

AGREEMENT

BETWEEN THE

NORTH HANOVER TOWNSHIP EDUCATION ASSOCIATION

AND THE

North Hanover Township Board of Education

BOARD OF EDUCATION OF NORTH HANOVER TOWNSHIP

Employment

THE COUNTY OF (BURLINGTON)

STATE OF NEW JERSEY

1988-1990

x *Subject to J. ...*

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PREAMBLE

This agreement is hereby executed and entered into this day
of by and between the Board of Education of North
Hanover Township, New Jersey, hereinafter called the "Board" and the North
Hanover Township Education Association, hereinafter called the "Association".

W I T N E S S E T H:

WHEREAS, the members of the teaching profession are particularly qualified to advise the formulation of policies and programs designed to improve education standards, and

WHEREAS, the Board has an obligation, pursuant to Chapter 123, Public Laws of 1974, to negotiate with the Association as the representative of employees hereinafter designated with respect to the terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenant, it is hereby agreed as follows:

ARTICLE II

Salaries

A. Salary Schedule

1. The salaries of all unit members covered by this Agreement are set forth in the guides which are attached hereto and made a part hereof.
2. Unit members may once per year individually elect to have a fixed dollar figure of their monthly salary deducted from their pay. Such deductions shall be placed in an interest-bearing account to be deposited with the ABCO Public Employees Federal Credit Union. No changes shall be honored after initial application.
3. Unit members shall be paid on the 15th and the last day of the month. When a pay day falls on or during a school holiday, vacation, or weekend, unit members shall receive their pay checks on the last previous working day.
4.
 - a. Each unit member who has completed his or her respective end-of-year work assignments shall receive their final checks on the last working day in June. Completion of work assignments shall be determined by the appropriate administrator.
 - b. Any unit member who has exhausted sick leave prior to receiving the last pay check in June, and who would otherwise have a pay deduction, shall sign a statement prior to receiving the last check in June attesting to the obligation to repay such monies due in September of the following academic year, or to be obligated for repayment to the Board if employment has ceased.
5. Credit for service by a new hiree from another district shall be the subject of negotiations between the individual and the Board.
6.
 - a. Credit for salary in the teacher's guide beyond the bachelor's degree or master's degree shall be granted for courses in a field relative to a teacher's job function and shall not be credits necessary for certification. A master's degree in an elementary program is understood to meet this provision, as are courses which are requirements of such a degree program.
 - b. All educational assistants who have earned thirty (30) or more credits toward certification as an educational assistant will receive one hundred dollars (\$100.00) above the appropriate step on the salary guide.
 - c. All educational assistants who have earned educational assistant certification (minimum sixty [60] college credits) will receive two hundred dollars (\$200.00) above the appropriate step on the salary guide.

ARTICLE III

Negotiation Procedure

A. Deadline Date

The parties agree to enter into the collective negotiations over an Agreement in accordance with Chapter 123, Public Laws of 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment. Negotiations shall commence in accordance with the rules and regulations of P.E.R.C. and initial demands of each party to this agreement shall be presented prior to the first negotiation session. Any agreement so negotiated shall apply to all unit members, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

B. Procedure

During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counterproposals. The Board shall make available to the Association for inspection all pertinent records, data and information of the North Hanover Township School District in the public domain.

C. Selection of Representatives

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counterproposals in the course of negotiations.

D. Administration of Agreement

The Superintendent of Schools shall meet with the President of the Association at least once a month on a mutually agreed upon day for the purpose of reviewing the administration of the Agreement, and to resolve problems that may arise. These meetings are not intended to by-pass the grievance procedure.

E. Exclusive Bargaining Representatives

The Board agrees not to negotiate concerning said employees in the negotiating unit as defined in ARTICLE VIII of this Agreement, with any organization other than the Association for the duration of this Agreement.

F. Totality of Understanding

The parties agree that all negotiable items leading to this Agreement have been resolved and incorporated herein. If determined by mutual consent both the Board and Association may reopen a provision of this Agreement. Such modification, if any, shall be reduced to writing, signed by both parties and attached as a revision to this Agreement.

Limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

3. **Level One**

A unit member with a grievance must make initial written submission to his principal or appropriate administrator not later than twenty (20) school days after the action or event challenged, thereafter the grievance shall be untimely and the Administration shall have no obligation to entertain the grievance. If the aggrieved person is not satisfied with the disposition of his grievance 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 Superintendent of Schools.

4. **Level Two**

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

5. **Level Three**

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 school days after the grievance was delivered to the Board, whichever is sooner, request in writing that his grievance be submitted to arbitration.

2. All decisions rendered at Levels Two and Three of the grievance procedure shall be in writing setting forth the decision and the reasons therefore shall be transmitted promptly to all parties in interest. Decisions rendered at Level Three shall be in accordance with the procedures set forth in Section C, Paragraph 5 of this Article.
3. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
4. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.
5. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.

ARTICLE V

Professional Development and Educational Improvement

A. Philosophy

In our rapidly changing society teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change and other topics related to education. The Board recognizes that it shares with its professional staff responsibility for the upgrading and updating of teacher performance and attitude. The Board and the Association support the principle of continuing training of teachers and the improvement of instruction.

If a teacher is required by the Board of Education to take a course of study then he/she shall be compensated for tuition costs provided a passing grade has been achieved.

B. Liaison Committee

In order to discuss problems of mutual concern, the following procedures apply:

1. The Liaison Committee shall be composed of three (3) administrators appointed by the Superintendent, three (3) unit members appointed by the Association President and chaired by the Superintendent of Schools or his designee.
2. A meeting of the Liaison Committee shall be scheduled for October, January and April of each year. Initiation of these meetings will be by either the Superintendent or the Association President (or their designee)

ARTICLE VI

Unit Member Rights

A. Rights and Protection in Representation

Pursuant to Chapter 123, Public Laws of 1974, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for the mutual aid and protection. As a duly selected body exercising governmental power and color of law of the State of New Jersey, the Board undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any unit member in the enjoyment of any rights conferred by Chapter 123, Public Laws of 1974, or other laws of New Jersey or the Constitutions of New Jersey and the United States; that it shall not discriminate against any unit member with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association and its affiliates, his participation in any activities of the Association and its affiliates, collective negotiations with the Board, or his institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Statutory Saving Clause

Nothing contained herein shall be construed to deny or restrict to any unit member such rights as he/she may have under New Jersey School Laws or other applicable laws and regulations. The rights granted to unit members hereunder shall be deemed to be in addition to those provided elsewhere.

C. Just Cause Provision

1. No unit member shall be disciplined, receive a written reprimand, reduced in rank or compensation or deprived of any commonly applied advantage without just cause. Any such action asserted by the Board of Education, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.
2. Except in abnormal circumstances, reprimand of any unit member shall be made in private and not in the presence of other parties.

D. Required Meeting or Hearing

Whenever any unit member is required to appear before a Principal, appropriate Administrator, Superintendent, Board, or any committee or member thereof concerning any matter which could adversely affect the continuation of that unit member in his office, position, or employment or the salary or any increments pertaining thereto, then he/she shall be given prior notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview. Any suspension of a unit member pending charges by the Board shall be with pay.

E. Bulletin Boards

The Association upon request shall be assigned space on the bulletin board in the central office for Association notices. Copies of all materials to be posted on such bulletin boards shall be given to the building principal. The appropriateness of the material is to be determined mutually.

F. Mail Facilities

The Association may have the privilege of reasonable use of interschool mail boxes, and the appropriateness of the material shall be determined mutually. Except for meeting announcements, all other material shall be in sealed envelopes. The use of such facilities shall not be unreasonably denied.

G. Orientation Presentation

The Association may have the privilege to speak during the orientation program at the beginning of each school year to inform new unit members of the existence and purpose of the Association.

H. Exclusive Representative Agent

The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representatives of the unit members, and to no other organizations.

ARTICLE VIII

Employment

A. Notification of Contract and Salary

Unit members shall be notified of their contract and salary status for the ensuing year no later than April 30 of the school year except that such notification of salary status shall be dependent upon completion of salary negotiations for the next contract year.

B. Notification of Vacancies

No later than May 1 of each school year, the Superintendent shall post a list of the known vacancies which shall occur during the following school year.

C. Evaluation of Nontenured Teachers

Evaluation of nontenured teachers shall conform to applicable State Law.

D. Teacher Transfers

Teachers transferred during the month of August to the start of the school year shall be paid fifty dollars (\$50.00) if their room, assignment or building is changed.

ARTICLE IX

Leaves of Absence

A. Extended Leaves of Absence

1. Sabbatical Leave for Teachers

- a. One (1) teacher per year will, on application, be granted a full year sabbatical leave without pay, for the purpose of graduate study, travel if approved by the Board, or health reasons.
- b. During such leave, the teacher's benefits shall be frozen.
- c. The teacher upon returning from leave will be placed upon that step of the salary guide that he/she would have been placed at in the year that the leave was taken. No experience credit will be given for the year of the leave.
- d. - No teacher with less than seven (7) years of continuous employment in the district shall be eligible for this leave.

2. Extended Disability Leave for Unit Personnel

- a. Due to a medical disability, a unit member shall be granted an extended leave of absence without pay (subject to paragraph C hereof) if any one of the following conditions exist:
 - (1) A notable and substantial decrease in work performance due to such disability.
 - (2) The presentation of certification from a medical doctor that the unit member is medically unable to continue work.
- b. The Board shall have the right to have such a unit member examined by its own physician; and, in the event of a disagreement between the Board's physician and the teacher's physician on such ability or inability, the question shall be referred to a physician engaged at the joint expense of the unit member and the Board for final and binding resolution.
- c. During the period of the unit member's personal medical disability, accumulated sick leave benefits in accordance with NJSA 18A:30-1 et seq. shall be paid until such benefits are exhausted or the personal medical disability has terminated.
- d. When the seeking of an extended leave of absence for medical disability can be anticipated, a unit member shall file a written request for such a leave with the Superintendent or his designee at least thirty (30) days in advance of the anticipated date on which said leave is to commence.

B. Temporary Leaves of Absence

1. Sick Leave for Unit Personnel

a. Accumulative

In accordance with statute all unit members shall be entitled to ten (10) days sick leave each school year. Unused sick leave shall be accumulative from year to year without limit.

Unit members shall be given a written accounting of accumulated sick leave days no later than September 30 of each school year.

b. Non-accumulative

Unit members shall be allowed non-accumulative additional sick leave in the following instance:

When an illness or accident is serious enough to warrant a full year leave of absence without pay. A doctor's certificate will be required.

2. Retirement Pay for Unit Personnel

The Board shall provide a payment based upon accumulated sick leave to a unit member who retires under New Jersey Pension Statutes, as certified by the New Jersey Division of Pensions. Payment for teachers shall be fifteen dollars (\$15.00) per accumulated sick leave day provided the teacher has saved a minimum of forty (40) accumulated sick leave days. Payment for secretaries and clerk assistants shall be ten dollars (\$10.00) per accumulated sick leave day provided the secretary or clerk assistant has saved a minimum of forty (40) accumulated sick leave days. Payment for cooks and assistant cooks shall be twelve dollars fifty cents (\$12.50) per accumulated sick leave day provided a minimum of forty (40) sick leave days have been saved. For educational assistants payment shall be ten dollars (\$10.00) per accumulated sick leave day provided a minimum of forty (40) sick leave days have been saved. (Note: These latter two [2] provisions for cooks, assistant cooks and educational assistants shall not be modified in the subsequent Agreement.)

3. Personal Leave

- a. Each unit member shall be entitled up to three (3) days of leave with pay annually for reason of personal business.
- b. Personal business shall mean business which could not be scheduled for other than a work day during work hours.
- c. Such leave shall also be for "reasons of emergency" as approved by the Superintendent of Schools or Assistant Superintendent/Board Secretary.
- d. The Superintendent, if he suspects that the request for personal leave is for reasons not intended for personal use, may request verification.

The Superintendent of Schools shall arrange informal discussions between the administration and two (2) representative faculty members from each school selected yearly by each principal to discuss items related to the school calendar, after they have consulted with the unit members within the school. The above committee shall also include the Association President and one (1) other unit member chosen by the Association.

If the Board is contemplating a change in the school calendar then a committee for the Board will first meet with the Association prior to implementation of the change.

B. Work Year

1. Teacher Work Year

The work year shall be one hundred eighty-five and one-half (185½) work days when teachers are present for duty, including parent-teacher conferences, in-service days and teaching days. Such days are full time equivalent days of duty. The one-half day shall be equal to four (4) hours of instruction. One (1) additional orientation day shall be required of teachers new to the district. It is understood that an emergency situation(s) may require that a day(s) be added in order to insure at least one hundred eighty (180) instructional days.

2. Secretary and Clerk Assistant Work Year

Employees in the unit shall work from September 1 through June 30 but shall not be required to report for work on days which the schools are closed except in emergency situations and those days required during the summer and that the pay of such shall be pro rata of pay based on the successor agreement effective September.

3. Cooks and Assistant Cooks Work Year

Cooks and Assistant Cooks shall work one hundred eighty-three (183) days per year. Cooks and Assistant Cooks will be available during the in-service day(s) as needed. All weekend and holiday cooks and assistant cooks work shall be voluntary and shall be paid at the rate of time plus one-half for all hours worked. Volunteers from the school where the activity is taking place should be given first preference to work. Management reserves the right to assign if no employee volunteers for work. Employees shall be paid for a minimum of four (4) hours for all overtime worked on weekends or holidays. The rate of pay for overtime shall be based on a one hundred eighty-three (183) day school year.

4. Educational Assistants Work Year

The Educational Assistants' work year shall be one hundred eighty-five and one-half (185½) work days.

lunch but exclude professional or faculty meetings and excepting an emergency.

2. Reasonable hours encompassing the work day will be established by the school district for all educational assistants.

F. Cook and Cook Assistant Hours of Work

1. All cooks and cook assistants shall work six (6) hours per day. All approved work performed over forty (40) hours in a five (5) day week shall be paid at the rate of time plus one-half. All work between thirty (30) and forty (40) hours shall be paid at straight time. All time over thirty (30) hours will be based on one-half ($\frac{1}{2}$) hour.
2. Reasonable hours encompassing the work day will be established by the school district for all cooks and cook assistants.
3. All weekend and holiday cafeteria work shall be voluntary and shall be paid at the rate of time plus one-half for all hours worked. Volunteers from the school where the activity is taking place should be given first preference to work. Management reserves the right to assign if no employee volunteers for the work. The rate of pay for overtime shall be based on a one hundred eighty-three (183) day school year.

ARTICLE XI

Promotions

A. Application Procedure

A unit member may apply for any position at any time. Such applications should be in writing, addressed to the Superintendent of Schools. Applications will be considered should such vacancy occur, either during the school year or during the summer. This application should be renewed annually.

B. Filling Positions

In filling a vacancy, the Board agrees to give due weight to the background and attainments of all applicants, the length of time each has been in the school system, and other relevant factors. The decision of the Board as to the filling of such vacancies shall, however, be final.

In filling promotional vacancies to administrative positions the Board shall consider the qualifications, background, attainments, and other relevant factors, including service in the school district of all applicants from within the school district. The supervisory levels and the filling of newly created supervisory and administrative positions is a prerogative of the Board, and the decision of the Board with respect to such matters shall be final.

- B. If any provision of the Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to the 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 of Education and an individual unit member heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of the Agreement with the exception of nontenured unit members in regard to a grievance and relative to reemployment as indicated under Grievance Procedure Article III Section A. 1.
- D. The Board and the Association agree that there shall be no discrimination, and that all practices, procedure, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotions, transfers, or discipline of unit members or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.
- E. Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provision(s) of this agreement, either party shall do so by telegram or registered letter at the following addresses:
 - 1. If by the Association, to the Board at Columbia School.
 - 2. If by the Board, to the Association at P.O. Box 474, Cookstown, NJ 08511.
- F. Except as otherwise specified in this agreement, the Association recognizes that the Board has responsibility and authority to manage and direct, in behalf of the public, all of the operations and activities of the school district to the full extent authorized by law.
- G. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce nor otherwise distract from any unit member benefit existing prior to its effective date. Changes in the terms and conditions of employment shall be negotiated with the Association in accordance with the requirements of Chapter 123, P.L. of 1974.
- H. The parties agree to follow the procedures outlined in the Agreement, and to use no other channels to resolve any question or proposal until the procedures within the Agreement are fully exhausted.
- I. An employee shall continue to follow an established administrative directive or a Board Policy even though a grievance procedure is initiated in regard to such directive or Board Policy, until such time that the grievance is adjudicated.
- J.
 - 1. All new cafeteria personnel shall be issued an initial contract.
 - 2. An employee who is required to use his/her own vehicle in the performance of his/her work shall be reimbursed at the rate established by the Board. It is understood that Columbia, Discovery, Atlantis and Challenger

- b. Teachers who are reemployed shall be placed on the proper step of the salary guide based on the years of experience by excluding such time as may have occurred while on reduction status.

6. Notice

Each teacher placed on the reduction status shall receive a letter from the Board or its administrative agent indicating that the reason for nonreemployment is due solely to RIF. A copy of such a letter shall be placed in the teacher's personnel file.

7. Teachers who have been "rified" in the past, or who shall be "rified" in the future, upon return shall receive all prior service credits.

B. Termination of Employment for Secretaries, Clerk Assistants, Educational Assistants, Cooks and Assistant Cooks

The contract of a nontenure employee may be terminated by either the Board or by the employee upon prior written notification of at least thirty (30) calendar days. Such termination carried out by the Board need not be for cause nor is it required that a statement of reasons be given or a hearing afforded. However, the parties acknowledge that they are in agreement that it is to their mutual benefit that terminated employees shall be made aware of the reasons for termination if requested in writing within five (5) school days. To that end, the Board shall attempt (at its discretion) to furnish a statement of reasons for termination and grant an opportunity for an informal hearing, if requested in writing within another five (5) school days, to a terminated employee. Nothing contained herein shall be construed as an attempt to alter in any way, nor to add to, the requirements of law concerning the termination of the employment of tenure employees, nor does this preclude layoff by the school district of any employee.

C. Reduction in Force for Secretaries, Clerk Assistants, Educational Assistants, Cooks and Assistant Cooks

If an employee is to be reduced in force because of economic circumstances, then such shall be done by seniority within that category (example: secretary, clerk assistant, bookkeeper, etc.) and he/she shall be placed in a recall pool for one (1) year's duration. The above, however, is not applicable for any employee who is not offered subsequent appointment nor will this apply to any employee whose individual contract is cancelled by notice of either party in accordance with such contract's time provisions.

B. Amount of Fee

1. Notification

Prior to the beginning of each membership year, the Association will notify the Board, in writing, of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by nonmembers will be equal to eighty-five percent (85%) of that amount.

2. Legal Maximum

In order to adequately offset the per capita cost of services rendered by the Association as majority representative, the representation fee shall be equal in amount of eighty-five percent (85%) of the regular membership dues, initiation fees and assessments charged by the Association to its own members.

C. Deduction and Transmission of Fee

1. Notification

Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Board a list of those unit members who have not become members of the Association for the then current membership year. The Board will deduct from the salaries of such unit members, in accordance with Paragraph 2 below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Association.

2. Payroll Deduction Schedule

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each unit member on the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first paycheck paid.

After the unit member begins his/her employment in a bargaining unit position, unless the unit member previously served in a bargaining unit position and continued in the employ of the Board in a nonbargaining unit position or was on layoff, in which event the deduction will begin with the first paycheck paid after the resumption of the unit member's employment in the bargaining unit position.

3. Mechanics

Except as otherwise provided in this ARTICLE, the mechanics for the deduction of the representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those for the deduction and transmission of regular membership dues to the Association.

ARTICLE XIX

Duration of Agreement

- A. This Agreement signed as of the 28th day of November 1989 shall become effective as of July 1, 1988 and shall continue in effect until June 30, 1990 subject to the Association's right to negotiate over a successor agreement as provided in ARTICLE III.
- B. In Witness Whereof the Association has caused this Agreement to be signed by its President and Secretary and the Board has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon, all on the day and year first above written.
- C. Language modifications shall be effective the date of signing and salary modifications shall be retroactive to July 1, 1989.

NORTH HANOVER TOWNSHIP EDUCATION ASSOCIATION

BY Carole J. Bergevin
Its President

BY Aulinea N. Johnson
Its Secretary

Negotiating for:

- The Board of Education
- Mr. William C. Sullivan, Sr. (1988)
- Mr. Edward Drechsel
- Mr. Charles Schroeder
- Mr. Clinton R. Miller
- Mr. Joseph F. McDonald
- Mr. Daniel Brandon

NORTH HANOVER TOWNSHIP BOARD OF EDUCATION

BY Denise B. Sauer
Its President

BY Joseph F. McDonald
Its Secretary

- The Association
- Mr. Hriar Zakarian, NJEA (1988)
- Mr. James McAndrew, NJEA
- Mrs. Carole J. Bergevin
- Mrs. Carolyn Williams (1988)
- Mrs. Sandra Roy
- Mrs. Marcia Phifer (1988)
- Mrs. Sharon A. Reilly (1988)
- Mrs. Delores A. Atterberry (1988)
- Mr. William K. Umstead (1988)
- Mrs. Shirley A. Walter (1988)
- Mrs. Lillian Stevens
- Mrs. Kimberly Rauschenbach

TEACHER'S SALARY GUIDE

NORTH HANOVER TOWNSHIP

1988-1989

STEP	BA	BA+15	BA+30	MA	MA+15	MA+30
1	21,550	21,815	22,075	22,340	22,600	22,860
2	21,810	22,075	22,335	22,600	22,860	23,120
3	22,135	22,395	22,660	22,925	23,185	23,450
4	22,415	22,680	22,945	23,205	23,470	23,730
5	23,870	24,140	24,415	24,690	24,965	25,240
6	24,425	24,700	24,975	25,245	25,520	25,795
7	24,975	25,245	25,520	25,795	26,070	26,345
8	25,520	25,795	26,070	26,340	26,615	26,890
9	26,070	26,340	26,615	26,895	27,305	27,575
10	26,620	26,890	27,170	27,440	27,715	27,990
11	27,030	27,305	27,575	27,920	28,195	28,470
12	27,440	27,715	27,990	28,400	28,675	28,950
13	27,990	28,265	28,535	29,020	29,290	29,565
14	28,545	28,810	29,085	29,640	29,910	30,180
15	29,090	29,360	29,705	30,255	30,525	30,800
16	29,705	29,975	30,250	30,935	31,215	31,490
17	30,320	30,595	30,870	31,625	31,900	32,175
18	30,940	31,215	31,490	32,310	32,585	32,860
19	31,555	31,830	32,105	32,995	33,270	33,545
20	32,240	32,515	32,790	33,750	34,020	34,300
21	32,930	33,200	33,475	34,505	34,780	35,055
22	33,610	33,890	34,160	35,260	35,535	35,810
23	34,300	34,575	34,845	36,010	36,285	36,560
24	34,985	35,255	35,535	36,765	37,040	37,315
25	35,770	36,040	36,290	37,550	37,830	38,100

All teachers with 8-12 years of completed service in the North Hanover Township School District shall receive a \$100.00 longevity stipend.

All teachers with 13-19 years of completed service in the North Hanover Township School District shall receive a \$200.00 longevity stipend.

Teachers with 20 or more years of completed service in the North Hanover Township School District shall receive a \$300.00 longevity stipend.

Teachers entering the district with experience between zero (0) to three (3) years will be placed on Step One (1).

1988-1989

SECRETARIES' SALARY GUIDE

STEP

1.	11,355.00
2.	11,605.00
3.	11,855.00
4.	12,105.00
5.	12,355.00
6.	12,605.00
7.	12,855.00
8.	13,355.00
9.	13,855.00
9A.	14,355.00
10.	15,355.00
10A.	16,355.00
11.	17,655.00

All members of this bargaining unit with 8-12 years of completed service in the North Hanover Township School District shall receive a \$100.00 longevity stipend.

All members of this bargaining unit with 13-19 years of completed service in the North Hanover Township School District shall receive a \$200.00 longevity stipend.

All members of this bargaining unit with 20 or more years of completed service in the North Hanover Township School District shall receive a \$300.00 longevity stipend.

1988-1989

CLERK ASSISTANTS' SALARY GUIDE

STEP

1.	6,955.00
2.	7,255.00
3.	7,555.00
4.	7,855.00
5.	8,155.00
6.	8,455.00
7.	8,755.00
8.	9,155.00
9.	9,655.00
9A.	10,155.00
10.	10,655.00
11.	11,155.00
11A.	11,655.00

All members of this bargaining unit with 8-12 years of completed service in the North Hanover Township School District shall receive a \$100.00 longevity stipend.

All members of this bargaining unit with 13-19 years of completed service in the North Hanover Township School District shall receive a \$200.00 longevity stipend.

All members of this bargaining unit with 20 or more years of completed service in the North Hanover Township School District shall receive a \$300.00 longevity stipend.

1989-1990

EDUCATIONAL ASSISTANTS

<u>Step</u>	
1	\$5,500
2	\$5,800
3	\$6,100
4	\$6,425
5	\$6,750
6	\$7,150
7	\$7,550
8	\$8,050
9	\$8,550
10	\$9,050

Longevity:

8-12 years of service \$100.00 over and above the guide
13-19 years of service \$200.00 over and above the guide
20+ years of service \$300.00 over and above the guide

All educational assistants who have earned thirty (30) or more credits toward certification as an educational assistant will receive \$100.00 above the appropriate step on the salary guide.

All educational assistants who have earned educational assistant certification (minimum sixty [60] college credits) will receive \$200.00 above the appropriate step on the salary guide.

MEMORANDUM OF UNDERSTANDING

The North Hanover Township Education Association and the North Hanover Board of Education do warrant and confirm the following contractual obligations to each other:

1. Insurance coverage practices of the Board shall continue in the future as they have in the past concerning employee benefits unless modified by specified contractual obligations incorporated in a subsequent negotiated Agreement between the parties.
2. The two (2) previous exceptions whereby the Board provided insurance coverage for bargaining unit employees who worked less than twenty (20) scheduled hours per week shall not be precedent to future contract interpretations.

FOR THE BOARD

Denise M. Pauer
President

Joseph F. McDonald
Secretary

FOR THE ASSOCIATION

Carole J. Bergeron
President

Pauline N. Johnson
Secretary

11-28-89
Date of Signing