

AGREEMENT  
BY AND BETWEEN  
THE BOARD OF EDUCATION OF THE  
BOROUGH OF OLD TAPPAN, NEW JERSEY AND THE  
~~OLD TAPPAN ASSOCIATION~~

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PREPARED BY:

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201-670-6700

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AGREEMENT  
BY AND BETWEEN  
THE BOARD OF EDUCATION OF THE  
BOROUGH OF OLD TAPPAN, NEW JERSEY  
AND THE  
OLD TAPPAN TEACHERS ASSOCIATION  
FOR THE SCHOOL YEAR: 1995-1996

WHEREAS, the BOARD OF EDUCATION of the Borough of Old Tappan, New Jersey and the OLD TAPPAN TEACHERS ASSOCIATION have agreed upon certain proposals and understandings, which both parties desire to confirm by this written agreement,

NOW, THEREFORE, WITNESSETH:

THIS AGREEMENT ENTERED into this 16<sup>th</sup> day of July, 1996, nunc pro tunc, by and between the BOARD OF EDUCATION of the Borough of Old Tappan, Bergen County, New Jersey (hereinafter called the BOARD) and the OLD TAPPAN TEACHERS ASSOCIATION (hereinafter called the ASSOCIATION) as follows:

This document is a one (1) year Agreement for the School Year July 1, 1995 through June 30, 1996 inclusive pursuant to New Jersey Revised Statute 18A:29-4.1 et seq.

It is expressly understood that this Agreement shall expire at midnight on June 30, 1996.

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ARTICLE I  
RECOGNITION

1. The BOARD hereby recognizes the ASSOCIATION as the exclusive representative to act as the collective negotiating and bargaining agent for the professional members of the staff, that is, the teachers and nurses, concerning the terms and conditions of their employment.

ARTICLE II  
NEGOTIATING PROCEDURE

1. The BOARD and the ASSOCIATION agree that all negotiations shall be entered into in good faith according to Chapter 303 of the Public Laws of 1968, as amended by Chapter 123 of the Laws of 1974 and as amended by Chapter 269 of the Laws of 1989, effective January 4, 1990, more commonly referred to as the "New Jersey Employer-Employee Relations Act," Revised Statute 34:13A-1 et seq.

2. The Liaison Committee of the ASSOCIATION and the BOARD will arrange and establish a schedule of negotiations

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by such date as is required by law.

3. Negotiations shall commence no later than fifteen (15) days after said schedule has been arranged and established as aforesaid.

4. The ASSOCIATION shall present its proposal at least two weeks before the first scheduled meeting date set for negotiations, and the BOARD shall reply to the same at least one week before said scheduled meeting date.

5. Any agreement so negotiated, shall be reduced to writing and shall be presented to the BOARD and the ASSOCIATION for their respective adoptions.

### ARTICLE III

#### PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

1. There is incorporated herein by reference as though set forth herein at length all of the provisions contained in Article III of the Agreement dated February 4, 1994 between the parties hereto covering the School Years 1993-1995.

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ARTICLE IV

REIMBURSABLE EXPENSES

1. There is incorporated herein by reference as though set forth herein at length all of the provisions contained in Article IV of the Agreement dated February 4, 1994 between the parties hereto covering the School Years 1993-1995.

ARTICLE V

COMPENSATION

1. (a) The compensation, wages and/or salaries to be paid to all personnel covered by this Agreement is as set forth in Schedule "A" for the School Year July 1, 1995 through June 30, 1996 inclusive.

(b) There is incorporated herein by reference as though set forth herein at length all of the provisions contained in Paragraph 1. sub-paragraphs (b) through (p) inclusive of Article V of the Agreement dated February 4, 1994 between the parties hereto covering the School Years 1993-1995.

(c) Annexed hereto as Schedule "B" is the "Index Ratio" guide upon which the 1995-1996 salary guide was computed.

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2. No increment or salary increase shall be automatic. The personnel covered hereby shall only be entitled to the increases and increments provided in Schedule "A", upon the recommendations in writing of the Superintendent of Schools to the BOARD, and the affirmative approval by the BOARD of the Superintendent's recommendations at a regular meeting of the BOARD of Education designated therefor. All credits leading to lateral movement on a Salary Guide must be graduate credits and/or in-service credits arranged and/or sponsored by the Northern Valley Curriculum Office, locally offered in-service and/or in-service courses offered in other school Districts all of which courses must be first approved in writing, in advance, by the Superintendent of Schools and the BOARD. Satisfactory notice, in writing, of the intention to acquire the necessary credits leading to lateral movement on the salary guide for the School Year 1995-1996 semester(s) must be submitted to the Superintendent of Schools on or before March 15, 1996 to be effective the following September 1, 1996.

3. There is incorporated herein by reference as though set forth herein at length all of the provisions contained in Paragraph 3 through 11 inclusive of Article V of the Agreement dated February 4, 1994 between the parties hereto covering the School Years 1993-1995.

ARTICLE VI

TEMPORARY ABSENCE

1. There is incorporated herein by reference as though set forth herein at length all of the provisions contained in Paragraph 1 through 5 inclusive of Article VI of the Agreement dated February 4, 1994 between the parties hereto covering the School Years 1993-1995.

ARTICLE VII

PAYMENT FOR ACCRUED SICK LEAVE  
UPON RETIREMENT FROM NEW JERSEY TEACHERS  
PENSION AND ANNUITY FUND

1. There is incorporated herein by reference as though set forth herein at length all of the provisions contained in Paragraph 1 through 6 inclusive of Article VII of the Agreement dated February 4, 1994 between the parties hereto covering the School Years 1993-1995.

ARTICLE VIII

INSURANCE

1. The BOARD shall provide and maintain full coverage for each eligible employee health insurance coverage equal to or better than the New Jersey Health Benefits Program, its successors and/or assigns. The effective date of said coverage for new employees shall be November first (1st), or such earlier date as may be arranged by the BOARD with its insurance carrier.

2. There is incorporated herein by reference as though set forth herein at length all of the provisions contained in Paragraph 2 through 6 inclusive of Article VIII of the Agreement dated February 4, 1994 between the parties hereto covering the School Years 1993-1995.

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ARTICLE IX

JOB VACANCIES AND PROMOTIONS

1. There is incorporated herein by reference as though set forth herein at length all of the provisions contained in Paragraph 1 through 4 inclusive of Article IX of the Agreement dated February 4, 1994 between the parties hereto covering the School Years 1993-1995.

ARTICLE X

MISCELLANEOUS PROVISIONS

1. There is incorporated herein by reference as though set forth herein at length all of the provisions contained in Paragraph 1 through 13 inclusive of Article X of the Agreement dated February 4, 1994 between the parties hereto covering the School Years 1993-1995.

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ARTICLE XI

**BOARD RIGHTS**

1. The BOARD reserves to itself, sole jurisdiction and authority over matters of policy and retains and reserves unto itself, without limitations, all the powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Laws and Constitution of the State of New Jersey and of the United States, by the decision of the Courts of the United States and of the State of New Jersey, the Commissioner of Education and the State Board of Education of the State of New Jersey and by the Rules and Regulations of the State Board of Education (New Jersey Administrative Code) and the State of New Jersey, subject to the terms herein.

2. The willingness of the BOARD to discuss matters which are within the sole prerogative of the BOARD, shall not be deemed to constitute a waiver or relinquishment of any such prerogative.

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ARTICLE XII

TEACHERS' RIGHTS

1. All unit members shall enjoy all rights granted under and by virtue of the provisions of Chapter 303 of the Laws of 1968, as amended by Chapter 123 of the Laws of 1974, and as amended by Chapter 269 of the Laws of 1989 (effective January 4, 1990) and more commonly known as the New Jersey Employer-Employee Relations Act, Revised Statute 34:13A-1 et seq., and as subsequently amended or under any laws of the State of New Jersey, the United States and the Constitutions of the United States and of the State of New Jersey. No staff member or teacher shall be discriminated against, coerced or reprimanded by virtue of their exercise of such rights, subject to the terms herein.

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ARTICLE XIII

ASSOCIATION BUSINESS

1. The BOARD agrees that the ASSOCIATION may use the school address as its official address, with the understanding that the BOARD shall not be responsible for lost or misplaced mail or correspondence.

2. In order that ASSOCIATION meetings do not conflict with other school meetings and/or functions, the BOARD and the ASSOCIATION, at the beginning of each school year in September, agree to designate a specific time and place for ASSOCIATION regular meeting within the school building.

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ARTICLE XIV

GRIEVANCE PROCEDURE

1. Any individual member or members of the staff shall have the right to appeal grievances affecting him or her through administrative channels as set forth in this Article and/or as otherwise provided by law.

1. Definition:

A. Grievance: The term "grievance" shall mean an alleged violation, misinterpretation or misapplication of this Agreement or of BOARD policy or administrative decisions rendered thereunder. BOARD policies and administrative decisions which do not affect the terms and/or conditions of employment shall not be considered to be within the definition of the term "Grievance" as used herein. However, the term "Grievance" and the procedures stated herein shall not apply to any matter in which:

(a) A method of review and/or legal remedy is prescribed by law and/or State Board Rules and/or Regulations and/or the New Jersey Administrative Code, having the force and effect of law or judicial decision, or

(b) The BOARD of Education is without authority to act, or

(c) A complaint that relates to the non-renewal, termination or notice thereof, of any nontenure employee's contract, or

(d) Charges against a tenured employee pursuant to the Tenure Employees Hearing Act (N.J.S. 18A:6-10, et seq.) or

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(e) The withholding of an increment to salaries pursuant to N.J.S. 18A:29-14. The term "employee" as used in this definition, shall mean also a group of employees having the same grievance.

B. Representative: The term "Representative" shall mean:

(a) As to an Employee: A member or group of members of the OLD TAPPAN TEACHERS ASSOCIATION, or an attorney designated in writing by the individual or by the OLD TAPPAN TEACHERS ASSOCIATION, as the case may be, or a representative or an attorney from the New Jersey Education Association.

(b) As to the BOARD: A member of the BOARD, the Superintendent, a member of the administration, or an attorney designated by the BOARD in writing. The ASSOCIATION shall have the right not to name a representative, but, in that event, the employee may name a representative. The BOARD and the ASSOCIATION shall have the right to change such representative at any level but not during the pendency of a decision at any given level. Such change shall be made by notice in writing.

C. Immediate Superior: The term "Immediate Superior" shall mean the person to whom the aggrieved employee is directly responsible under the Table of organization prevailing in this School District. If no such chart is furnished, then it is any person reasonably believed by the employee to be his immediate superior.

D. Superintendent. The term "Superintendent" shall mean the person employed as the chief administrative officer of the School District, regardless of official title.

2. Purpose:

An individual employee or group shall have the right to present a grievance affecting him/her or it. With respect to his/her personal grievance,

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he shall be assured freedom from restraint, interference, coercion, discrimination or reprisal in presenting his grievance. He shall have the right to present his own grievance or to request a representative of his own choice, or the ASSOCIATION may appoint a representative. The employee has the right to have a representative appear with him commencing with Level Three and all subsequent levels of the Grievance Procedure.

3. Procedural Steps:

Level One (the informal level)

An employee who has a grievance is to discuss it first with his principal or immediate superior, if this is not the principal, in an attempt to resolve the matter informally within fifteen (15) school days of the date of the occurrence causing the alleged grievance. If fifteen (15) school days do not remain in the current school year, the grievance shall be filed within twenty-one (21) calendar days of the last day of school. If the immediate superior is not a principal, the principal should be notified of the grievance. A written decision by the principal or immediate superior shall be rendered within ten

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(10) days of said "informal" meeting.

Level Two

If the grievance is not settled at the informal level, the matter may be referred to the Professional Rights and Responsibility Committee of the OLD TAPPAN TEACHERS ASSOCIATION for consideration. This committee will make a determination as to whether or not the grievance shall be processed by the ASSOCIATION, and, if in the affirmative, the ASSOCIATION shall appoint a representative. If in the negative, the ASSOCIATION shall decline to appoint a representative.

Level Three

Within fifteen (15) school days, the employee, or the ASSOCIATION, on behalf of the employee, may appeal the decision made at level One to the Superintendent of Schools. The appeal to the Superintendent must be made in writing and shall set forth the grounds upon which the grievance is based. The Superintendent shall request a report on the grievance from the Principal, shall conduct a closed hearing with the concerned parties and the representative, if any, and, upon request, with the employee or Principal separately. The Superintendent

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shall communicate his decision in writing, with the reasons therefor, to the employee and the Principal within fifteen (15) school days from the original notice of appeal.

Level Four

If the grievance has not been resolved to the employee's satisfaction, he may file, in writing, a Notice of Appeal to the BOARD OF EDUCATION by filing the same with the School Board Secretary within fifteen (15) school days from the date of the Superintendent's decision, or from the date last provided for such a decision, if a decision was not timely rendered. The Notice of Appeal shall set forth the grounds of the grievance and there should be appended thereto all related papers, documents and prior decisions. A copy of the Notice of Appeal shall be furnished to the Superintendent.

If the appellant, in his appeal to the BOARD, does not demand a private or a public hearing, the BOARD may consider the appeal on the written record submitted to it, or the BOARD may, on its own, conduct a public hearing; or it may request the submission of additional written material.

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Where additional written materials are requested by the BOARD, copies thereof, if any are furnished, shall be served upon the adverse parties who shall have the right to reply thereto.

Where the appellant demands in writing a hearing before the BOARD, a hearing shall be held.

The BOARD shall make a determination within thirty (30) school days (or within forty-five (45) days during the summer months) from the receipt of the grievance and shall, in writing, notify the employee, his representative if there be one, the Principal and the Superintendent of its determination and the reasons therefor.

This time period may be extended by mutual agreement of the parties.

All grievances in connection with BOARD policies in existence for more than five (5) years shall terminate at Level Four hereof (BOARD Level), except where there is a change from past interpretation or past implementation of such policies.

Level Five

Any grievance supported by the OLD TAPPAN TEACHERS ASSOCIATION and not resolved to the

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satisfaction of the employee or the ASSOCIATION, after review by the BOARD OF EDUCATION, shall, at the request of the ASSOCIATION, be submitted to arbitration. A demand for such arbitration shall be made no later than fifteen (15) school days following receipt of the written determination of the BOARD.

Failure to file within said time shall constitute a bar to such arbitration unless the aggrieved employee and the BOARD shall mutually agree upon a longer time period within which to assert such a demand. The BOARD and the ASSOCIATION shall attempt to agree upon a mutually acceptable arbitrator, which arbitrator shall be an Attorney at Law of the State of New Jersey. If the parties are unable to agree upon an arbitrator, they shall immediately and jointly request the Public Employment Relations Commission to appoint an arbitrator who shall be an Attorney at Law of New Jersey. In the event the said Commission shall be unable or unwilling to appoint an arbitrator, then a request shall be made to the American Arbitration Association to appoint an arbitrator who is an Attorney at Law of the State of

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New Jersey.

Any grievance relating to the provisions of Article XII hereof and which proceeds to Level Five, shall be heard only by an arbitrator who is an Attorney at Law of New Jersey.

The arbitrator shall confer with the representative of the BOARD and of the ASSOCIATION, and shall proceed with a hearing and submit a written report in the shortest possible time, setting forth his findings of fact, reasoning and conclusions on the issues submitted.

The arbitrator shall be without power or authority to make any recommendations which require the commission of an act prohibited by law. He shall render his findings and recommendations consistent with the terms of this agreement. The recommendations shall be binding on the parties.

In the event of arbitration, the costs of the arbitrator's service shall be shared equally by the appellant and the BOARD. If the appellant is represented by the ASSOCIATION, the ASSOCIATION will bear the expense for the appellant. In addition, it is expressly provided that the arbitrator shall

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Superintendent, the aggrieved employee may appeal directly to the BOARD within ten (10) school days of the issuance of said order, ruling or directive, or within ten (10) school days of the time when the same have been brought to the employee's attention, by filing with the Secretary of the BOARD, a writing setting forth:

- (a) The order, ruling or determination complained of,
- (b) The basis of the complaint,
- (c) A request for hearing if a hearing is desired.

A copy of the writing set forth above shall be served upon the Superintendent who shall have the right to reply in writing thereto. A copy of such reply shall be served upon the aggrieved employee.

The ASSOCIATION shall have the right to be present by a representative at any hearing above the informal level, and to make its views known.

It is understood that neither the aggrieved party nor the Principal and/or the Superintendent of Schools shall have a right to have counsel at

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have the power to recommend that the costs of the arbitrator's services be borne by one party if, in his judgment, that party unnecessarily created the need for the arbitration, or did so for the purpose of delay, or which party's contentions are deemed by him to have been unreasonable and a sham.

Failure at any step of this procedure to communicate the decision on a grievance within the time limits shall permit the employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be an acceptance of the decision rendered at that step, and an abandonment of further grievance procedure. The parties, however, may mutually agree to extend the time periods specified herein.

In the event a grievance should be filed by any employee who is not subject to the jurisdiction of any Principal, or who may be answerable to more than one Principal, such employee shall initiate his grievance with his immediate superior.

In any case where a grievance is based upon the direct order, ruling or determination of the

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any appearance by the aggrieved party before either the Principal and/or the Superintendent of Schools at the informal level in order that the grievance requested at this level would be non-adversary in nature. It is, however, understood that the aggrieved party may appear at the informal level before the Principal and Superintendent of Schools with any member or members of the Old Tappan Teachers Association Committee having jurisdiction over grievances. Until a grievance is fully resolved to the satisfaction of all parties, all employees, including the grievant, shall continue under the direction of the Superintendent of Schools and the administrators, regardless of the pendency of any grievance, until such grievance is duly determined and the BOARD agrees not to harass nor discriminate against the appellant because of his having filed a grievance. No complaint arising from a source other than through the normal administrative procedure shall be noted in the personnel file of any employee without first:

- (a) Notifying the employee in writing by certified mail, return receipt requested, of the source and contents of the complaint, and

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(b) Affording the employee a hearing on such complaint if the employee shall file written demand therefor within ten (10) school days of the notice.

The conduct of the said hearing shall be according to the procedures outlined in the grievance procedure. Subsequent notation of the complaint and determination shall be made only after a determination in such hearing which is adverse to the said employee.

If the arbitrator failed to make a recommendation acceptable to both parties within fifteen (15) school days after the hearing of the same, the aggrieved party shall pursue his and/or her rights and remedies afforded by the law in such case made and provided, if any.

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ARTICLE XV

LONGEVITY

1. (a) During the School Year 1995-1996, any teacher who has completed twenty (20) years of full-time service but less than Twenty-four (24) years of full-time service in the Old Tappan Elementary School District shall be entitled to a total annual longevity payment of, but not to exceed, the sum of One Thousand (\$1,000.00) Dollars.

(b) During the School Year 1995-1996, any teacher who has completed twenty-four (24) years of full-time service but less than Twenty-eight (28) years of full-time service in the Old Tappan Elementary School District shall be entitled to a total annual longevity payment of, but not to exceed, the sum of One Thousand Five Hundred (\$1,500.00) Dollars.

(c) During the School Year 1995-1996, any teacher who has completed twenty-eight (28) years of full-time service in the Old Tappan Elementary School District shall be entitled to a total annual longevity payment of, but not to exceed, the sum of Two Thousand (\$2,000.00) Dollars.

2. (a) School nurses shall be entitled to a total

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annual longevity payment of, but not to exceed, the sum of One Thousand (\$1,000.00) Dollars after they have completed the equivalent of twenty (20) years of full-time service but less than Twenty-four (24) years of full-time service in the Old Tappan Elementary School District for the School Year 1995-1996.

(b) School nurses shall be entitled to a total annual longevity payment of, but not to exceed, the sum of One Thousand Five Hundred (\$1,500.00) Dollars after they have completed the equivalent of twenty-four (24) years of full-time service but less than twenty-eight (28) years of full-time service in the Old Tappan Elementary School District for the School Year 1995-1996.

(c) School nurses shall be entitled to a total annual longevity payment of, but not to exceed, the sum Two Thousand (\$2,000.00) Dollars after they have completed the equivalent of twenty-eight (28) years of full-time service in the Old Tappan Elementary School District for the School Year 1995-1996.

(d) The full-time equivalency for nurses shall be determined by multiplying the total years of said nurse's service in the Old Tappan Elementary School District by the fraction of full-time work factor for which the particular

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nurse was contracted.

Such product must be equal to twenty (20) years or twenty-four (24) or twenty-eight (28) years or more of full-time service in the Old Tappan Elementary School District as the case may be in accordance with the respective paragraphs aforementioned for nurses only.

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SCHEDULE "A"

**TEACHERS SALARY GUIDE  
FOR THE SCHOOL YEAR  
1995-1996**

|     | <u>BA</u> | <u>BA + 15</u> | <u>BA + 30</u> | <u>MA</u> | <u>MA + 15</u> | <u>MA + 30</u> | <u>MA + 45</u> |
|-----|-----------|----------------|----------------|-----------|----------------|----------------|----------------|
| 1.  | \$30,167. | \$31,675.      | \$33,183.      | \$39,820. | \$41,328.      | \$42,837.      | xxx            |
| 2.  | 31,675.   | 33,183.        | 35,295.        | 41,328.   | 42,837.        | 44,345.        | xxx            |
| 3.  | 33,183.   | 34,692.        | 36,803.        | 42,837.   | 44,345.        | 45,853.        | xxx            |
| 4.  | 35,295.   | 36,803.        | 38,312.        | 44,948.   | 46,457.        | 47,965.        | xxx            |
| 5.  | 36,803.   | 38,312.        | 39,820.        | 46,457.   | 47,965.        | 49,473.        | xxx            |
| 6.  | 38,312.   | 39,820.        | 41,328.        | 47,965.   | 49,473.        | 50,982.        | xxx            |
| 7.  | 39,820.   | 41,328.        | 42,837.        | 49,473.   | 50,982.        | 52,490.        | xxx            |
| 8.  | 41,328.   | 42,837.        | 44,345.        | 50,982.   | 52,490.        | 53,998.        | xxx            |
| 9.  | 42,837.   | 44,345.        | 45,853.        | 52,490.   | 53,998.        | 55,507.        | xxx            |
| 10. | 44,345.   | 45,853.        | 47,362.        | 53,998.   | 55,507.        | 57,015.        | xxx            |
| 11. | 45,853.   | 47,362.        | 48,870.        | 55,507.   | 57,015.        | 58,523.        | xxx            |
| 12. | 47,362.   | 48,870.        | 50,378.        | 57,015.   | 58,523.        | 60,333.        | xxx            |
| 13. | 48,870.   | 50,378.        | 51,887.        | 58,523.   | 60,333.        | 62,143.        | xxx            |
| 14. | 50,378.   | 51,887.        | 53,395.        | 60,333.   | 62,143.        | 64,255.        | xxx            |
| 15. | 52,490.   | 53,998.        | 55,507.        | 62,143.   | 64,255.        | 65,763.        | 66,668.        |
| 16. | xxx       | xxx            | 57,015.*       | 64,255.   | 66,668.        | 67,272.        | 68,478.        |
| 17. | xxx       | xxx            | xxx            | xxx       | xxx            | 69,383.        | 70,288.        |

\* Those staff members who were at the top of the BA+30 level as of July 1, 1986, will be paid for the School Year 1995-1996, the sum of \$60,334.00.

The salary guide based upon the Index Ratio Guide represents a one (1%) percent increase over the base of \$29,868.00 for the 1994-1995 School Year.

N.B. Applicable to all Salary Guides:

1. All credits leading to higher steps on the Salary Guide must be approved graduate credits.
2. Personal days without penalty at the discretion of the Superintendent.
3. Increases are not automatic. Recommendation of the Administration and approval by the BOARD must be given in every individual instance.

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SCHEDULE "B"

TEACHERS SALARY INDEX RATIO GUIDE

1995-1996

|     | <u>BA</u> | <u>BA + 15</u> | <u>BA + 30</u> | <u>MA</u> | <u>MA + 15</u> | <u>MA + 30</u> | <u>MA+45</u> |
|-----|-----------|----------------|----------------|-----------|----------------|----------------|--------------|
| 1.  | 1.00      | 1.05           | 1.10           | 1.32      | 1.37           | 1.42           | xxx          |
| 2.  | 1.05      | 1.10           | 1.17           | 1.37      | 1.42           | 1.47           | xxx          |
| 3.  | 1.10      | 1.15           | 1.22           | 1.42      | 1.47           | 1.52           | xxx          |
| 4.  | 1.17      | 1.22           | 1.27           | 1.49      | 1.54           | 1.59           | xxx          |
| 5.  | 1.22      | 1.27           | 1.32           | 1.54      | 1.59           | 1.64           | xxx          |
| 6.  | 1.27      | 1.32           | 1.37           | 1.59      | 1.64           | 1.69           | xxx          |
| 7.  | 1.32      | 1.37           | 1.42           | 1.64      | 1.69           | 1.74           | xxx          |
| 8.  | 1.37      | 1.42           | 1.47           | 1.69      | 1.74           | 1.79           | xxx          |
| 9.  | 1.42      | 1.47           | 1.52           | 1.74      | 1.79           | 1.84           | xxx          |
| 10. | 1.47      | 1.52           | 1.57           | 1.79      | 1.84           | 1.89           | xxx          |
| 11. | 1.52      | 1.57           | 1.62           | 1.84      | 1.89           | 1.94           | xxx          |
| 12. | 1.57      | 1.62           | 1.67           | 1.89      | 1.94           | 2.00           | xxx          |
| 13. | 1.62      | 1.67           | 1.72           | 1.94      | 2.00           | 2.06           | xxx          |
| 14. | 1.67      | 1.72           | 1.77           | 2.00      | 2.06           | 2.13           | xxx          |
| 15. | 1.74      | 1.79           | 1.84           | 2.06      | 2.13           | 2.18           | 2.21         |
| 16. | xxxx      | xxxx           | 1.89*          | 2.13      | 2.21           | 2.23           | 2.27         |
| 17. | xxxx      | xxxx           | xxxx           | xxxx      | xxxx           | 2.30           | 2.33         |

\* Those teaching staff members at the top of the BA+30 level as of July 1, 1986 will be paid for the School Year 1995-1996 at the index ratio of 2.00.

N.B. Applicable to all Salary Guides:

1. All credits leading to higher steps on the Salary Guide must be approved graduate credits.
2. Personal days without penalty at the discretion of the Superintendent.
3. Increases are not automatic. Recommendation of the Administration and approval by the BOARD must be given in every individual instance.

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IN WITNESS WHEREOF, the parties hereunto have caused this Agreement to be signed by their respective Presidents, attested to by their respective Secretaries, and their respective seals to be placed hereon, all on the day and year first above written.

BOARD OF EDUCATION OF THE  
BOROUGH OF OLD TAPPAN, NEW  
JERSEY

ATTEST:

Gary J. Grembowiec  
GARY J. GREMBOWIEC,  
Secretary

By Lori L. Dubow  
LORI L. DUBOW  
President

OLD TAPPAN TEACHERS  
ASSOCIATION

ATTEST:

Lida F. Rice  
Secretary

By Russell E. Martone  
RUSSELL E. MARTONE  
President

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*[Handwritten initials]*  
RM  
JED

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