

P1 of 4

MEMORANDUM OF AGREEMENT

Between the

Bayonne Board of Education

and

Bayonne Teachers Association

The negotiating committees for the above-captioned parties hereby agree to recommend for ratification the following changes to the September 1, 2002 through August 31, 2006 collective bargaining agreement:

1. Duration - September 1, 2006 through August 31, 2010

2. Article 5:3.1(b) shall be amended to include the following language:

A second semester teacher/parent conference night shall be added to the calendar. All teachers shall return at 7:00 p.m. and remain until 9:00 p.m., or until all parents arriving prior to 9:00 p.m. and who are present in the classroom(s) will be seen. Teachers will be dismissed after four (4) hours ~~immediately prior to spring break~~ ^{ON 7 DAYS TO BE CLOSED} as compensation for their return for this second teacher/parent night.

agreed upon

[Handwritten initials]

3. Article 5:4(a) shall be changed to provide:

The morning sessions of the elementary schools shall begin at 8:40 a.m. and end at 11:30 a.m.

The afternoon session shall begin at 12:10 p.m. and end at 2:55 p.m.

4. Article 8, Teachers' Salary Guide shall be changed as attached.

5. *Change Article 6:2.3 (b) from 3 days to 5 days.*

6. *Tuition Reimbursement*

To Change Effective 9/1/08 Increase to \$500 per course \$1000 MAX/yr

Effective 9/1/09 Increase to \$600 per course \$1200 MAX/yr

[Handwritten initials]

[Handwritten initials]

p 2 of 4

Extra curricular salaries shall increase as follows:

5.7
AD
AD
C.M.
AD

9/1/2006	4%	9/1/2009	4%
9/1/2007	4%		
9/1/2008	4%		

This Memorandum of Agreement is executed by the parties on this

28th day of January, 2008.

For Bayonne Board of Education:

[Signature]

James P. [Signature]

For Bayonne Teachers Association:

[Signature]

Catherine M. [Signature]

p3 of 4

TEACHERS SALARY GUIDE

EFFECTIVE

	2006-2007 9/1/2006	2007-2008 12/1/2007	2008-2009 9/1/2008	2009-2010 9/1/2009
				1 \$49,445
			1 \$47,520	2 \$49,645
		1 \$45,650	2 \$47,720	3 \$49,845
1 \$43,860	2 \$45,850	2 \$46,050	3 \$47,920	4 \$50,045
2 \$44,060	3 \$46,250	4 \$48,120	4 \$48,320	5 \$50,245
3 \$44,260	4 \$46,450	5 \$48,320	5 \$48,560	6 \$50,520
4 \$44,460	5 \$46,690	6 \$48,560	6 \$48,800	7 \$50,760
5 \$44,660	6 \$46,930	7 \$48,800	7 \$49,030	8 \$50,990
6 \$44,900	7 \$47,130	8 \$49,030	8 \$49,230	9 \$51,230
7 \$45,100	8 \$47,330	9 \$49,230	9 \$49,430	10 \$51,430
8 \$45,300	9 \$47,530	10 \$49,430	10 \$49,700	11 \$51,700
9 \$45,500	10 \$47,800	11 \$49,700	11 \$51,958	12 \$54,037
10 \$45,700	11 \$49,960	12 \$51,958	12 \$60,934	13 \$63,371
11 \$45,920	12 \$58,590	13 \$60,934	13 \$72,186	14 \$75,074
12 \$48,000	13 \$69,410	14 \$72,186	14 \$86,565	15 \$90,037
13 \$56,300	14 \$83,270	15 \$86,565		
14 \$66,700				
15 \$80,060				

Higher Attainment
M.A.
M.A. + 30
Doctorate

September 1, 2006
2,125
3,190
4,255

December 1, 2007
2,250
3,380
4,510

September 1, 2008
2,375
3,570
4,765

September 1, 2009
2,500
3,760
5,020

LONGEVITY
After 16 years
After 18 years
After 22 years
After 26 years
After 30 years

September 1, 2006
3,725
6,170
7,765
8,830
10,000

December 1, 2007
3,950
6,540
8,230
9,360
10,600

September 1, 2008
4,175
6,910
8,695
9,890
11,200

September 1, 2009
4,400
7,280
9,160
10,420
11,800

September, October, November 2007 deferred amount to be paid 9/1/2008

p 4 of 4

PSYCHOLOGISTS SALARY GUIDE

2006-07 Effective 9/1/06		2007-2008 Effective 12/1/07		2008-2009 Effective 9/1/08		2009-2010 Effective 9/1/09	
STEP	B.A.	STEP	B.A.	STEP	B.A.	STEP	B.A.
1	56,370	1	59,605	1	62,969	1	66,468
2	59,870	2	63,105	2	66,469	2	69,968
3	63,370	3	66,605	3	69,969	3	73,468
4	66,870	4	70,105	4	73,469	4	76,968
5	70,370	5	73,605	5	76,969	5	80,468
6	73,870	6	77,105	6	80,469	6	83,968
7	77,370	7	80,605	7	83,969	7	87,468
8	80,870	8	84,105	8	87,469	8	90,968

Same longevity as teachers

Same columns as teachers

P1 of 2

MEMORANDUM OF AGREEMENT

Between the

Bayonne Board of Education

and

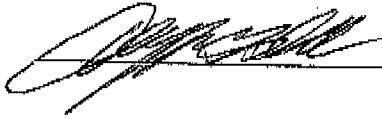
Bayonne Teachers Association
(10-Month Secretaries)

The negotiating committees for the above-captioned parties hereby agree to recommend for ratification the following changes to the September 1, 2002 through August 31, 2006 collective bargaining agreement:

1. Duration – September 1, 2006 through August 31, 2010
2. 10-Month Secretaries' salary guide shall be changed as attached.

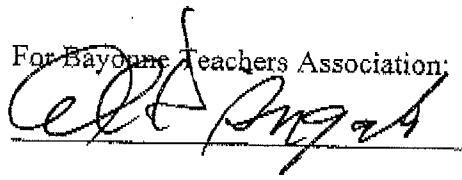
This Memorandum of Agreement is executed by the parties on this 28th day of January, 2008.

For Bayonne Board of Education:



William Casanova

For Bayonne Teachers Association:



Catherine M. Fudler

I added Sec. 2.3.1 to the above

Prof 2/
AS.
4
PCN

10 MONTH SECRETARIES

YEAR 1 2006-07		YEAR 2 2007-2008		YEAR 3 2008-2009		YEAR 3 2009-2010	
Step	Sect Salary Guide	Step	Sect Salary Guide	Step	Sect Salary Guide	Step	Sect Salary Guide
1	26,264	1	27,315	1	28,408	1	29,544
2	26,764	2	27,835	2	28,948	2	30,106
3	26,971	3	28,050	3	29,172	3	30,339
4	27,178	4	28,265	4	29,395	4	30,571
5	27,384	5	28,479	5	29,618	5	30,803
6	27,601	6	28,705	6	29,853	6	31,047
7	27,926	7	29,043	7	30,204	7	31,412
8	28,361	8	29,495	8	30,675	8	31,902
9	28,879	9	30,034	9	31,235	9	32,484
10	29,892	10	30,568	10	31,790	10	33,062
11	32,371	11	33,666	11	35,012	11	36,412
12	35,758	12	37,188	12	38,675	12	40,222
13	39,146	13	40,712	13	42,340	13	44,034
14	48,708	14	50,656	14	52,683	14	54,790

LONGEVITY

	Effective 9/1/2006	Effective 9/1/2007	Effective 9/1/2008	Effective 9/1/2009
after 10 yrs.	\$600	\$700	\$800	\$900
after 15 yrs.	\$1,600	\$1,900	\$2,200	\$2,500
after 20 yrs.	\$2,100	\$2,400	\$2,700	\$3,000
after 25 yrs.	\$2,700	\$3,000	\$3,300	\$3,600
after 30 yrs.	\$3,300	\$3,600	\$3,900	\$4,200