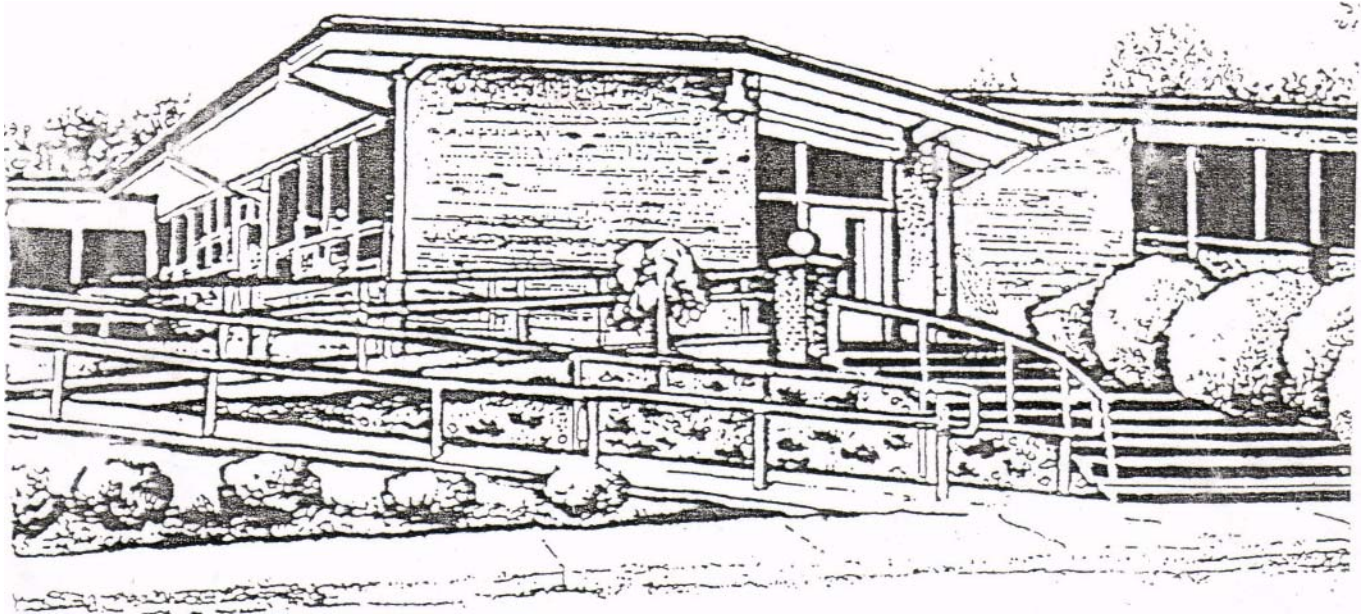


**AGREEMENT
BETWEEN THE
ALPINE BOARD OF EDUCATION
AND THE
ALPINE EDUCATION ASSOCIATION
2010 - 2013**



**ALPINE ELEMENTARY SCHOOL
HILLSIDE AVENUE
ALPINE, NEW JERSEY 07620
(201) 768-8255**

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APPENDIX:

Negotiation Unit Grievance Form –

Schedule A - Salary Guide 2010-2011

Schedule B - Salary Guide 2011-2012

Schedule C - Salary Guide 2012-2013

Schedule D - Co-Curricular & Extra-Curricular Payment

THIS AGREEMENT, entered into this first day of July, 2010 by and between THE BOARD OF EDUCATION OF THE BOROUGH OF ALPINE, NEW JERSEY (hereinafter called the BOARD, and the ALPINE EDUCATION ASSOCIATION (hereinafter called the ASSOCIATION); both entities also called Parties;

WHEREAS, the BOARD hereby continues to recognize the ASSOCIATION as the negotiating and/or bargaining agent for the full and part time certificated non-supervisory, non-administrative staff;

NOW, THEREFORE, the BOARD and ASSOCIATION agree on the terms and conditions of employment as set forth herein:

ARTICLE 1
RECOGNITION

The Board hereby recognizes the Association as the exclusive representative to act as the collective negotiating and/or bargaining agent for the certificated non-supervisory, non-administrative staff, hereafter called the teacher(s), concerning the terms and conditions of their employment.

ARTICLE 2
GRIEVANCE PROCEDURE

A. Definitions

1. Grievance A "grievance" is claim by a teacher or the Association based upon the interpretation, application, or violation of this Agreement, policies or administrative decisions affecting the terms and conditions of employment of a teacher or a group of teachers.
2. Aggrieved Person
The "aggrieved person" (also called the grievant) is the teacher(s) or the Association making the claim.
3. Party in Interest
A "party in interest" is the teacher(s) making the claim and any person including the Association or the Board, who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose

The purpose of this procedure is to resolve, at the lowest possible level, disputes which may from time to time arise affecting the terms and conditions of employment of teachers. Both parties agree that these proceedings will be kept confidential at each level of the procedure.

C. Procedure

1. Time Limits

The number of days indicated at each level shall be a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. Year End Grievances

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, the time limits set forth herein may be reduced if mutually agreeable so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practical.

3. Level One

Any teacher(s) who has a grievance shall, within ten (10) school days after occurrence of the grievance, discuss it first with the Chief School Administrator (CSA) in an attempt to resolve the matter informally at that level.

4. Level Two

If, as a result of the discussion, the matter is not resolved to the satisfaction of the teacher(s), he shall set forth his complaint in writing to the CSA within five (5) school days after the discussion. The CSA shall notify the Association and the Board of Education of the grievance, and communicate his decision to the teacher(s) in writing within seven (7) school days of the receipt of the written complaint.

5. Level Three

Within five (5) school days of receiving the written decision or within seven (7) school days of when a written decision should have been rendered the teacher(s) may submit his/her grievance in writing to the Teacher-Board Committee.

TEACHER-BOARD COMMITTEE

a. Composition of Committee

A Teacher-Board Committee composed of two executive members, other than the grievant, designated by the local Education Association and two members of the Board of Education shall be created for the purpose of conducting professional discussion in good faith on grievances involving terms and conditions of employment as defined in Section A of this article.

b. Responsibilities and duties of the Teacher-Board Committee shall be to:

- i. Elect a chairperson;
- ii. Evaluate the problems presented to the committee;
- iii. Gather facts to provide for a complete understanding of these problems;
- iv. Discuss and attempt to arrive at a solution in keeping with the philosophies of each organization;
- v. Present conclusions and recommendations to the grievant and the CSA

6. Level Four

If the grievance is not settled by the Teacher-Board Committee, the teacher(s), may, within five (5) school days after the Teacher-Board Committee's decision, request a review by the Board of Education. The teacher(s) will notify the CSA and Education Association of the request. The Board shall review the grievance, hold a hearing with the teacher(s) if requested, and render a decision in writing within 30 calendar days after such written request.

D. Rights of Teachers to Representation

1. Teacher and Association

Any teacher(s) may be represented at all stages of the grievance procedure pro se or, at the grievant's option, by representative(s) 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. Reprisals

No reprisals of any kind shall be taken by the Board or by the CSA against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

E. Miscellaneous

1. Group Grievance

If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may discuss such grievance at Level One with the CSA directly and the processing of such grievance shall be commenced. The Association may process such a grievance through all levels of the Grievance Procedure even though the grievant does not wish to do so.

2. Written Decisions

Decisions rendered shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest and to the Association.

3. Separate Grievance File

All documents, communications and records dealing with the processing of a grievance shall be accessible to all parties of interest, filed in a grievance file, separate from the personnel files.

4. Forms

Forms for filing grievances, serving notices, taking appeals, making reports and recommendations and other necessary documents shall be prepared jointly by the Chief School Administrator and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure. (A separate form is attached.)

5. Meetings and Hearings

To the extent permitted by law, all meetings and hearings under this procedure

shall not be conducted in public and shall include such parties in interest, the person/organization against whom the grievance is filed, and their designated or selected representatives, as previously mentioned.

ARTICLE 3
COMPENSATION

A. Salary Guides

The salaries of all teacher(s) covered by this Agreement are set forth in Schedules A, B and C, which are attached.

The Co-Curricular and Extra-Curricular stipends are set forth in Schedule D, which is attached. One half of these payments will be made on January 30 and the other half on June 30, if the program extends over the school year.

- B.** All credits for horizontal movement on the salary guide must be reviewed by the Chief School Administrator and recommended by the CSA to the Board for final approval by the Board. Such credits will be reviewed at the beginning of each term, September 1st and February 1st, for application to the Salary Schedule. Credit will be given for horizontal movement only for graduate courses at accredited colleges and universities previously approved by the Professional Development Committee. Teachers must notify the Board by December if they expect to receive credit that would enable them to move horizontally across the guide the following school year. No credits obtained before the granting of a degree may be used for a salary guide movement beyond such degree.
- C.** Annual increments will be granted upon recommendation of the CSA and approved by the Board.
- D.** In addition to the foregoing provisions for compensation, co-curricular and extra-curricular compensation shall be paid to those persons approved by the Board for the activities set forth in Schedule "D" attached. The Board shall assign volunteers for the after-school sports/game supervision before it may assign available teachers on a rotating basis to those positions. Co-curricular and extra-curricular compensation shall be paid only if such activities are offered during the school year and occur outside of the teachers' contractual time.
- E.** Full-time teachers are entitled to two (2) professional days during the school year provided these are approved by the CSA and are directly related to the teacher's assignment. Part-time teachers are entitled to one (1) professional day per year on the same conditions.

F. Parent Evening Conferences

All teachers are assigned to fall and spring evening meetings by the Chief School Administrator and are expected to be in attendance for two (2) hours and twenty (20) minutes between the hours of 6:00 p.m. and 9:00 p.m. As this is part of the professional obligation, there is no additional compensation for this.

G. Retired Teachers

Teachers who apply for, are qualified for, and receive a pension payment from T.P.A.F. and teachers who vest in the pension plan with less than twenty-five (25) years of service shall be entitled to participate, at their own cost, in group medical insurance. An employee may not participate if they are eligible for paid health insurance under T.P.A.F. and the State Health Benefits Plan

H. Professional Development Training/Workshops

When teachers are called upon to participate in professional development programs outside the regular school day, or school year, they shall be compensated at a rate of pay proportionate to their regular teaching salary provided that such professional development activities are essential for the implementation of the assigned curriculum (such as University of Chicago Everyday Math summer workshops for teachers instructing in math, review of IEP's for teachers assigned to special needs students). Other Professional Activities of a voluntary nature shall be compensated at the following rates:

1. for Curriculum Writing:

2010-2011	-	\$ 56.00/hr
2011-2012	-	\$ 58.00/hr
2012-2013	-	\$ 60.00/hr

2. for interactive presentations with parents and students:

2010-2011	-	\$ 46.00/hr
2011-2012	-	\$ 48.00/hr
2012-2013	-	\$ 50.00/hr

(1 hr of preparation time will be added for each hour of presentation time)

3. for presentations with parents:

2010-2011	-	\$ 46.00/hr
2011-2012	-	\$ 48.00/hr
2012-2013	-	\$ 50.00/hr

(1 hr of preparation time will be added for each hour of presentation time)

I. The "Teacher-in-Charge" shall receive the following payments for each day worked or equivalent thereof:

2010-2011	-	\$ 51.00 /hr
2011-2012	-	\$ 53.00/hr
2012-2013	-	\$ 55.00/hr

A "day" is defined as seven (7) hours. Payment shall be based on a voucher and paid monthly. If the "Teacher-in-Charge" loses his/her preparation period to cover a class, he/she shall be covered by paragraph L below. The "Teacher-in-Charge" will be responsible for the operation of the school in the absence of the CSA.

J. Travel Reimbursement

Teachers will be reimbursed for assigned travel in their automobiles at the state mandated rate in effect at the time of such travel.

K. Part-time Teachers are required to attend two (2) staff meetings monthly outside their regular work at the same percentage of time as their contracted percentage. Any additional hours shall be paid at a pro rata basis of their salary for the additional time worked.

L. When a teacher loses the one daily guaranteed 30 minute assigned preparation period because (s)he is assigned to cover a class, (s)he shall be compensated at the following rates:

2010-2011	-	\$ 33.00/hr
2011-2012	-	\$ 34.00/hr
2012-2013	-	\$35.00/hr

M. If, after completing at least 10 years of service to the Alpine School District, a teacher elects to retire and files for retirement benefits with the State of New Jersey, that teacher shall be compensated for unused sick leave at a rate of \$100.00 per day to a maximum of 100 days or \$10,000.00. This compensation will be received no later than the July 30 pay period following the official date of retirement from the Alpine School District.

ARTICLE 4
INSURANCE

A. The Board shall provide and maintain full health care coverage for each teacher(s), hired before July 1, 2010, who regularly works a minimum of twenty (20) hours per week. For a teacher(s) hired after July 1, 2010 a minimum of twenty-five (25) hours per week is required. This health care coverage is for the teacher(s) and their eligible dependents under the New Jersey State Health Benefits Program, or its successor, which covers hospitalization, medical, and major medical insurance in accordance with the rules and regulations of said plan.

1. Effective July 1, 2010, each teacher shall pay 1.5% of his or her annual base salary to the Board, through applicable payroll deductions, towards the cost of health

insurance benefits. The 1.5% contribution also satisfies, and is not in addition to, any contributions required by N.J.S.A. 18A:16-17(b).

2. The Board will pay one hundred percent (100%) of the premium for full family coverage under the Group Dental Insurance Plan for each tenured teacher who works a minimum of twenty-five (25) hours per week. All teachers who do not receive Board-provided dental coverage shall be eligible to purchase, at their own expense, individual or family dental coverage under the District's Group Dental Insurance Plan at the Board's actual cost for such coverage.

Currently, the group dental insurance plan is offered by MetLife and includes an optical plan at no additional cost to the Board. An optical plan is not provided to the Association under this Agreement, yet the Board and the Association have agreed that the teachers shall be permitted to participate in the optical insurance coverage included with this group dental insurance policy so long as this benefit is offered by MetLife at no additional cost to the Board and provided that the provision of this benefit shall not establish a past practice nor require the Board to continue such coverage in the future.

3. Effective on the first of the month which is at least sixty (60) days from mutual ratification of the contract, there shall be a dental waiver incentive plan. Each employee shall be polled by the Administration each year about whether he/she wishes to voluntarily waive such insurance for that insurance year. Any employee who so waives shall receive fifty percent (50%) of the applicable insurance premium as an incentive payment. Such payment shall be made at the close of the insurance year. When employees are polled about their interest in waiving insurance, they shall be informed of the incentive payment amount. Any employee who waives insurance in one year may re-enroll in the plan the following year.

ARTICLE 5 TEACHER EVALUATION

A. Observation and Evaluation of Tenured and Non-Tenured Teachers

The New Jersey Administrative Code (N.J.A.C. 6:3-4-3), Evaluation of tenured teachers will be followed by the Board in carrying out the observation and evaluation of tenured teachers, including both those assigned to and those not assigned to, regular classroom teaching duties.

The non-tenured teachers' evaluation law (N. J. S.A 18A:27-3.1 et seq.) and the New Jersey Administrative Code (N. J. S. C. 6:3-4.1) will be followed by the Board in carrying out the observation and evaluation of non-tenured teachers, including both those assigned to and those not assigned to, regular classroom teaching

duties.

1. The term “observation”, as applied to a teacher, shall be construed to mean a visitation to a classroom by a member of the administrative/supervisory staff of the District who holds an appropriate certificate for the supervision of instruction (hereinafter referred to as the “Evaluator”) for the purpose of observing the performance of the instructional process by the teacher.
2. The term “evaluation” as applied to a teacher, shall be construed to mean a written evaluation report prepared by an Evaluator who visits the classroom for the purpose of observing the performance of the instructional process by the teacher. The written evaluation has as its purpose the improvement of the quality of instruction.
3. Tenured teacher(s) shall have a minimum of two (2) observation/evaluations per year. Full-time non-tenured teacher(s) shall have a minimum of six (6) observation/evaluations per year.
4. Each observation/evaluation shall be followed, within a reasonable period of time, by a conference between the Evaluator and the teacher to discuss the lesson observed.
5. Tenured teachers may request an alternate form of evaluation by presenting a written proposal, on the required forms, to the designated supervisor. That Supervisor will provide the CSA with his/her recommendation. Final approval will be made by the CSA.

B. Annual Summary Evaluation

The summary evaluation shall consist of an annual conference between the teacher and the designated supervisor, followed by an Annual Evaluation written by that supervisor. That written evaluation will also include a Professional Development Plan for the next school year which has been mutually discussed and developed.

ARTICLE 6
PROFESSIONAL DEVELOPMENT

- A. The District shall offer teachers suggested in-service courses to enhance professional development.
- B. To encourage teacher(s) to take courses for the betterment of their teaching capabilities

and for their increased value to the school district, the Board will make reimbursement for the tuition cost of graduate courses within the limits defined below:

1. Approval of Course Requirements

To be approved, the Professional Development Committee must first have determined by a majority vote, that a course will enhance the value of the teacher(s) to the school district. Moreover:

- (a) Teachers who hold only a Bachelor's degree must be in either an approved certificate or Master's degree program. Only one certificate program will be reimbursed before the Master's degree.
- (b) Teachers who hold a Master's degree need not be in a certificate or Master's degree program to obtain reimbursement.

2. Payment

- (a) Tuition reimbursement shall be available as indicated in this Article to teachers after their first year of full or part-time experience in the district and for course work taken during the second and subsequent years of service. This means that someone starting in September of one year would be eligible for reimbursement for courses taken in the following summer.
- (b) To be eligible for tuition reimbursement teachers must achieve a minimum grade of "B+" or a "Pass" if the Professional Development Committee approves the taking of a course on a Pass/Fail basis.
- (c) Tuition reimbursement for part-time teachers shall be proportionate to the amount of time they work, i.e., half-time teachers would receive half the reimbursement that full-time teachers receive for the same number of credits.
- (d) Proof of successful completion of the courses (as specified in paragraph 2 above) shall be provided to and endorsed by the CSA before reimbursement is made.

(e) Teachers will be reimbursed for approved course credits in accordance with the following formula:

(1) The total maximum obligation of the Board for reimbursement of teachers for up to six (6) credits per year per person shall be the following:

(1) The total maximum obligation of the Board for reimbursement of teachers for up to six (6) credits per year per person shall be the following:

2010-2011	-	\$ 12,314.00
2011-2012	-	\$ 12,745.00
2012-2013	-	\$ 13,191.00

(2) The Board's reimbursement rate per credit shall be as follows:

2010-2011	- TBD per credit or	TBD. for 3 credits
2011-2012	- TBD per credit	TBD for 3 credits
2012-2013	- TBD per credit	TBD for 3 credits

- (3) If, at the end of each school year, the total amount of reimbursement sought by all teachers for approved credits shall equal or exceed the maximum obligation of the Board for the year, each teacher seeking reimbursement shall be reimbursed per credit by pro-rating the cap for that year over the total number of credits for which reimbursement is sought.
- (4) If at the end of each school year the total amount of reimbursement sought by all teachers shall be less than the maximum obligation of the Board for that year, any teacher who has taken more than 6 credits can apply for a share of the remaining portion of the Board allotment up to 9 credits to be distributed in equal percentages as reimbursement for any classes taken before June 30 of that school year. In no event shall the total reimbursement exceed the annual Board tuition allotments specified above.

ARTICLE 7 LEAVES

A. Sick Leave

Full-time teachers shall have twelve (12) sick days per school year, two (2) of which shall be non-cumulative. The unused portion of the remaining ten (10) may be carried over for use in following years.

B. Personal Leave

Leave with pay for personal business which cannot be completed outside of the regular workday shall be granted to each teacher for up to three (3) days per school year. Such leave is non-cumulative.

1. Criteria for Personal Leave:

- a. Personal leave is granted for matters limited to urgent legal, family or personal business which cannot be scheduled outside of school hours, to include the death of a person who is not a member of the immediate family, as defined below;
- b. Requests must be filed with the CSA at least five (5) school days in advance;
- c. A personal day will not be granted on the first or last five days of school, an in-service day or scheduled parent/teacher conference days, or on days immediately preceding or following a scheduled school recess;
- d. The teacher must state the reason for his/her request (i.e., legal, family or personal matters);
- e. The CSA reviews and approves or disapproves all requests. In an emergency the CSA may waive restrictions and authorize an emergency personal day.

C. Bereavement Leave

Leave with pay following death in the "immediate family" (as hereafter defined) shall be granted for five (5) days following date of death. An extension may be granted at the

sole discretion of the CSA provided that, during such additional time, pay shall be at a daily rate of 1/200th of the teacher's annual salary less the substitute's daily rate established by the Board.

Immediate family shall mean the teacher's spouse/domestic partner, as defined by the State of New Jersey, and the following relatives of the teacher or teacher's spouse/domestic partner: child, parent, brother, sister and grandparent, regardless of place of residence.

D. Extended Leave Without Pay to Provide Care

An extended leave of absence, without pay, of up to one (1) year may be granted for the purpose of caring for a sick member of a tenured teacher's "immediate family" as defined in paragraph (C). Requests for leave shall be for a maximum of the remainder of the school year or for the next entire school year. Unless required by law, no portion of the time spent on leave shall be counted toward fulfillment of any time requirements of seniority. Upon return from such leave, a teacher shall be reinstated to a position within his or her certification. Additional leave may be granted at the sole discretion of the Board. Benefit coverage will be maintained as provided by the State Family Leave Act, as well as, approved requests to utilize sick time. Teachers on this type of leave may continue benefit coverage at their expense at the group rate pursuant to the rules and regulations of the governing agency.

Where possible, teacher(s) required to use preparation periods for co-planning purposes will still be entitled to at least two and a half hours (2 ½) of additional preparation time a week.

E. Extended Leave Without Pay

An extended leave of absence without pay may be granted for personal reasons for a maximum of a school year. Once granted the teacher can request an extension for an additional year. The granting of such requests will not be automatic but at the discretion of the Board. Teachers on Extended Personal Leave Without Pay may continue benefits at their expense at the group rate pursuant to the rules and regulations of the governing agency.

ARTICLE 8
BOARD RIGHTS

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains and reserves unto itself, without limitation, all the powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Law 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

and the State of New Jersey.

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.

ARTICLE 9

TEACHERS' RIGHTS

Teachers shall enjoy all of the rights granted under and by virtue of the provisions of Chapter 303 of the Law of 1968 as amended by Chapter 123 of the Laws of 1975 or under any laws of the State of New Jersey and the United States, and the Constitution of the United States and of the State of New Jersey. No teacher(s) shall be discriminated against, coerced, or reprimanded by virtue of the exercise of such rights.

ARTICLE 10

WORK DAY/WORK YEAR

A. Work Year

The teachers' in-school work year shall begin no earlier than September 1 and end no later than June 30th. It shall consist of the following:

- 180 pupil contact days (as mandated by the State);
- 1 orientation/planning/set-up day;
- 3 professional days, or that equivalent, scheduled by the CSA.

B. Length of Work Day

A full-time teacher's work day shall begin at 8:15 a.m. and continue to 3:15 p.m. (7hours) with a duty-free lunch equal to that of the students. This time span constitutes a thirty-five (35) hour work week. The teachers' regularly scheduled classes shall begin no earlier than 8:25 am and shall not extend beyond 3:00 pm.

If unusual circumstances should arise, the Association recognizes that the Board may, after consultation with the Association, alter these hours on a temporary basis.

Teachers who agree to work outside of this contractual time will receive adequate notification. A waiver will be agreed to by the Association.

C. Each teacher shall have a duty-free lunch period of the same length as the lunch period for

students. The Board recognizes that no changes shall be made in the lunch period as it affects the teacher's duty-free lunch unless first negotiated with the Association.

- D. Each full-time classroom teacher shall have thirty (30) minutes of preparation time daily. Part-time teachers shall receive the equivalent of fifteen (15) minutes preparation time daily. This fifteen (15) minutes equivalent may be assigned on a weekly basis as opposed to a daily basis. That is, a teacher working three (3) periods per day each day would be entitled to seventy-five (75) minutes of preparation time during the week. For teachers working full days but part-time, a minimum of fifteen (15) minutes shall be scheduled for preparation daily. Where possible, a teacher(s) who is required to use a preparation period for co-planning lessons will still be entitled to at least two and a half (2 ½) hours of additional preparation time per week.
- E. The Board recognizes that teachers would prefer not to have lunchtime supervision of students. However, the Board and Association recognize that continuity of assignment to lunch supervisory duty is a desirable approach. Recognizing these understandings the Board agrees that staff assigned to lunch duty will be guaranteed a duty-free lunch period and a preparation period.

Furthermore, assignments to lunch supervisory duties will be designed to maintain continuity. The Board agrees to make every reasonable effort to assign a single teacher to the continuing daily assignment of overseeing and expediting lunch supervision. Additional teachers assigned to lunch supervision will be assigned on a regular basis, i.e., every Monday, or every Monday and Tuesday, or every Tuesday, etc. It is understood that whenever possible, teachers will be rotated annually in this assignment.

- F. General faculty meetings called for the teachers shall meet the 4th Tuesday of each month and shall not exceed 1 hour. Pedagogy and program development meetings shall be held on the 2nd Tuesday of each month and shall not exceed 1 hour.
- G. Full-time teachers shall sign in by initialing the sign-in board no later than 8:15 a.m. Full-time teachers staying beyond 3:15 p.m. do not have to sign out when leaving for the day. Teachers whose work day starts after and ends before the regular work day shall sign in and sign out by indicating their time of arrival and departure.

ARTICLE 11

MISCELLANEOUS PROVISIONS

- A. All Board policies and procedures affecting terms and conditions of employment here-tofore adopted and in existence as of the date hereof are hereby ratified, confirmed and incorporated herein by reference as though set forth herein at length.

B. Posting of New Positions and Vacancies

New positions requiring certificates and teacher vacancies will be posted in the teachers' lounge before advertised publicly.

C. Successor Agreement

The parties agree to enter into collective negotiations for a Successor Agreement in accordance with Chapter 303, Public Laws of 1968, as amended by Chapter 123 of Public Laws of 1975 in a good-faith effort to reach an agreement on all matters concerning the terms and conditions of the teachers' employment. Such negotiations shall begin not later than the time required by statute and code. Any agreement to be negotiated shall apply to all teachers (as defined in Article 1) be reduced to writing, be adopted by the Board and by the Association and be signed by their duly-authorized representative.

- D. There shall be twenty (20) equal pay periods per school year. All payments, with the exception of the final one in June shall be directly deposited into a bank account of the teacher's choice. Teachers may opt for summer pay distribution. For those who do, one additional payment equal to the amount withheld over the course of the year will be made on or before June 30th of that same year.

E Resignation/Reduction in Force of Tenured Teachers

Tenured teachers may resign his/her position provided he/she gives the board of education written notice at least sixty (60) days in advance of the anticipated last day of service.

The board of education will give at least sixty (60) days written notice of termination of employment to any tenured teachers who is affected by a reduction in force during the school year. Terms of resignation of non-tenured teachers are covered by this teacher contract.

ARTICLE 12

DURATION OF AGREEMENT

This agreement shall be effective July 1, 2010, and shall continue in effect through June 30, 2013. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

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

Attest: Board of Education of the Borough Alpine, New Jersey

_____ By _____
President

Attest: Alpine Education Association

_____ By _____
President

ALPINE ELEMENTARY SCHOOL

Negotiation Unit Grievance Form

1. Name of person filing grievance_
2. Date of grievance submitted to CSA_
3. Specific language and section of the Agreement, Board Policy or Administrative Decision Alleged to have been misinterpreted, misapplied, or violated.
4. A description or explanation of the action that caused the misinterpretation, misapplication or violation (include date of occurrence and who was involved).
5. Specify who was aggrieved (individual or association or both).
6. Indicate the desired remedy.

Signature of person filing grievance (same as in #1)

Signature: _____ Date: _____

Response of CSA:

Signature: _____ Date: _____

SCHEDULE A 2010-2011

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
1	41,000	41,500	42,250	45,050	47,050	49,050	51,250
2	42,435	42,935	43,685	46,485	48,485	50,485	52,685
3	43,920	44,420	45,170	47,970	49,970	51,970	54,170
4	45,457	45,957	46,707	49,507	51,507	53,507	55,707
5	47,048	47,548	48,298	51,098	53,098	55,098	57,298
6	48,995	49,495	50,245	53,045	55,045	57,045	59,245
7	51,210	51,710	52,460	55,460	57,460	59,460	61,660
8	53,002	53,502	54,252	57,252	59,252	61,252	63,452
9	55,257	55,757	56,507	59,507	61,507	63,507	65,707
10	57,791	58,291	59,041	62,041	64,041	66,041	68,241
11	60,814	61,314	62,064	65,064	67,064	69,064	71,264
12	62,943	63,443	64,193	67,193	69,193	71,193	73,393
13	65,646	66,146	66,896	69,896	71,896	73,896	76,096
14	68,443	68,943	69,693	72,693	74,693	76,693	78,893
15	71,339	71,839	72,589	75,589	77,589	79,589	81,789
16	74,336	74,836	75,586	78,586	80,586	82,586	84,786
17	77,437	77,937	78,687	81,687	83,687	85,687	87,887
18	80,648	81,148	81,898	84,898	86,898	88,898	91,098

**THOSE OVER STEP 18 WILL RECEIVE A 3.5% INCREASE
OVER 2009-2010 SALARY**

SCHEDULE B 2011-2012

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
1	41,500	42,000	42,750	45,550	47,550	49,550	51,750
2	42,435	42,953	43,729	46,627	48,697	50,767	53,044
3	43,920	44,438	45,214	48,112	50,182	52,252	54,529
4	45,457	45,975	46,751	49,649	51,719	53,789	56,066
5	47,048	47,566	48,342	51,240	53,310	55,380	57,657
6	48,695	49,213	49,989	52,887	54,957	57,027	59,304
7	50,710	51,227	52,004	54,902	56,972	59,042	61,319
8	53,002	53,520	54,296	57,401	59,471	61,541	63,818
9	54,857	55,375	56,151	59,256	61,326	63,396	65,673
10	57,191	57,709	58,485	61,590	63,660	65,730	68,007
11	59,814	60,332	61,108	64,213	66,283	68,353	70,630
12	62,943	63,460	64,236	67,341	69,411	71,481	73,758
13	65,146	65,663	66,439	69,544	71,614	73,684	75,961
14	67,943	68,461	69,237	72,342	74,412	76,482	78,759
15	70,839	71,356	72,132	75,237	77,307	79,377	81,654
16	73,836	74,353	75,129	78,234	80,304	82,374	84,651
17	76,937	77,455	78,231	81,336	83,406	85,476	87,753
18	80,148	80,665	81,441	84,546	86,616	88,686	90,963

**THOSE OVER STEP 18 WILL RECEIVE A 3.5% INCREASE
OVER 2010-2011 SALARY**

SCHEDULE C 2012-2013

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
1	42,000	42,500	43,250	46,050	48,050	50,050	52,250
2	42,953	43,470	44,246	47,144	49,214	51,284	53,561
3	43,920	44,456	45,259	48,259	50,401	52,544	54,900
4	45,457	45,993	46,796	49,796	51,938	54,081	56,437
5	47,048	47,584	48,387	51,387	53,529	55,672	58,028
6	48,695	49,231	50,034	53,034	55,176	57,318	59,675
7	50,399	50,935	51,738	54,738	56,880	59,023	61,380
8	52,485	53,020	53,824	56,823	58,966	61,108	63,465
9	54,857	55,393	56,196	59,410	61,553	63,695	66,052
10	56,777	57,313	58,116	61,330	63,473	65,615	67,972
11	59,193	59,729	60,532	63,746	65,888	68,031	70,387
12	61,908	62,443	63,247	66,460	68,603	70,745	73,102
13	65,146	65,681	66,485	69,698	71,841	73,983	76,340
14	67,426	67,961	68,765	71,978	74,121	76,263	78,620
15	70,321	70,857	71,660	74,874	77,016	79,159	81,515
16	73,318	73,854	74,657	77,871	80,013	82,156	84,512
17	76,420	76,955	77,759	80,973	83,115	85,257	87,614
18	79,630	80,166	80,969	84,183	86,325	88,468	90,824

THOSE OVER STEP 18 WILL RECEIVE A 3.5% INCREASE
OVER 2011-2012 SALARY

SCHEDULE D

CO-CURRICULAR

ACTIVITY	2010-2011	2011-2012	2012-2013
NEWSPAPER	\$1,938	\$2,006	\$2,076
YEARBOOK	\$1,615	\$1,672	\$1,730
8TH GRADE ADVISOR*	\$2,797	\$2,895	\$2,996
7TH GRADE ADVISOR*	\$1,716	\$1,776	\$1,838
STUDENT COUNCIL ADVISOR	\$2,797	\$2,895	\$2,996
BAND DIRECTOR	\$5,809	\$6,012	\$6,223
OVERNIGHT (per night)	\$200	\$210	\$220
CURRIC CLUBS (20wks)	\$768	\$795	\$823
CURRIC CLUBS (40wks)	\$1,526	\$1,579	\$1,635

EXTRA-CURRICULAR

FALL/SPRING SPORTS	\$2,153	\$2,228	\$2,306
HEAD BB COACH	\$6,612	\$6,843	\$7,083
ASST BB COACH	\$5,085	\$5,263	\$5,447
GAME CHAPERONE**	\$63	\$65	\$67
SUPERVISION (per hr)	\$26	\$27	\$28
CHAPERONE (per hr)	\$38	\$39	\$41

