

NEGOTIATIONS FOR A SUCCESSOR AGREEMENT

between the

ROCHELLE PARK BOARD OF EDUCATION

and the

ROCHELLE PARK EDUCATION ASSOCIATION

Effective July 1, 2016 through June 30, 2019

MEMORANDUM OF AGREEMENT No. 2

The Negotiations Committees of the Rochelle Park Board of Education (hereinafter referred to as the "Board") and the Rochelle Park Education Association (hereinafter referred to as the "Association") (collectively referred to as the "Parties") have agreed to recommend the following terms for a successor agreement (hereinafter referred to as the "Agreement").

SALARY/EXTRA-CURRICULAR ACTIVITIES INCREASES

The following increases are inclusive of increment and longevity:

Effective July 1, 2016 - **2.7%**

Effective July 1, 2017 - **2.7%**

Effective July 1, 2018 - **2.7%**

Non-pensionable stipend in the amount of **\$780 per year** for those **teachers at max step** of the salary guide, which **shall sunset** on June 30, 2019, and shall not be continued beyond this contract term.

Non-pensionable stipend in the amount of **\$390 per year** for those **custodians and secretaries at max step** of their respective salary guides, which **shall sunset** on June 30, 2019, and shall not be continued beyond this contract term.

Classroom Assistants

\$1.00 increase in year one (1) of the Contract for Certified Aides (Teacher Certificate).

2.8% increase in year one (1) of the Contract for Non-Certified Aides.

Extracurricular Activities

2.8% increase in year one (1) of the Contract.

Article VIII, Section D

TEACHING HOURS AND TEACHING LOAD

- D. Teachers shall arrive at school at ~~8:10~~ **8:05** A.M. and shall pick up pupils at 8:15 A.M. Pupils shall be dismissed at ~~2:46~~ **2:55** P.M. and teachers shall remain until 3:16 P.M. This time is to be used for tutorial assistance for individual students, lesson planning, parent conferences, etc.

On half day session days, other than teacher in-service days, teachers shall arrive at no later than ~~8:10~~ **8:05** A.M. and shall pick up pupils at no later than 8:15 A.M. and teachers may leave at 12:41 P.M. dismissal.

Teachers will be permitted to leave the school five (5) minutes after the dismissal of pupils on Fridays, on full school days preceding holidays, and on those days when they are required to return for an evening program (e.g. pupil dismissal ~~2:46~~ **2:55** P.M., teacher day ends ~~2:54~~ **3:00** P.M.) Teachers engaged in after-school student activity programs may commence their program fifteen (15) minutes after dismissal of pupils.

~~One (1) full day at the end of the school year shall be converted~~ The last two days of the school year will be ~~to a half (1/2) days for a total of two (2) half (1/2) days.~~

Article XXIV, Sections D and E

CUSTODIAL STAFF

D. ATTENDANCE AT N.J.E.A. CONVENTIONS

Two (2) custodians, on a rotating basis, shall be permitted time off for the annual convention, with pay.

D. UNIFORMS

Each employee shall receive five (5) uniforms in each year of the contract. These items are to be purchased or rented by the Board. Employees will receive their uniforms by August 1 for the school year beginning in September.

In lieu of receiving all or some of the uniforms, an employee may request the Buildings and Grounds Supervisor to purchase the following safety items for that school year: hats, jackets, sweatshirts, tee-shirts, work boots, or winter gloves. The total costs for these items, however, cannot exceed the cost of the number of uniforms the employee decides not to receive; and under no circumstances shall the total cost exceed \$500 per contract year.

~~E. NEW EMPLOYEES~~

~~New employees shall have a probationary period of sixty (60) days before a contract is issued. During the probationary period, the services of a new employee~~

~~may be terminated upon two (2) weeks' notification by either the employer or the employee. The employee shall pay all fees for fingerprinting and record search.~~

Article VIII, New Section Teaching Hours and Teaching Load

The District will use its best efforts not to assign more than five (5) instructional periods in a row, and if a teaching staff member is assigned to six (6) instructional periods in a row, the staff member will receive a stipend of \$750.

Article X, Section H- Class Coverage

2016-2017 - \$28 per period

2017-2018 - \$29 per period


2018-2019 - \$30 per period

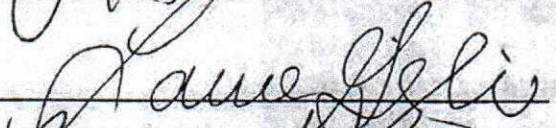
The Association agrees to withdraw, with prejudice, its Class Coverage Grievance/Arbitration Petition, **AR 2016-613**, filed with the Public Employment Relations Commission. ~~It is also understood that any and all payments made under Article X, Section H, Class Coverage, shall be issued only to those staff members who lose a preparation period as a result covering a class.~~


All previous Memoranda of Agreements between the Parties, which are attached hereto, shall be incorporated herein. All proposals not included herein shall be withdrawn, and all provisions of the Parties' collective negotiations agreement not changed herein shall remain the same.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Agreement to be executed by the Negotiations Committees of both the Board and the Association.

FOR THE ASSOCIATION:

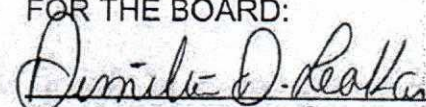





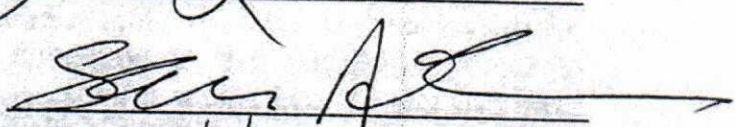


DATED: 9/2/16

FOR THE BOARD:







DATED: 9/1/16