

Memorandum of Agreement
May 10, 2016

The negotiations committees of the Ventnor Board of Education and The Ventnor Education Association agree to the terms of this Memorandum of Agreement, as set forth below:

- The parties acknowledge that these terms and conditions are subject to ratification, and the mediator retains jurisdiction.

- All parties agree to recommend these terms and conditions to their respective constituents for ratification.

- All issues agreed to prior to mediation shall be incorporated in the new agreement (attached). All issues not previously agreed to and not mentioned herein are withdrawn. All other language in the expired agreement shall continue in the new contract and will remain status quo.

Contract Duration: July 1, 2015 - June 30, 2018. All relevant sections of the contract will be updated to comport with these dates.

Salary:

Effective 7/1/15: 4.0% (retroactive)
Effective 7/1/16: 3.0% (retroactive)
Effective 7/1/17: 2.0%

The above salary increases will be applied to the signed off agreed upon salary base. The above increases are inclusive of the cost of increments.

Salary Guides will be mutually agreed-upon.

Health Insurance Waiver

Effective 7/1/15: \$9,000

Effective 7/1/16: \$7,000

Effective 7/1/17: \$7,000

Let it be agreed that the 6/30/16 payment will be based on \$9,000

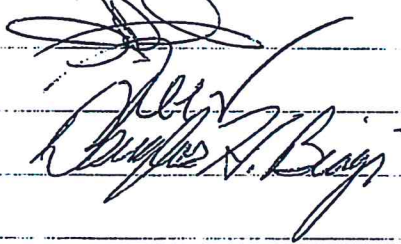
Longevity

Effective 7/1/17, increase each year and span of service by \$100.00 (one hundred dollars) to be \$1950, \$2400 and \$3300.

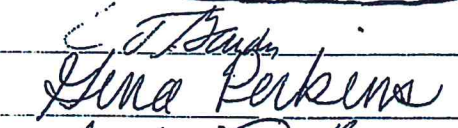
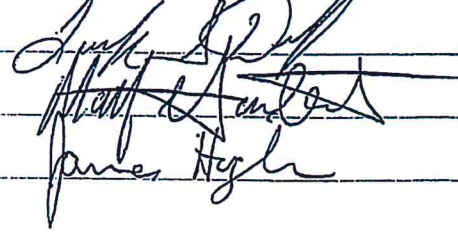
Course Reimbursements

Effective 7/1/16, \$24,000 divided into \$8,000 in the Fall, \$8,000 in the Spring and \$8,000 in the Summer. Employees are limited to reimbursement for one course per trimester. Employees accepting tuition reimbursement must remain employed for two (2) years after receipt of payment. If the employee resigns before the two years have passed, he or she will reimburse the Board for the payment received. Increase \$1,500 in XVI(B)(4) to \$1,800.00

For the Board


Charles A. Bign

For the Association


Gena Perkins

James Hight

Cost of Increment (prepared 2/13/15)

VCEA expiring guide 2014-2015 with staff as of 2-13-15:

B.A.	B.A. +15	B.A. +30	MA	MA +15	MA +30	DR	TOTAL FTE	STEP	B.A. RATE	COST
0	0	1	1.5	0	0	0	2.5	1	48,965	122,413
0.5	0	0	0	0	0	0	0.5	2	49,171	24,586
0	0	0	1.5	0	0.5	0	2	3	49,378	98,756
3	0	0	0	0	0	0	3	4	49,584	148,752
2.5	0.5	0	0	0	0	0	3	5	49,791	149,373
2.5	0	0	0	0	0	0	2.5	6	50,486	126,215
0	0	0	0	0	0	0	0	7	52,220	0
2	1	1	0	1	0	0	5	8	54,938	274,690
0	0	0	0	0	0	0	0	9	57,868	0
0	0	0	0	0	0	0	0	10	63,687	0
1	0	0	1	0	0	0	2	11	69,920	139,840
1	0	0	0	0	0	0	2	12	76,159	152,318
37	4	1	16	0	1	1	60	13	80,346	4,820,760
49.5	5.5	3	20	1	2.5	1	82.5			6,057,702
										Cost of B.A. +15
									1,000	5,500
									1,300	3,900
									2,100	42,000
									2,500	2,500
									2,900	7,250
									3,900	3,900
										90,032
										82,065
										<u>6,294,849</u>
									1,850	35,150
									2,300	25,300
									3,200	35,200
										<u>6,390,499</u>

CU 4-13-15

Cost of B.A. +15
 Cost of B.A. +30
 Cost of MA
 Cost of MA + 15
 Cost of MA + 30
 Cost of DR
 Off Guide (S S-L, MA +15)
 Off Guide (B M-L, MA+30)
 Total Salaries before longevity
 15-19 years
 20-24 years
 25 yrs +
 Total cost of guide 2014-25

19
 11
 11

Our expiring guide with common
incremental advance - 2015-16

2	49,171	122,928
3	49,378	24,689
4	49,584	98,168
5	49,791	149,373
6	50,486	151,458
7	52,220	130,550
8	54,938	0
9	57,868	289,340
10	63,687	0
11	69,920	0
12	76,159	152,318
13	80,346	160,692
13	80,346	4,820,760
		<u>6,101,276</u>

Cost of B.A. +15	1,000
Cost of B.A. +30	1,300
Cost of MA	2,100
Cost of MA + 15	2,500
Cost of MA + 30	2,900
Cost of DR	3,900
Off Guide (S-S-L, MA +15)	90,032
Off Guide (B M-L, MA+30, 14/15)	83,246
Total Salaries before longevity	6,339,604

Total cost of increment 44,755
0.007109702
0.71%

29 15-19 years	1,850
13 20-24 years	2,300
11 25 yrs +	3,200
Total cost of guide 2014-25	<u>6,458,354</u>

Cost of increment inc. longevity 67,855
0.010618028
1.06%

Our expiring guide with common
incremental advance - 2016-17

3	49,378	123,445
4	49,584	24,792
5	49,791	99,582
6	50,486	151,458
7	52,220	156,660
8	54,938	137,345
9	57,868	0
10	63,687	318,435
11	69,920	0
12	76,159	0
13	80,346	160,692
13	80,346	160,692
13	80,346	4,820,760
		<u>6,153,861</u>

Cost of B.A. +15	1,000
Cost of B.A. +30	1,300
Cost of MA	2,100
Cost of MA + 15	2,500
Cost of MA + 30	2,900
Cost of DR	3,900
Off Guide (S-S-L, MA +15)	90,032
Off Guide (B M-L, MA+30)	83,246
Total Salaries before longevity	6,392,189

Total cost of increment 52,586
0.008294762
0.83%

38 15-19 years	1,850
11 20-24 years	2,300
14 25 yrs +	3,200
Total cost of guide 2014-25	<u>6,532,589</u>

Cost of increment inc. longevity 74,236
0.011494493
1.15%

Our expiring guide with common
incremental advance - 2017-18

4	49,584	123,960
5	49,791	24,896
6	50,486	100,972
7	52,220	156,660
8	54,938	164,814
9	57,868	144,670
10	63,687	0
11	69,920	349,600
12	76,159	0
13	80,346	0
13	80,346	160,692
13	80,346	160,692
13	80,346	4,820,760
		<u>6,207,716</u>

Cost of B.A. +15	1,000
Cost of B.A. +30	1,300
Cost of MA	2,100
Cost of MA + 15	2,500
Cost of MA + 30	2,900
Cost of DR	3,900
Off Guide (S-S-L, MA +15)	90,032
Off Guide (B M-L, MA+30)	83,246
Total Salaries before longevity	6,446,044

Total cost of increment 53,855
0.008425048
0.84%

34 15-19 years	1,850
12 20-24 years	2,300
17 25 yrs +	3,200
Total cost of guide 2014-25	<u>6,590,944</u>

Cost of increment inc. longevity 58,355
0
0.89%

VENTNOR CITY BOARD OF EDUCATION
TO THE
VENTNOR CITY EDUCATION ASSOCIATION

October 20, 2015

Article VI, Teacher Work Year, Work Hours and Work Load


Add to Paragraph B. Length of School Day

The Board reserves the right to employ teachers for less than 7 hours per day, or less than 5 days per week. These teachers shall be paid a pro-rata portion of the appropriate guide step and educational level. On each full day worked, the teacher's schedule shall mirror that of a full time staff member. For those days on which less than a full seven hour day is worked, the teacher shall receive pro-rated lunch and preparation time. Sick and other leave entitlements shall be pro-rated in proportion to the full time schedule worked.

Article XIV, Extended Leaves of Absence

Add where appropriate: "An employee must return to work for a minimum of two years before requesting a second or third child rearing leave."

Article XVIII, Deductions from Salary and Article XIX, Representation Fee

16
11/20/15
 Add: The Association agrees to indemnify and hold the Board harmless against any liability suit (except intentional wrongful conduct) at law or equity, or before a State or Federal agency which may arise by reason of any action taken by the Board in complying with the Article, provided that the Board cooperates fully with the Association in gathering evidence, securing witnesses and in all other aspects of said defense, Also, provided that the Board gives the Association timely notice in writing of any such claim, demand or suit.

PROPOSED LANGUAGE
VENTNOR CITY BOARD OF EDUCATION
TO THE
VENTNOR CITY EDUCATION ASSOCIATION

May 11, 2015

ARTICLE IV, TEACHER RIGHTS

C. Evaluation of Students

1. The members of the Association recognize the need for confidentiality inherent in working with children, and further recognize their professional obligations not to discuss any pupil except in a constructive manner and only with those persons in a position to offer advice and help.

D. Criticism of Teachers (*this proposal is withdrawn – 6/9/2015*)

Except in an emergency, any criticism by a supervisor, administrator or the Board, of a teacher and/or his/her instructional methodology shall be made in confidence and not in the presence of students, parents, or other public gatherings.

ARTICLE V, ASSOCIATION RIGHTS AND PRIVILEGES

E. Mail Facilities and Mail Boxes

With the approval of the building principals and subject to the District's Acceptable Use Policy, Association leadership shall have the privilege of using the inter-school email facilities and school mail boxes for Association business, only. Courtesy copies of all materials shall be given to the building principal for approval prior to distribution. Confidential Association business which should not be shared, shall be placed in sealed envelopes and need not be provided to the principal.

ARTICLE VI, TEACHER WORK YEAR, WORK HOURS AND WORK LOAD

A. **Meetings with Administration**

The administration, primarily the school principals, have the right to have meetings as scheduled below;

1. There shall be ten (10) meetings per year in addition to the normal workday. Generally, such meetings shall not extend more than sixty

(60) minutes past the end of the normal work day (+/- fifteen (15) minutes), however, in the event meetings run over time, the total amount of clock time for the meetings shall not exceed twelve (12) hours per year. Credit for any such meeting shall be at least thirty (30) minutes even if such meeting is for a lesser period of time. (and delete F(6))

ARTICLE VIII, SALARIES

B. Longevity

In addition to the base salary scale, longevity pay will be given, based on years of continuous service as specified below. Employees receiving longevity as of July 1, 2015 shall not have their service time for longevity purposes recalculated.

ARTICLE XIII, TEMPORARY LEAVES OF ABSENCE

A(3) Death

In the event of the death of an employee's spouse, child, mother, father, brother or sister, up to five (5) days; and for mother-in-law, father-in-law, maternal/paternal grandparents and/or any member of the employee's immediate household who has established legal residence in same, up to three (3) days leave per occurrence will be granted not chargeable to the employee's personal time entitlement. Such days must be used within twenty (20) calendar days of the day of death and may not be taken if the employee is on any other type of approved leave..

ll
6/1/15
6/9/15

ARTICLE XVIII, DEDUCTIONS FROM SALARY

A. Association Payroll Dues Deductions – add indemnification language.

ARTICLE XIX, REPRESENTATION FEE – AGENCY SHOP

Add indemnification language.

This is the indemnification language:

The provisions of this Article shall be effective in accordance and consistent with provisions of state and federal law. The Association shall indemnify the Board and hold it harmless against any and all suits, claims, demands, and liabilities that shall arise out of, or reason of, any action that shall be taken by the Board for the purpose of complying with this Article or in reliance on any list or notice which shall have been furnished to the Board under any such provisions.

TENTATIVE AGREEMENTS

VENTNOR CITY BOARD OF EDUCATION AND THE VENTNOR CITY EDUCATION ASSOCIATION

6/9/2015

ARTICLE XVII, INSURANCE PROTECTION

6/9/15
6/9/15
6/9/15
D. Optical Plan

The Board agrees to provide \$1000.00 for each employee's use for the purchase of glasses, contact lenses and refraction for said employee or a member of his/her family. This \$1000.00 is for the life of this contract, but may be used in the first year.

Upon purchase of glasses, contact lenses and refraction, the employee will request reimbursement on the Optical Plan form obtainable in his/her principal's office, attaching a receipt for said purchase or refraction, forwarding these materials to the Board office. Reimbursement will be made by check following the next regular meeting of the Board.

- Look on over

Ventnor Board of Education Proposed Stipends

BOARD OF EDUCATION
 EMIL DENNIS
 SUPERVISOR

Position	2012-2013	2013-2014	2014-2015
Head Basketball Coach †	\$ 1,975.00	\$ 2,015.00	\$ 2,050.00
Other Head Coaches †	\$ 1,950.00	\$ 1,990.00	\$ 2,030.00
School Play Director	\$ 1,885.00	\$ 1,920.00	\$ 1,950.00
School Play Asst. Director	\$ 1,200.00	\$ 1,225.00	\$ 1,250.00
School Play Music Director	\$ 1,775.00	\$ 1,810.00	\$ 1,845.00
School Play Band Director	\$ 1,775.00	\$ 1,810.00	\$ 1,845.00
School Play Choreographer	\$ 1,775.00	\$ 1,810.00	\$ 1,845.00
Band (combined, both schools)	\$ 1,275.00	\$ 1,300.00	\$ 1,325.00
Chorus (combined, both schools)	\$ 1,275.00	\$ 1,300.00	\$ 1,325.00
Student Council Advisor	\$ 1,000.00	\$ 1,020.00	\$ 1,040.00
† GINA?? CST Chairperson <u>Eliminate</u>	\$ 4,400.00	\$ 4,488.00	\$ 4,575.00
SIRS Chairperson	\$ 1,275.00	\$ 1,300.00	\$ 1,325.00
SIRS Member	\$ 925.00	\$ 945.00	\$ 965.00
Bilingual Translator	\$ 825.00	\$ 840.00	\$ 855.00
Awards Assembly Coord.	\$ 520.00	\$ 530.00	\$ 540.00
* Athletic Site Mgr. (per event) †	\$ 75.00	\$ 77.00	\$ 79.00
* Home Instruction (per hour)	\$ 50.00	\$ 51.00	\$ 52.00
* Homework Club (per hour) †	\$ 42.00	\$ 43.00	\$ 44.00
Other School Clubs' †	\$ 725.00	\$ 740.00	\$ 755.00
Think Day Coach	\$ 825.00	\$ 840.00	\$ 855.00
Think Day Judge	\$ 340.00	\$ 347.00	\$ 355.00
Yearbook Editor	\$ 725.00	\$ 740.00	\$ 755.00
Yearbook Asst Editor	\$ 725.00	\$ 740.00	\$ 755.00
Ask Coach (per hour)	\$ 42.00	\$ 43.00	\$ 44.00
* Detention After School/Saturday (per hour) †	\$ 42.00	\$ 43.00	\$ 44.00
* Summer Instrumental Teacher (per hour)	\$ 42.00	\$ 43.00	\$ 44.00
* Skills Builders (per hour) †	\$ 42.00	\$ 43.00	\$ 44.00
Honor Society Advisor	\$ 1,000.00	\$ 1,020.00	\$ 1,040.00
Class Coverage (page 14)		\$ -	\$ -
Assuming another class	\$ 36.00	\$ 37.00	\$ 38.00
Assuming part of another class	\$ 25.00	\$ 26.00	\$ 27.00
Committee/Curriculum (page 19)	\$ 42.00	\$ 43.00	\$ 44.00
Safety Patrol	\$ 500.00	\$ 510.00	\$ 510.00
Transportation Coordinator (2x)	\$ 775.00	\$ 790.00	\$ 790.00
Summer School (page 19)	\$ 45.00	\$ 46.00	\$ 47.00
Afterschool Program Liaison	\$ 4,865.00	\$ 4,965.00	\$ 5,050.00

CG
10/20/16

ABY
RIMM
JAN 17 2013

\$ 34,793.00	\$ 35,490.00	\$ 36,137.00
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TENTATIVE AGREEMENTS
VENTNOR CITY BOARD OF EDUCATION
AND THE
VENTNOR CITY EDUCATION ASSOCIATION

May 11, 2015

Article III, Grievance Procedure

- A. Statement of Policy – Delete all but the last sentence.
- C. Grievance Procedure – paragraph 4, Level IV, the last sentence should be a paragraph of its own, perhaps in D. Law, which should be renamed Miscellaneous.
- E. Costs – Add “The cost of the Arbitrator shall be shared equally by the parties.”

Article V, Association Rights and Privileges

- F. Use of Telephone – Delete first two sentences.

Article XVI, Reimbursements

- A. Travel Reimbursements, 2(a) Clarify that it is the IRS or OMB rate, whichever is less and permitted by law or regulation. Delete reference to ‘advances’ of travel expenses.
- B. Course Reimbursement – ~~Delete reference to “undergraduate courses.”~~ ^{U. J. P.} Add the following: “Employees accepting tuition reimbursement must remain employed for two years after receipt of payment. If the employee resigns before the two years have passed, he or she will reimburse the Board for the payment received.”

For the Board



For the Association



Dated: 5/11/2015

YEAR 1**2015-16 Ventnor Teachers**

Salary Guide Step	BA	1,000 BA+15	1,300 BA+30	2,100 MA	2,500 MA+15	2,900 MA+30	3,900 Doc	4.00%
1	49,750	50,750	51,050	51,850	52,250	52,650	53,650	
2	50,250	51,250	51,550	52,350	52,750	53,150	54,150	
3	50,750	51,750	52,050	52,850	53,250	53,650	54,650	
4	51,250	52,250	52,550	53,350	53,750	54,150	55,150	
5	51,750	52,750	53,050	53,850	54,250	54,650	55,650	
6	52,750	53,750	54,050	54,850	55,250	55,650	56,650	
7	53,750	54,750	55,050	55,850	56,250	56,650	57,650	
8	56,750	57,750	58,050	58,850	59,250	59,650	60,650	
9	60,250	61,250	61,550	62,350	62,750	63,150	64,150	
10	64,200	65,200	65,500	66,300	66,700	67,100	68,100	
11	68,700	69,700	70,000	70,800	71,200	71,600	72,600	
12	73,200	74,200	74,500	75,300	75,700	76,100	77,100	
13	78,200	79,200	79,500	80,300	80,700	81,100	82,100	
14	83,400	84,400	84,700	85,500	85,900	86,300	87,300	
OG	-	-	-	-	90,032	82,065	-	

YEAR 2
2016-17 *Ventnor Teachers*

Salary Guide Step	BA	1,000 BA+15	1,300 BA+30	2,100 MA	2,500 MA+15	2,900 MA+30	3,900 Doc	3.00%
1	51,175	52,175	52,475	53,275	53,675	54,075	55,075	
2	51,675	52,675	52,975	53,775	54,175	54,575	55,575	
3	52,175	53,175	53,475	54,275	54,675	55,075	56,075	
4	52,675	53,675	53,975	54,775	55,175	55,575	56,575	
5	53,575	54,575	54,875	55,675	56,075	56,475	57,475	
6	54,575	55,575	55,875	56,675	57,075	57,475	58,475	
7	55,575	56,575	56,875	57,675	58,075	58,475	59,475	
8	58,500	59,500	59,800	60,600	61,000	61,400	62,400	
9	62,000	63,000	63,300	64,100	64,500	64,900	65,900	
10	65,900	66,900	67,200	68,000	68,400	68,800	69,800	
11	70,400	71,400	71,700	72,500	72,900	73,300	74,300	
12	74,900	75,900	76,200	77,000	77,400	77,800	78,800	
13	79,900	80,900	81,200	82,000	82,400	82,800	83,800	
14	85,100	86,100	86,400	87,200	87,600	88,000	89,000	
OG	-	-	-	-	90,032	82,065	-	

YEAR 3
2017-18 *Ventnor Teachers*

Salary Guide Step	BA	1,000 BA+15	1,300 BA+30	2,100 MA	2,500 MA+15	2,900 MA+30	3,900 Doc
1	52,250	53,250	53,550	54,350	54,750	55,150	56,150
2	52,750	53,750	54,050	54,850	55,250	55,650	56,650
3	53,250	54,250	54,550	55,350	55,750	56,150	57,150
4	54,000	55,000	55,300	56,100	56,500	56,900	57,900
5	54,900	55,900	56,200	57,000	57,400	57,800	58,800
6	55,900	56,900	57,200	58,000	58,400	58,800	59,800
7	56,900	57,900	58,200	59,000	59,400	59,800	60,800
8	59,400	60,400	60,700	61,500	61,900	62,300	63,300
9	62,900	63,900	64,200	65,000	65,400	65,800	66,800
10	66,800	67,800	68,100	68,900	69,300	69,700	70,700
11	71,300	72,300	72,600	73,400	73,800	74,200	75,200
12	75,800	76,800	77,100	77,900	78,300	78,700	79,700
13	80,800	81,800	82,100	82,900	83,300	83,700	84,700
14	86,000	87,000	87,300	88,100	88,500	88,900	89,900
OG	-	-	-	-	90,032	82,065	-