEAMS OF THE HILLSBOROUGH BOARD OF EDUCATION AND THE  
HILLSBOROUGH EDUCATION ASSOCIATION

It is on this fourteenth day of February, 1990, agreed by and among the duly authorized representatives of the Hillsborough Board of Education (hereinafter Board) and the Hillsborough Education Association (hereinafter HEA) that the Board and HEA shall enter into a successor collective bargaining agreement for the time period July 1, 1990 to June 30, 1993 on the following terms:

1. That all contract language unless and explicitly contained in this memorandum shall remain in full force and effect;
2. That any and all past practices in the district shall remain in full force and effect;
3. That the Teacher Salary Guide in the current collective bargaining agreement be increased by 9.8%, 9.7%, and 9.4% respectively, for the first, second, and third years of this successor agreement, the distribution to be negotiated;

4. That the salaries of custodial, maintenance, transportation, secretarial, and clerical personnel be increased by 12%, 11%, and 11% respectively, for the first, second, and third years of this successor agreement, the distribution to be negotiated;

5. That the stipends in the current collective bargaining agreement for coaches be increased by 12%, 11%, and 11%, and for co-curricular activities by 35%, 25%, and 25% respectively for the first, second, and third years of this successor agreement, the distribution to be negotiated;

6. That Article XIX, paragraph 19.1, be changed to read, "Any teacher who retires from the school district with twenty (20) or more years of service in this district shall be eligible for terminal leave pay to be computed using the ratio of one (1) day's pay for every five (5) days of accumulated sick leave subject to the following procedures";

7. That Article XXIII, paragraph 23-6.7, be changed to read, "Any secretary, bookkeeper, or accounting clerk who retires from the school district with fifteen (15) or more years of service shall be eligible for terminal leave pay to be computed using the ratio of one (1) day's pay for every five (5) days of accumulated sick leave subject to the procedures of Article XIX, paragraph 19-1.1 and 19-1.2";

8. That Article XXIV, paragraph 24-8, be change to read, "Any library aide who retires from the school district with fifteen (15) or more years of service in this district shall be eligible for terminal leave pay to be computed using the ratio of one (1) day's pay for every five (5) days of accumulated sick leave subject to the procedures of Article XIX, paragraphs 19-1.1 and 19-1.2";

9. That Article XXIX, paragraph 29-9 be changed to read "Any transportation worker who leaves the school district after fifteen (15) or more years of service in the district shall be eligible for terminal leave pay to be computed using the ratio of one (1) day's pay for every five (5) days of accumulated sick leave subject to the procedures of Article XIX, paragraphs 19-1.1 and 19-1.2";

10. That Article XXX, paragraph 30-4, be changed to read, "Any custodial or maintenance worker who leaves the school district after fifteen (15) or more years of service in the district shall be eligible for terminal leave pay to be computed using the ratio of one (1) day's pay for every five (5) days of accumulated sick leave subject to the procedures of Article XIX, paragraphs 19-1.1 and 19-1.2";

11. That Article XXVIII, paragraph 28-6.1.6, be changed to read, "One pair of safety shoes per year or an allowance of sixty-five (\$65.00) dollars to be applied to the purchase of safety shoes for each full-time maintenance and custodial worker";

12. That Article XXVIII, paragraph 28-6.1.2, be changed to read, "One set of foul weather overgarments for each elementary school, two for the middle school, and three for the high school for use by the building custodial personnel";

13. That the salaries of library aides be increased by 11.8%, 10.7%, and 10.4% respectively, for the first, second, and third years of this successor agreement in accordance with separate salary structures to be negotiated for library aides who are responsible for the total operation of the library and library aides who work under the supervision of a certificated librarian, and that Article XXIV, paragraphs 24-6 through 24-7.6, be deleted from the negotiated Agreement contingent upon negotiated salary structures;

14. That Article XXIX, paragraph 29-8, be changed to read, "All pupil transportation drivers shall receive payment of one (1) hour per month at their regular rate for drivers' route report paper work time. To be eligible the driver must work the entire school year";

15. That Article XXVIII be revised to include paragraph 28.8.2 which will read, "The night foreman in both the high school and the middle school shall receive in addition to his regular salary, \$75.00 per month in the high school and \$50.00 per month in the middle school";

16. That the salaries of instructional aides, school aides, and substitute library aides and the stipends for AVA coordinator, home instruction, class coverage and chaperones be increased by 9.8%, 9.7%, and 9.4% respectively, for the first, second, and third years of this successor agreement;

17. That should the members of the HEA or Board fail to ratify any of the above contractual agreements, negotiations will begin anew and all tentatively agreed upon provisions shall be deemed withdrawn;

18. That this memorandum of understanding if ratified respectively by the HEA and Board constitutes the full and complete agreement between the parties and that no other agreements have been made except for those contained herein;

19. That this Memorandum of Understanding may not be changed, modified, or altered except by a written document ratified by both the HEA and Board.

Accepted for the Association

*Richard M. Salvi*

*Baron M. Flynn*

Feb. 14, 1990

Witness:

Accepted for the Board

*Richard P. Feld*

*J. D. Barber*

Witness: