

# **TEACHER'S CONTRACT**

Between

**THE BOARD OF EDUCATION  
ALPHA, NEW JERSEY**

- and -

**THE ALPHA EDUCATION ASSOCIATION**

For the Period

September 1, 2005 — August 31, 2008

Prepared by:

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## TABLE OF CONTENTS

| <b>Article</b> | <b>Article Description</b>                           | <b>Page</b> |
|----------------|--|-------------|
| Preamble       |  | 1           |
| Article 1.     | Recognition  | 1           |
| Article 2.     | Negotiations over Successor Agreement                | 1           |
| Article 3.     | Grievance Procedure                                  | 2           |
| Article 4.     | Teacher Evaluation                                   | 6           |
| Article 5.     | Salaries   | 6           |
| Article 6.     | Temporary Leaves of Absence                          | 7           |
| Article 7.     | Professional Development and Educational Improvement | 9           |
| Article 8.     | Insurance Protection                                 | 10          |
| Article 9.     | Association Rights & Privileges                      | 11          |
| Article 10.    | Teaching Hours and Teaching Load                     | 11          |
| Article 11.    | Non-Teaching Duties                                  | 12          |
| Article 12.    | Sick Leave   | 13          |
| Article 13.    | Promotion and Vacancies                              | 13          |
| Article 14.    | School Calendar                                      | 13          |
| Article 15.    | Work Year  | 14          |
| Article 16.    | Agency Fee   | 14          |
| Article 17.    | Duration   | 15          |
| Article 18.    | Board Rights   | 15          |
| Schedule A     | 2005-2006 Salary Guide                               | —           |
| Schedule B     | 2006-2007 Salary Guide                               | —           |
| Schedule C     | 2007-2008 Salary Guide                               | —           |

## PREAMBLE

- A. The Board of Education of Alpha, New Jersey (hereinafter referred to as the “Board”) and the Alpha Education Association (hereinafter referred to as the “Association”) recognize their common goal to be the provision of the finest educational opportunities for the boys and girls of the Alpha Public School.
- B. To work toward the attainment of this goal, it is also recognized that the joint efforts of the Alpha Board of Education and the Alpha Education Association are required and that it is essential to the fulfillment that they, through their respective representatives, engage in good faith negotiations on matters pertaining to salaries and conditions of employment.
- C. Therefore, this contract is made and entered into as of September 1, 2005, by and between the Alpha Board of Education and the Alpha Education Association.

## I. ARTICLE 1: RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions for all certified personnel whether under contract, on leave, on a per diem basis; employed or to be employed by the Board including:

Elementary Teachers and contracted certified employees, but excluding:  
Substitute Teachers, Teaching-Principal, Administrative Principal,  
Superintendent and School Business Administrator/Board Secretary.

- B. Unless otherwise indicated, the term “teachers” when used hereinafter in this Agreement, shall refer to all the professional employees represented by the Association in the negotiating unit as above defined and references to male teachers shall include female teachers.

## II. ARTICLE 2: NEGOTIATIONS OVER SUCCESSOR AGREEMENT

- A. It is recognized by the Board and the Association that negotiations over a successor Agreement is imperative and essential to the maintaining of proper employer-employee relations.
- B. To effect the development of a Successor Agreement, the Board and the Association agree to meet on or about November 15th of each negotiating year in a negotiating session, to establish ground rules for meetings to be held on later dates including place, time and length of meeting, composition of negotiating teams as well as the number thereof and agenda presentations.
- C. During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counter-proposals.

- D. Neither party in any negotiations shall have any control over the selection of the negotiation 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 counter-proposals in the course of negotiations. Any tentative agreement shall be subject to ratification by a majority vote of the full Board and the Association.
- E. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in the Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce nor otherwise detract from any teacher benefit existing prior to its effective date.
- F. The Board will provide the Association with information relevant to negotiations such as unit member's salary, step placement and degree. The Board will also provide a copy of the School Board budget, the annual audit, and minutes from all regular and special School Board meetings.
- G. Should the parties negotiate a mutually acceptable amendment of this Agreement, it shall be reduced to writing, and duly executed by both parties.

### III. ARTICLE 3: GRIEVANCE PROCEDURE

#### A. Definitions

1. A grievance is a claim by a teacher or the Association over the interpretation, application or alleged violation of negotiated agreement, board policies, and administrative decisions affecting employee's terms and conditions of employment.
2. An "aggrieved person" is the person or persons making the claim.
3. A "Party-in-interest" is the person or persons making the claim and any person who might be required to take action or against whom action may be taken in order to resolve the claim.

#### B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the welfare or terms and conditions of employment of teachers. Both parties agree that these proceedings will be kept informal and confidential as may be appropriate at any level of the procedure.

2. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association provided the adjustment is not inconsistent with terms of the Agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.
2. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year could result in irreparable limits set forth shall be reduced so that the grievance procedure may be exhausted by the end of the school year or as soon thereafter as is practicable.
3. In the event no decision is forthcoming within the prescribed time limits at any step, the aggrieved may, upon notice, proceed to the next step. It is understood that the aggrieved person(s) shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.
4. Level 1: A teacher with a grievance shall within seven (7) school days, first discuss it with the Superintendent with the objective of resolving the matter informally. Within five (5) school days after the date of the discussion, the Superintendent shall orally make known their decision to the employee.
5. Level 2: If the aggrieved person is not satisfied with the disposition at Level 1, he may file the grievance in writing with the Chairman of the Association's Committee on Professional Rights and Responsibilities (hereinafter referred to as the "PR&R Committee") within five (5) school days. Within five (5) school days after receiving the written grievance the PR&R Committee shall present a written statement of its position on the matter to the Superintendent and to the aggrieved. The grievance shall specify what provision, policy or decision is being grieved and what remedy is being requested. If further discussion is necessary, the Superintendent shall hold a meeting upon request of the PR&R Committee and render a written decision within five (5) school days of the receipt of the written statement from the PR&R Committee. The decision shall be

prepared in duplicate; one copy to the aggrieved person and one copy to the PR&R Committee.

6. Level 3: If the aggrieved person is not satisfied with the disposition of this grievance at Level 2, he may request a review by the Board of Education. This request shall be made in writing through the Superintendent who shall attach all related documents and forward the request to the Board of Education. The Board shall review the case, shall hold a hearing with the employee if requested by the employee, and shall render a decision in writing within thirty (30) days of receipt of the grievance. Copies of the decision shall be sent to the aggrieved, to the Superintendent and to the PR&R Committee.
7. Level 4:
  - a. A grievance which remains unresolved to the satisfaction of the aggrieved after a decision has been rendered by the Board may be submitted to arbitration within ten (10) calendar days following receipt of the Board's decision by the PR&R Committee upon the written request of the aggrieved, provided the PR&R Committee determines that the grievance is meritorious.
  - b. Within fifteen (15) school days after such written notice of submission to arbitration, the Board and the PR&R Committee shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If no agreement is reached or a commitment to act as such cannot be obtained, a request shall be made to the Public Employment Relations Commission (PERC) for a list of arbitrators. The rules and procedures shall then bind the parties of the PERC in the selection of an arbitrator.
  - c. The arbitrator so selected shall confer with the representatives of the Board and the PR&R Committee and hold hearings promptly and shall issue a decision not later than thirty (30) days from the date of the close of the hearings or, if oral hearings have been waived, then from the date on which the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is in violation of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.

- d. The cost of the arbitration shall be borne equally by the Board and the Association.

D. Rights of Teachers to Representation

1. Any party-in-interest may be represented at all stages of the grievance procedure by himself or, at his option, by a representative selected or approved by the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.
2. No reprisals of any kind shall be taken by the Board or by any members of the administration against any party-in-interest, any building representative, any member of the PR&R Committee or any other participant in the grievance procedure by reason of such participation.

E. Miscellaneous

1. If, in the judgment of the PR&R Committee, a grievance affects a group or class of teachers, the PR&R Committee may submit such grievance in writing to the Superintendent (or immediate superior) directly and the processing of such grievance shall commence at Level 2. The PR&R Committee may process such a grievance through all levels of the grievance procedure even though aggrieved person does not wish to do so.
2. 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.
3. 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.
4. The function of these procedures is to assure equitable and proper treatment under existing rules, policies, procedures and contractual agreements which relate to or affect the employee. They are not used for changing existing rules, policies, procedures and contractual agreements or for establishing new ones.
5. All meetings and hearings under this procedure shall not be conducted in public and shall include only parties-in-interest and their designated or selected representatives.

#### IV. ARTICLE 4: TEACHER EVALUATION

##### A.

1. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher.
2. A teacher shall be given a copy of any class-visit or evaluation report prepared by his evaluators within four (4) school days of the class-visit and at least one (1) day before any conference to discuss it. No such report shall be placed in the teacher's file or otherwise acted upon without prior conference with the teacher who thereupon shall affix his signature and the date thereof. The teacher's signature shall only be as acknowledgment of the evaluation.

The observation form shall have a specific section available for written comments by the teacher being evaluated.

- B. Any complaints regarding a teacher made to any member of the administration by any parent, student or such person which are used in any manner in evaluating a teacher shall be promptly investigated and called to the attention of the teacher. The teacher shall be given an opportunity to respond to and/or rebut such complaint, and shall have the right to be represented by the Association at any meetings or conferences regarding such complaint.
- C. Non-tenured teachers will be notified of their contract status consistent with law.

#### V. ARTICLE 5: SALARIES

- A. The salaries of all teachers covered by this agreement are set forth in Guides which are attached hereto and made a part hereof. All teachers who are offered contracts shall indicate acceptance or rejection, in writing, within twenty (20) calendar days of receipt of offer.
- B. Teachers with military experience up to and including four (4) years shall be placed on the corresponding pay scale in accordance with applicable state and federal statutes.
- C. All teachers are to be placed on their proper place on this guide, or higher. In order to more equitably arrive at each teacher's proper place on the above guide, it shall be incumbent upon each teacher to notify the Board in writing of his/her satisfactory completion of any graduate courses with appropriate documentation as requested. Teachers will be placed on the appropriate level effective either October 1 or February 1 following receipt of letter and documentation. The District will send a letter to each teacher by January 15 of each year, requesting that the teacher notify the District how many courses and credits they anticipate taking during the following year. Teachers shall respond by February 1. Any

teacher newly employed after January 31 will remain on the appropriate step of the guide for the remainder of that year and the following year.

D. Teachers supervising extra-curricular activities will be compensated according to the following schedule. Compensation payments may be given to a single employee or shared among a group of employees. This applies to intramural activities.

|                                  |   |
|----------------------------------|---|
| 8 <sup>th</sup> Grade Advisor(s) | \$300.00 per year   |
| Discipline Chairperson           | \$300.00 per year   |
| P.A.C. Chairperson               | \$300.00 per year   |
| ESL Coordinator                  | \$500.00 per year   |
| 504/Affirmative Action Officer   | \$750 per year for combined position  |
| Curriculum Coordinator           | \$500 per year  |
| Test Coordinators                | \$500 per year per position or \$750 if both positions are held by one employee |
| Basic Skills Coordinator         | Compensation to be that amount received through the Grant.                      |

VI. ARTICLE 6: TEMPORARY LEAVES OF ABSENCE

A. Teachers shall be entitled to the following temporary non-accumulative leaves of absence with pay:

1. Two (2) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Applications to the Superintendent shall be made for authorization:

- ...at least five (5) days before or after a holiday or scheduled vacation period (no exceptions).
- ...at least two (2) days before such leave (except in case of emergencies).

The number of teachers on leave shall not exceed three (3) on any given day. The applicant for such leave shall not be required to state the reason for taking such leave other than that he is taking it under this section. A personal day may be taken the day before only when application is made to the Superintendent for such leave. The following days are classified as holidays or scheduled vacation periods with reference to personal days:

1. Labor Day
2. NJEA Convention
3. Thanksgiving Recess
4. Winter Recess
5. Presidents' Birthday Observance
6. Spring Recess
7. Memorial Day
8. Summer Recess

Two (2) personal days not utilized may be added to sick days and accumulated yearly with no maximum limit.

2. Up to one (1) day per school year for the purpose of visiting other schools. A written report of this visitation will be submitted to the Superintendent. Such requests shall be subject to approval by the Board.
  3. Up to five (5) days at any one time in the event of death of a teacher's spouse, child, son-in-law, daughter-in-law, parents, father-in-law, mother-in-law, brother, sister, maternal and paternal grandparents. One day may be used in the event of the death of a niece, nephew, aunt, uncle, brother-in-law or sister-in-law. Additional days not to exceed one (1) may be granted by the Board in the case of the death of a niece, nephew, aunt, uncle, brother-in-law or sister-in-law.
  4. Other leaves of absence with or without pay may be granted by the Board for good reason.
- B. Leaves taken pursuant to Section A above shall be in addition to any sick leave to which the teacher is entitled.
- C. Child care
1. Natural Birth: The Board shall grant child care leaves without pay to any teacher upon request subject to the following stipulations and limitations:
    - a. Childcare leave shall commence on the date requested by the teacher.
    - b. No teacher shall be prevented from returning to work after childbirth solely on the ground that there has been a time lapse between childbirth and the desired date of return.
    - c. The Board shall not remove any teacher from her duties during pregnancy unless the teacher cannot produce a certificate from her physician that she is medically able to continue teaching.
    - d. The Board shall not discriminate against any person in violation of N.J.S.A. 10:5-1 et seq., The Law Against Discrimination, nor in violation of the Constitutions of the State of New Jersey and of the United States.
    - e. Any teacher granted child care leave must return no later than the start of the school year first following the second birthday of the child, to continue at the status held at the commencement of the leave.

- f. Teachers on childcare leave wishing to return after the start of a school year will be dealt with individually at the discretion of the School Board.
  - g. Any teacher on child care leave must notify the Board by April 15th of the year preceding the start of the school year in which they intend to return. The Board has the prerogative to extend this date.
  - h. In no event shall the Board be required to grant a childcare leave to both spouses who work in the district.
  - i. These provisions will not be applicable to non-tenured teachers to the extent that leave would be granted beyond the current school year for which they have an employment contract.
2. Adoption: The Board shall grant child care leave without pay, to any teacher upon request for the purpose of adoption according to the same stipulations and limitation cited in Article 6, Section C-1 (Natural Childbirth) with the following exceptions:
- a. Any teacher granted a child care leave for the purpose of adoption shall return no later than the start of the school year subsequent to the first annual celebration of the date of commencement of legal guardianship. In no case shall this period be less than one year.
  - b. Because of the unpredictability of adoption procedures, where practicable, the teacher shall attempt to notify the Board sixty (60) days prior to the commencement of said leave.
  - c. The Board agrees that should arrangements for adoption be protracted, the teacher may continue employment beyond the stated commencement date of said leave.

VII. ARTICLE 7: PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- A. The Board and the Association, recognizing that in our rapidly changing society teachers must constantly review teaching methods and materials and other topics related to education, support the principle of continuing training of teachers and the improvement of instruction.
- B. To work toward the end stated above, the Board agrees:
  - 1. To pay the current College of New Jersey rate for residents per credit hour to a degree teacher upon satisfactory completion of graduate courses which shall be approved by the Superintendent in advance of registration.

The course shall be related to the subject matter being taught. The limit for paid credits shall be 18 per year. Effective the 2006-07 school year, the limit for paid credits shall be 12 per year; non-tenured teachers are limited to one paid course in the Fall and Spring but may take two paid courses over the summer.

2. Payment for all courses shall be made upon substantiation of credits received by submission of transcript of grades not less than B.
3. The number of paid credits for a teacher employed part time shall be proportionate to the amount of time employed for that school year.

C. Mentoring

1. All mentoring positions shall be posted and volunteers will be considered first. The Superintendent will make the final decision.
2. Teachers will not be evaluated in their function as a mentor.
3. Mentoring teachers will be paid the amount provided by the Department of Education and the mentored teacher is responsible for paying any difference between the mentoring fee and the State's contribution thereto.

VIII. ARTICLE 8: INSURANCE PROTECTION

- A. As of the beginning of the 2000-2002 school year, the Board shall provide the health-care insurance protection designated below. The Board shall pay the full premium for each teacher.
1. The health-care program shall be provided by the Board. Effective as soon as practicable following the full execution of this Agreement, all employees will shift to the State Health Benefits Plan with a prescription card. Any change in carriers which would alter the level of benefits would be mutually agreed upon by both the Board and the Association.
  2. For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums commencing September 1st and ending August 31st.
  3. Teachers who work a full schedule teaching between Alpha and another district(s) shall be compensated by the District for health insurance premiums proportionate to the time employed in Alpha.
  4. Part-time employees shall be compensated according to the following schedule:

- a. 2/5 time employee \$300.00
  - 1/2 time employee \$350.00
  - 3/5 time employee \$400.00
- Said payment will be made in June

- B. The Board shall provide for continuance of health-care insurance after retirement in accordance with said plan in effect at that time. The retired teacher shall pay the premiums.
- C. The Health-care Insurance carrier will provide each teacher with a description of the health-care insurance coverage provided under this article including conditions and limits of coverage listed.
- D. The Board shall pay the full premium in cases where appropriate for family-plan insurance coverage.
- E. A dental program shall be provided by the Board. Any change in carriers which would alter the level of benefits would be mutually agreed upon by both the Board and the Association.
- F. The district shall implement a full family, \$5.00 copay prescription insurance plan covering its teachers. The plan shall be mutually agreed upon by both the Board and the Association.

IX. ARTICLE 9: ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Association and its representatives shall have the right to use the school building at all reasonable hours for meetings. The Superintendent shall be notified in advance of the time and place of all such meetings to avoid conflicts.
- B. The Association shall have the exclusive use of a bulletin board in the faculty lounge. The Association shall also be assigned adequate space on the bulletin board in the office for Association notices. Copies of all materials to be posted on such bulletin boards shall be given to the Superintendent, but no approval shall be required.
- C. The rights and privileges of the Association and its representatives as set forth in this Agreement, shall be granted only to the Association and the exclusive representative of the teachers, and to no other organization.

X. ARTICLE 10: TEACHING HOURS AND TEACHING LOAD

- A.
  - 1. As professionals, teachers are expected to devote to their assignments the time necessary to meet their responsibilities, but they shall not be required

to “clock in” or “clock out” by hours and minutes. Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty “sign-in” roster.

2. The total in-school work day shall consist of not more than six (6) hours and thirty (30) minutes which shall include a duty-free lunch period as guaranteed to teachers under Section B of this article.
3. Teachers shall be required to report for duty not earlier than fifteen (15) minutes before the opening of the pupils’ school day, and shall be permitted to leave fifteen (15) minutes after the close of the pupils’ school day.

B.

1. Teachers shall have a duty-free lunch period of at least thirty (30) minutes.
2. Teachers may leave the building during their scheduled duty-free lunch period providing they notify the Superintendent.

C. Teachers may be required to remain after the end of the regular workday, without additional compensation for the purpose of attending faculty or other professional meetings that are absolutely necessary. Such meetings should begin no later than ten (10) minutes after the student dismissal time and shall run no more than sixty (60) minutes. The frequency of meetings shall be limited to two (2) per month, except for emergencies.

D. Teachers assigned to curriculum development work that extends beyond the normal work day shall be compensated at an hourly rate of \$20.00. All work is to be done in school; special circumstances to be considered by the Superintendent and the Board.

XI. ARTICLE 11: NON-TEACHING DUTIES

A. The Board and the Association acknowledge that a teacher’s primary responsibility is to teach and that his energies should, to the extent possible, be utilized to this end. Therefore, they agree as follows:

1. Teachers shall not be required to perform the following duties:
  - a. Nonprofessional assignments including milk distribution, supervision of cafeterias, bus loading or unloading, storing books, delivering books to classrooms, keeping registers, and/or custodial functions.
  - b. Correcting standardized tests used at the direction of the Board or the Superintendent.

XII. ARTICLE 12: SICK LEAVE

- A. All teachers employed shall be entitled to twelve (12) sick leave days each as of the first official day of said school year whether or not they report for duty on that day. Unused sick days shall be accumulated from year to year with no maximum limit.
- B. Teachers shall be given a written accounting of accumulated sick leave days no later than September 30th of each school year.
- C. Salary entitlement for teachers who experience pro-longed absence beyond their sick leave entitlements shall be evaluated by the Board on a case-by-case basis in accordance with N.J.S.A. 18A:30-6. Such requests shall not be arbitrarily denied.
- D. Teachers with a minimum of fifteen (15) years of service within the Alpha School District shall, upon retirement (pursuant to T.P.A.F. rules) from the District, be paid (for up to 200 days) thirty-five dollars (\$35.00) per day for 2005-06, forty-five dollars (\$45.00) per day for 2006-07 and fifty-five dollars (\$55.00) per day for 2007-08. Teachers intending to retire shall notify the District of their intention by February 15 of the intended effective date of their retirement. Failure to do so will not act as a penalty so that the teacher will not receive the amount otherwise payable.
- E. Unexcused absence will be deducted at a rate of 1/200 of the annual salary per day.

XIII. ARTICLE 13: PROMOTION AND VACANCIES

- A. Whenever a vacancy occurs or a new position is created, a notice shall be posted during the school year.
- B. All qualified teachers shall be given adequate opportunity to make application for such positions and no position shall be filled until all properly submitted applications have been considered. The Board agrees to give due weight to the professional background and attainments of all applicants and other relevant factors.

XIV. ARTICLE 14: SCHOOL CALENDAR

- A. Teachers will have representation only in the formulation of the school calendar with final decision by the Board.

XV. ARTICLE 15: WORK YEAR

- A. The in-school work year for full-time teachers employed on a ten (10) month basis shall not exceed one hundred eighty-three (183) days, including one hundred and eighty (180) student days. Effective 2006-07, a minimum school day will be scheduled on “Back to School Night.”

XVI. ARTICLE 16: AGENCY FEE

- A. If an employee does not become a member of the Association during any membership year which is covered in whole or in part by this Agreement, said employee will be required to pay an agency fee to the Association for that membership year. The purpose of this fee will be to offset the employee’s per capita cost of services rendered by the Association as majority representative.
- B. Prior to the beginning of each membership year, the amount of said agency fee shall be certified to the Board by the Association, which amount shall not exceed eighty-five percent (85%) of the regular membership dues, fees and assessments charged by the Association to its own members.
- C. 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 employees who have not become members of the Association for the then current membership year. The Board will deduct the agency fee in equal installments, as nearly as possible, for the paycheck paid to each employee of the aforesaid list during the remainder of the membership year in question.
- D. The employer shall remit the amount deducted to the Association monthly, on or before the 15th of the month following the month in which such deductions were made.
- E. These deductions will commence on the next month following the new employee’s successful completion of the required probationary period.
- F. The Association shall establish and maintain at all times a demand and return system as provided by NJ.S.A. 34:13A-5.5(c) and 5.6, and membership in the Association shall be available to all employees in the unit on an equal basis at all times. In the event the Association fails to maintain such a system or if membership is not so available, the employer shall immediately cease making said deductions.
- G. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits, fees, costs, reasonable attorneys’ fees and other forms of liability that shall arise out of, or by reason of any action taken or not taken by the Board for the purpose of complying with any provisions of this Article. The Association shall intervene in and defend any administrative or court litigation.

XVII. ARTICLE 17: DURATION

- A. The provisions of this Agreement shall be effective as of September 1, 2005 and shall remain in full force and effective until August 31, 2008 subject to the rights of the Board and the Association for a modification of this Agreement as provided in Article 2 of this Agreement. If any provision of this agreement or any application of this to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effective during the term of this contract.

XVIII. ARTICLE 18: BOARD RIGHTS

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this agreement, in accordance with applicable laws and regulations:

- A. To direct employees of the school district;
- B. To hire, promote, transfer, assign and retain employees in positions in the school district and to suspend, discharge or take other disciplinary action against employees;
- C. To relieve employees from duty in accordance with the law;
- D. To maintain efficiency of the school district operations entrusted to them;
- E. To determine the method, means and personnel by which such operations are to be conducted;
- F. To take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this \_\_\_\_ day of \_\_\_\_\_, 2006.

For the  
ALPHA BOARD OF EDUCATION

For the  
ALPHA EDUCATION ASSOCIATION

\_\_\_\_\_  
Vice President

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Chairperson, Teachers Committee

\_\_\_\_\_  
Chairperson, Negotiation Committee

\_\_\_\_\_  
Committee/Member

| <b>2005-06</b> | <b>BA</b> | <b>BA15</b> | <b>BA30</b> | <b>MA</b> | <b>MA15</b> | <b>MA30</b> |
|----------------|-----------|-------------|-------------|-----------|-------------|-------------|
| <b>D</b>       | 37550     | 38764       | 39976       | 42160     | 42887       | 43616       |
| <b>E</b>       | 38050     | 39264       | 40476       | 42660     | 43387       | 44116       |
| <b>F</b>       | 38550     | 39764       | 40976       | 43160     | 43887       | 44616       |
| <b>G</b>       | 39050     | 40264       | 41476       | 43660     | 44387       | 45116       |
| <b>H</b>       | 40300     | 41514       | 42726       | 44910     | 45637       | 46366       |
| <b>I</b>       | 41700     | 42914       | 44126       | 46310     | 47037       | 47766       |
| <b>J</b>       | 43000     | 44214       | 45426       | 47610     | 48337       | 49066       |
| <b>K</b>       | 44300     | 45514       | 46726       | 48910     | 49637       | 50366       |
| <b>L</b>       | 45800     | 47014       | 48226       | 50410     | 51137       | 51866       |
| <b>M</b>       | 47200     | 48414       | 49626       | 51810     | 52537       | 53266       |
| <b>N</b>       | 48700     | 49914       | 51126       | 53310     | 54037       | 54766       |
| <b>O</b>       | 50300     | 51514       | 52726       | 54910     | 55637       | 56366       |
| <b>P</b>       | 51600     | 52814       | 54026       | 56210     | 56937       | 57666       |
| <b>Q</b>       | 53600     | 54814       | 56026       | 58210     | 58937       | 59666       |
| <b>R</b>       | 55700     | 56914       | 58126       | 60310     | 61037       | 61766       |
| <b>S</b>       | 57700     | 58914       | 60126       | 62310     | 63037       | 63766       |
| <b>T</b>       | 59800     | 61014       | 62226       | 64410     | 65137       | 65866       |
| <b>U</b>       | 62300     | 63514       | 64726       | 66910     | 67637       | 68366       |
| <b>V</b>       | 65100     | 66314       | 67526       | 69710     | 70437       | 71166       |
| <b>W</b>       | 67750     | 68964       | 70176       | 72360     | 73087       | 73816       |
| <b>X</b>       | 70650     | 71864       | 73076       | 75260     | 75987       | 76716       |

| <b>2006-07</b> | <b>BA</b> | <b>BA15</b> | <b>BA30</b> | <b>MA</b> | <b>MA15</b> | <b>MA30</b> |
|----------------|-----------|-------------|-------------|-----------|-------------|-------------|
| <b>D</b>       | 39000     | 40264       | 41526       | 43760     | 44537       | 45316       |
| <b>E</b>       | 39450     | 40714       | 41976       | 44210     | 44987       | 45766       |
| <b>F</b>       | 39950     | 41214       | 42476       | 44710     | 45487       | 46266       |
| <b>G</b>       | 40950     | 42214       | 43476       | 45710     | 46487       | 47266       |
| <b>H</b>       | 42400     | 43664       | 44926       | 47160     | 47937       | 48716       |
| <b>I</b>       | 43800     | 45064       | 46326       | 48560     | 49337       | 50116       |
| <b>J</b>       | 45000     | 46264       | 47526       | 49760     | 50537       | 51316       |
| <b>K</b>       | 46450     | 47714       | 48976       | 51210     | 51987       | 52766       |
| <b>L</b>       | 47900     | 49164       | 50426       | 52660     | 53437       | 54216       |
| <b>M</b>       | 49300     | 50564       | 51826       | 54060     | 54837       | 55616       |
| <b>N</b>       | 51000     | 52264       | 53526       | 55760     | 56537       | 57316       |
| <b>O</b>       | 52450     | 53714       | 54976       | 57210     | 57987       | 58766       |
| <b>P</b>       | 53800     | 55064       | 56326       | 58560     | 59337       | 60116       |
| <b>Q</b>       | 55750     | 57014       | 58276       | 60510     | 61287       | 62066       |
| <b>R</b>       | 57850     | 59114       | 60376       | 62610     | 63387       | 64166       |
| <b>S</b>       | 59900     | 61164       | 62426       | 64660     | 65437       | 66216       |
| <b>T</b>       | 62300     | 63564       | 64826       | 67060     | 67837       | 68616       |
| <b>U</b>       | 65400     | 66664       | 67926       | 70160     | 70937       | 71716       |
| <b>V</b>       | 68600     | 69864       | 71126       | 73360     | 74137       | 74916       |
| <b>W</b>       | 72050     | 73314       | 74576       | 76810     | 77587       | 78366       |

| <b>2007-08</b> | <b>BA</b> | <b>BA15</b> | <b>BA30</b> | <b>MA</b> | <b>MA15</b> | <b>MA30</b> |
|----------------|-----------|-------------|-------------|-----------|-------------|-------------|
| <b>D</b>       | 40000     | 41314       | 42626       | 44910     | 45737       | 46566       |
| <b>E</b>       | 40950     | 42264       | 43576       | 45860     | 46687       | 47516       |
| <b>F</b>       | 41350     | 42664       | 43976       | 46260     | 47087       | 47916       |
| <b>G</b>       | 41950     | 43264       | 44576       | 46860     | 47687       | 48516       |
| <b>H</b>       | 43050     | 44364       | 45676       | 47960     | 48787       | 49616       |
| <b>I</b>       | 44500     | 45814       | 47126       | 49410     | 50237       | 51066       |
| <b>J</b>       | 45700     | 47014       | 48326       | 50610     | 51437       | 52266       |
| <b>K</b>       | 47250     | 48564       | 49876       | 52160     | 52987       | 53816       |
| <b>L</b>       | 48700     | 50014       | 51326       | 53610     | 54437       | 55266       |
| <b>M</b>       | 50200     | 51514       | 52826       | 55110     | 55937       | 56766       |
| <b>N</b>       | 51700     | 53014       | 54326       | 56610     | 57437       | 58266       |
| <b>O</b>       | 53350     | 54664       | 55976       | 58260     | 59087       | 59916       |
| <b>P</b>       | 54750     | 56064       | 57376       | 59660     | 60487       | 61316       |
| <b>Q</b>       | 56250     | 57564       | 58876       | 61160     | 61987       | 62816       |
| <b>R</b>       | 58000     | 59314       | 60626       | 62910     | 63737       | 64566       |
| <b>S</b>       | 60150     | 61464       | 62776       | 65060     | 65887       | 66716       |
| <b>T</b>       | 62350     | 63664       | 64976       | 67260     | 68087       | 68916       |
| <b>U</b>       | 65450     | 66764       | 68076       | 70360     | 71187       | 72016       |
| <b>V</b>       | 68850     | 70164       | 71476       | 73760     | 74587       | 75416       |
| <b>W</b>       | 73300     | 74614       | 75926       | 78210     | 79037       | 79866       |