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AGREEMENT

1986 - 1989

MOUNT EPHRAIM BOARD OF EDUCATION

AND

MOUNT EPHRAIM EDUCATION ASSOCIATION

July 1, 1986 - October 1, 1989

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PREAMBLE

This Agreement entered into this 21st day of July 1986, by and between the Board of Education of the Borough of Mount Ephraim, New Jersey, hereinafter called the "Board," and the Mount Ephraim Education Association, hereinafter called the "Association."

ARTICLE 1

RECOGNITION

1:1 Pursuant to N.J.S.A. 34:13A-1 et seq., known as the "New Jersey Employer-Employee Relations Act," the Board recognizes the Association as the exclusive representative for the purpose of collective negotiations concerning the terms and conditions of employment for all full-time certificated personnel under contract to the Board as included herein:

- a. Classroom and Special Teachers
- b. Nurse

but excluding:

- a. Administrative Principal
- b. Administrative Secretary
- c. Secretary of the Board
- d. All other employees of the Board not enumerated in the unit described above.

1:2 Unless otherwise indicated, the term "teacher" when used hereinafter in this Agreement, shall refer to all certificated employees represented by the Association in the negotiating unit as defined above.

ARTICLE 2

NEGOTIATION PROCEDURE

- 2:1 The parties agree to enter into collective negotiations over a successor Agreement in accordance with N.J.S.A. 34:13A-1 et seq., in a good-faith effort to reach agreement on matters concerning the terms and conditions of teacher employment. Any Agreement so negotiated shall apply to all members of the unit as defined, be reduced to writing, signed by the Board and the Association, be ratified by the Association, and be adopted by the Board.
- 2:2 During negotiations, the Board and the Association shall present relevant data, exchange points of view, and may make proposals and counterproposals.
- 2:3 Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.
- 2:4 This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.
- 2:5 Pursuant to N.J.S.A. 34:13A-1 et seq., and decisions rendered by PERC and the Courts, modifications of terms and conditions of employment shall be negotiated with the majority representative.
- 2:6 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.

ARTICLE 3

GRIEVANCE PROCEDURE

3:1 Definition

3:1.1 A "grievance" shall mean a claim by a teacher that there has been a misinterpretation, misapplication or a violation of Board Policy, this Agreement, or an administrative decision adversely affecting him. A grievance, to be considered under this procedure, must be initiated by the teacher within fifteen (15) school days of the time the teacher knew or should have known of its occurrence.

3:1.2 It is agreed by both parties that these proceedings will be kept informal and confidential as may be appropriate at any level of this procedure.

3:1.3 Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved 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 acceptance of the decision rendered at that step.

3:1.4 It is understood that teachers shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

3:1.5 Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may be extended by mutual agreement.

3:2 Rights of Teachers to Representation

3:2.1 Any aggrieved teacher may be represented at all formal stages of grievance procedure by himself, or at his option, by representatives selected by the Association.

3:3.2 When a teacher is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance at level two be notified that the grievance is in process, have the right to be present and present its position in writing at all meetings with the teacher held concerning the grievance, and shall receive a copy of all decisions rendered.

3:3 Procedure

- 3:3.1 Level One - Any teacher who has a grievance shall discuss it first with his Principal in an attempt to resolve the matter informally at this level.
- 3:3.2 Level Two - If, as a result of the discussion, the matter is not resolved to the satisfaction of the aggrieved teacher within fifteen (15) school days, he may set forth his grievance in writing to his Principal on the grievance forms provided. The Principal shall confer with the Board, and the Principal or aggrieved teacher may request a conference to include the following: (a) Principal (b) aggrieved teacher (c) Instruction Committee of the Board (d) Instruction Committee of the Association. Whether or not said conference is held, the Principal shall communicate his decision to the aggrieved teacher in writing within thirty (30) calendar days of receipt of the written grievance.
- 3:3.3 No claim by a teacher shall constitute a grievable matter beyond the Administrative Principal and/or Board or be processed beyond the Administrative Principal and/or Board if it pertains to:
- a. Any matter for which a detailed method of review is prescribed by law;
 - b. Any rule or regulation of the State Commissioner of Education;
 - c. Any policy of the Board of Education except for misinterpretation, misapplication or violation of a policy directly affecting a teacher's terms and conditions of employment;
 - d. Any matter which according to law is beyond the scope of Board authority or limited to Board action alone;
 - e. Any complaint of a non-tenure teacher which arises by reason of his not being employed; or
 - f. A complaint by any certificated personnel occasioned by appointment to, or lack of appointment to, retention in, or lack of retention in, any position for which tenure is not possible or not required.
- 3:3.4 Level Three
- If the aggrieved teacher is dissatisfied with the decision of the Administrative Principal, and if the grievance pertains to a violation of this Agreement between the Board and the Association, the aggrieved teacher may request the appointment of an arbitrator. Such requests shall be forwarded to the Administrative Principal no later than two (2) weeks after the decision in writing by the Administrative Principal.
- 3:3.5 An aggrieved teacher, in order to process his grievance beyond Level Two, must have his request for such action accompanied by the written recommendation for such action by the Association.
- 3:4 Procedure for Securing the Services of an Arbitrator

- 3:4.1 The following procedure will be used to secure the services of an arbitrator:
- 3:4.2 A request will be made to the American Arbitration Association to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
- 3:4.3 If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the American Arbitration Association to submit a second roster of names.
- 3:4.4 If the parties are unable to determine within ten (10) school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the American Arbitration Association may be requested by either party to designate an arbitrator.
- 3:4.5 The arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from, the Agreement between the parties or any Policy of the Board. The findings of the arbitrator shall be binding to the parties. Only the Board and the Aggrieved and his representatives shall be given copies of the arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) days of the completion of the arbitrator's hearings.
- 3:5 Contents of Forms
- 3:5.1 Grievance forms shall be available in the office of each school and shall contain (a) the nature of the grievance with specific reference to the contract clause, policy or administrative decision which has been violated (b) the approximate date of occurrence (c) the results of previous discussions (d) his dissatisfaction with decisions previously rendered (e) relief sought.

ARTICLE 4

BOARD RIGHTS

- 4:1 The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations (a) to direct employees of the school district (b) to hire, promote, transfer, assign, and retain employees in positions in the school district, and to suspend, discharge, or take other disciplinary action against employees (c) to relieve employees from duty because of lack of work or for other legitimate reasons (d) to maintain efficiency of the school district operations entrusted to them (e) to determine the methods, means and personnel by which such operations are to be conducted (f) to establish reasonable work rules and (g) to carry out the mission of the school district in situations of emergency.

ARTICLE 5

TEACHER RIGHTS

- 5:1 Pursuant to N.J.S.A. 34:13A-1 et seq., commonly known as the "New Jersey Employer - Employee Relations Act," teachers shall have, and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to form, join and assist any employee organization or to refrain from any such activity.
- 5:2 Unless a just cause appears, no teacher shall be disciplined or have his increment or raise withheld. Any such action asserted by the Board, or any agent or representative thereof, shall not be made public until formal action is about to be taken by the Board.
- 5:3 Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he may have under New Jersey laws or other applicable laws and regulations of the State of New Jersey.
- 5:4 The parties mutually agree that insofar as possible, and in accordance with law, criticism of either party to the contract by the other will occur privately.

ARTICLE 5

ASSOCIATION RIGHTS AND PRIVILEGES

- 6:1 The Board agrees to make available to the Association a current register of certificated personnel, minutes of all public Board meetings, the names and addresses of all teachers, and shall make available to the Association such other public information that shall enable the Association to be an effective representative in negotiations.
- 6:2 The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. Permission of the Principal or his designee shall be required. Such permission shall not be withheld unreasonably.
- 6:3 The Association shall have access to use school facilities and equipment, including typewriters, mimeographing machines, ditto machines, calculating machines and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. Permission of the Principal or his designee shall be required. Such permission shall not be withheld unreasonably. No such equipment shall be removed from school property. The Association will pay for any damage incurred and for the supplies used.

ARTICLE 7

WORK YEAR AND LENGTH OF DAY

- 7:1 The in-school work year for teachers employed on a ten-month basis (other than new personnel, who may be required to attend additional orientation days) shall not exceed one hundred eighty-five (185) days.
- 7:2 The in-school work year shall include days when pupils are in session, orientation days, and any other days when teacher attendance is required.
- 7:3 Teachers shall be required to remain one hour after the end of the in-service work day for a **maximum** of five (5) times a year to complete responsibilities deemed necessary by the Principal or his designee. In-service work days will be one session days for students.

ARTICLE 8

TEMPORARY LEAVE OF ABSENCE

- 8:1 Teachers shall be entitled, in any contract year, to the following non-accumulative days with full pay:
- a. One (1) personal leave of absence day for which no reason other than "personal" need be given.
 - b. One (1) personal business day for which a specific reason must be supplied. General statements such as "for personal business that cannot be conducted outside the normal teaching day" will not suffice. Teachers shall use a personal business day only for business that cannot be conducted outside the normal teaching day.

Examples of valid reasons for using a personal business day (this list is not all inclusive):

- 1. Court appearance
- 2. House or property settlement
- 3. Family medical emergency
- 4. Educational convention or conference approved by the Administrative Principal
- 5. Examination for state license
- 6. Own marriage or that of a son or daughter
- 7. Death of a friend
- 8. Religious holiday

Examples of invalid reasons for using a personal business day (this list is not all inclusive):

- 1. Travel
- 2. Vacation
- 3. Accompanying friends or relatives on business trips
- 4. Conventions for civic, social or club organizations

- 8:2 At least forty-eight (48) hours notice shall be given in requesting a personal leave of absence day or a personal business day to the Principal. Lacking such notice, the absence will be considered unauthorized, and the teacher's pay will be deducted at a daily rate of 1/200 of the annual salary. Deductions of salary and 48 hour notice will be waived in case of extreme emergency.
- 8:3 Personal leave of absence days and personal business days will not be granted the day immediately preceding or following a vacation, except for court appearance.
- 8:4 The Administrative Principal, in the best educational interest of the school district, is empowered to deny or defer any request for the above days.

- 8:5 Up to five (5) calendar days, including non-school days, may be granted for death in the immediate family, husband, wife, children, father, and mother, and up to three (3) such calendar days for grandparents, brothers, sisters, and immediate in-laws. The Board may grant a maximum of two (2) additional calendar days if extensive travel is required. This determination shall be at the discretion of the Board.
- 8:6 In any contract year, each teacher's unused "personal business day" shall be added to his/her number of accumulated sick days.
- 8:7 The Board may grant an unpaid leave of absence for good cause to a teacher for a one (1) year leave of absence in accordance with the following conditions:
- (1) The leave does not interrupt the existing educational program of the district;
 - (2) The applicant requesting said leave has been employed as a teacher in the Mt. Ephraim School District for at least ten continuous years;
 - (3) Only one (1) teacher per school year shall be eligible for a leave of absence;
 - (4) No teacher shall be granted more than one (1) leave during his/her employment with the district;
 - (5) Request for such leave shall be presented in writing to the Board of Education on or before April 1 prior to the commencement of the requested leave and shall specify the specific reason(s) for the leave of absence. For the 1986-87 academic year only, said request shall be presented on or before July 1;
 - (6) A leave of absence, if granted, shall be one (1) academic year in duration commencing July 1 and terminating the following June 30. No teacher granted a leave under the terms of this Section shall be permitted to return during the academic year;
 - (7) A teacher granted a leave of absence shall receive no benefits other than those specifically required by statute; said teacher has the option to remain in all benefit plans provided in this agreement at his/her expense.
 - (8) A teacher granted a leave of absence shall not receive credit on the salary schedule for the period of said leave;
 - (9) Any teacher granted a leave of absence shall notify in writing the Board of Education of his/her intention to return to duty for the following school year on or before May 15 of the year during which said leave has been granted;

- (10) The Board reserves sole discretion over the granting of any leave of absence and may rescind such leave at any time when in its judgment the hereinabove conditions have not been met.

ARTICLE 9

TEACHER EMPLOYMENT

9:1 Placement on the Salary Schedule - Each teacher, after negotiating initial placement on the salary schedule, shall be placed on the proper step of the salary schedule as of the beginning of each school year. Any teacher employed on or before February 1 of any school year shall be granted a full year's increment for the following year. Individuals employed after February 1 shall not be granted increment credit.

ARTICLE 10

INSURANCE PROTECTION

- 10:1 The Board agrees to provide the health-care insurance protection designated below. The Board shall pay the full premium for each teacher. The Board agrees to pay one hundred percent (100%) of the health-care protection for the dependents of all teachers enrolled in the New Jersey Public and School Employees Health Benefits Act.
- a. Blue Cross
 - b. Blue Shield
 - c. Ride "J"
 - d. Major Medical
- 10:2 The Board shall provide for the continuation of health-care insurance after retirement on the terms detailed in the master policies and contracts agreed upon by the Board and the Association, provided that the retiree shall pay his own premium.
- 10:3 The Board agrees to provide Blue Cross, or its equivalent, prescription coverage for teachers and families, to include one dollar deductible coverage excluding contraceptives.
- 10:4 The Board agrees to provide a dental plan for all teachers. The provider of the plan shall be mutually agreeable to the Association and the Board.

ARTICLE 11

TRANSFERS, ASSIGNMENTS AND REASSIGNMENTS

- 11:1 No later than April 1 of each school year, the Administrative Principal shall make available to the Association and post in all school buildings, a list of known unfilled positions, which he expects to fill prior to the opening of school in September. Revisions of the aforementioned list will be made as of May 1 and June 1.
- 11:2 Teachers who desire a change in grade and/or subject assignments or who desire to transfer to another building, may file a written statement of such desire with the Administrative Principal not later than May 1. Such statements shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which the teacher desires to be transferred, in order of preference. The final decision pertaining to assignments rests with the Administrative Principal and Board. After a decision is reached, the Principal shall notify the employee involved.
- 11:3 As soon as practicable, and no later than thirty (30) calendar days prior to the scheduled end of school, the Administrative Principal shall post in each school and make available to the Association President, a system wide roster showing the names and tentative assignments of all teachers. In the event of change of assignment, the teacher involved will be notified at the earliest possible time. Upon request of the teacher, a consultation with the Administrative Principal or his designee will be held.

ARTICLE 12

SICK LEAVE

- 12:1 All teachers employed shall be entitled to ten (10) sick leave days each school year, as of the first official day of said school year whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.
- 12:2 Previously accumulated unused sick leave days, accumulated in the Mount Ephraim Schools, shall be reinstated upon a teacher's return to the school system only if the teacher's departure from the district was the direct result of a reduction in force, and only if the return to the district occurs within three (3) years.
- 12:3 Payment for Accumulated Sick Leave
1. Effective July 1, 1988, any teacher who actively retires according to the provisions of the TPAF and is entitled to receive immediate, rather than "deferred" benefits, and who has a minimum of twenty (20) continuous years of service in the Mount Ephraim School District shall be eligible for payment of unused sick leave. Any approved leave of absence shall not be considered a disruption of service.
 2. Payment shall be made on or about July 1 following the school year in which the teacher retires; provided, however, the teacher has notified the Board of his intention to retire by December 1 of the school year in which he retires. Failure to comply with the above cited procedures shall result in delay of said payment for one additional school year until July 1 of the subsequent school year, following the school year, in which payment normally would have been made.
 3. The Board shall compensate for the teacher's accumulated sick leave on the basis of fifteen dollars (\$15) per day, up to a maximum payment of fifteen hundred dollars (\$1,500).
 4. Upon the death of a teacher who is under contract with the Mount Ephraim Board of Education, said payment for accumulated sick leave shall be paid to the deceased teacher's estate provided that the deceased employee had at least twenty (20) years of continuous service in the district.

ARTICLE 13

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- 13:1 The Board agrees to pay the full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, or in-service training sessions which a teacher is required by the Board to take, except for certification purposes.
- 13:2 Mileage shall be paid at Board Policy rate for travel authorized in advance by the Administrative Principal.
- 13:3 A tuition refund of up to five hundred dollars (\$500) shall be paid in each school year to tenured teachers upon the successful completion -- i.e., a grade of B or A or a passing grade in a pass/fail course -- of courses for educational improvement. Such payment shall be made in accordance with the following conditions:
- (1) The Administrative Principal must approve the course or courses prior to registration;
 - (2) The course is offered by an accredited educational institution; however, additional compensation shall be granted only for graduate level course credit;
 - (3) The course directly relates to the teacher's classroom duties and responsibilities;
 - (4) Courses required as part of a graduate program which has been approved by the Board of Education shall be exempt from the requirements set forth in subsection (3) herein above;
 - (5) Reimbursement shall be made provided that proof of registration and official verification of grade is presented to the Administrative Principal at the time request for payment is made;
 - (6) The total reimbursement for all teachers shall not exceed \$4,000 (four thousand) per academic year; and
 - (7) All courses approved by the Administrative Principal as provided in subsection (1) herein above shall be applicable to the professional development requirement set forth in Section 13:4 below.
- 13:4 In each three (3) year period beginning July 1, 1986, all teachers shall be required to take forty-five (45) hours of instruction to enhance their professional skills. All instructional programs must be approved, prior to enrollment, by the administrative principal and shall be in the form of

outside workshops and training sessions or a three (3) credit college or university course. (Neither those programs provided by the district on in-service days nor offered at the annual NJEA Convention shall apply toward the forty-five (45) hours of instruction required herein.) The Board will assume the responsibility of registration fees for approved workshops and training programs; tuition reimbursement for college courses shall be in accordance with the conditions set forth in Article 13, Section 3 (13:3) of this Agreement.

ARTICLE 14

SALARIES

- 14:1 The salaries of all teachers covered by this Agreement are set forth in Appendix "A" which is attached hereto and made part hereof.
- 14:2 Teachers employed on a ten month basis shall be paid on a bi-weekly schedule every other Thursday.
- 14:3 Teachers may individually elect to have ten percent (10%) of their monthly salary deducted from their pay. These funds shall be paid to the teacher on or about July 15. These funds shall include interest when interest-bearing accounts are available. The Association President shall be informed if interest is not available.
- 14:4 When a payday falls on or during a school holiday, vacation, or weekend, teachers shall receive their paychecks on the last previous working day.
- 14:5 Teachers shall receive their final paychecks provided they have completed all professional responsibilities.
- 14:6 "Teachers shall notify the Board Secretary of their acceptance of the Board's employment offer and their intent to continue in the employ of the district by signing and returning their individual employment contracts on or before May 15. If no response is received by May 16 of that year, the Board shall send a certified letter to the teacher requesting a written response by June 1. Failure of a teacher to comply with the herein procedure shall constitute notification of resignation effective July 1."
- 14:7 Prior teaching experience and related educational experience shall be negotiated individually with new teachers. No one shall receive credit for more years than actually taught. Once established, the credit agreed upon shall serve as the base from which future progress on the salary schedule will occur.

ARTICLE 15

PLANNING

15:1 An equal time planning period shall be provided all full-time teachers. The teachers' planning period shall be the length of time that the music teacher or art teacher is in the class. Teachers shall remain in the school building during preparation periods except in emergency situations for which the Administrative Principal or his designee may grant permission for the teacher to leave the building.

ARTICLE 16

MISCELLANEOUS PROVISIONS

- 16:1 If any provision of this Agreement, or any application of this Agreement to any teacher or group of teachers is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted in full force and effect.
- 16:2 Copies of the Agreement shall be reproduced at the mutual expense of the Board and the Association within thirty (30) days after the Agreement is signed and presented to all teachers employed, including five (5) additional copies to the Association.
- 16:3 The Association recognizes that the Board may not by agreement delegate authority and responsibility which by law are imposed upon and lodged with the Board.
- 16:4 It is understood by all parties that under the rulings of the courts of New Jersey and the State Commissioner of Education, the Board is forbidden to waive any rights or powers granted by law.
- 16:5 Whenever any notice is required to be given by either of the parties of this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by telegram or registered letter at the following addresses: If by the Association, to the Board at Administrative Offices, Raymond W. Kershaw School, Mount Ephraim, New Jersey, 08059. If by the Board, to the Association at the school address of the Association President or home address of the Association President during the months of July and August, which shall be filed with the Secretary of the Board.

ARTICLE 17

DURATION OF AGREEMENT

- 17:1 This Agreement shall be effective as of July 1, 1986, except as herein provided, and shall continue in effect through June 30, 1989, subject to the Association's right to begin negotiating over a successor Agreement on or before October 1, 1988. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the day indicated unless an extension is agreed to by both parties and expressed in writing prior to such date.
- 17:2 In witness thereof, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective Secretaries, and their Corporate Seals to be placed hereon, all on the day and year first written above.

MOUNT EPHRAIM EDUCATION ASSOCIATION

MOUNT EPHRAIM BOARD OF EDUCATION

President

President

Secretary

Secretary

0089N

ARTICLE 17

DURATION OF AGREEMENT

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MOUNT EPHRAIM EDUCATION ASSOCIATION

Albert N. Kershaw
President

June R. Stern
Secretary

MOUNT EPHRAIM BOARD OF EDUCATION

Marie L. Darlington
President

Dorothy M. Earnest
Secretary

APPENDIX "A"

1986-87 SALARY GUIDE

<u>1985-86</u> <u>Step</u>	<u>New</u> <u>Step</u>	<u>BA</u>
1	1	\$18,885
2-4	2	19,235
5-6	3	19,635
	4	20,085
	5	20,585
7	6	21,135
8	7	21,735
9	8	22,385
10	9	23,085
11	10	23,835
12	11	24,635
13	12	25,485
14	13	26,385
15	14	27,335
16	15	28,335

Guide Placement

Each returning teacher shall be placed on the 1986-87 salary guide based upon his/her step on the 1985-86 salary guide.

Longevity

\$700 in the 25th year of service in the Mount Ephraim School District.

During the 1986-87 school year, any teacher who remains on Step 15 of the salary guide for two (2) or more years shall be compensated for each year of service in the Mount Ephraim School District at a rate of \$35 per year for each full-time year in the district and \$17.50 per year for each part-time year in the district. Said compensation shall be added to the base salary which appears in the salary guide.

Those teachers - i.e., Marylou Hirshmilller and Dorothy Klang - who otherwise would have been eligible for longevity entitlement under the terms of the 1983-86 Agreement shall be held harmless under the terms of this Agreement and shall continue to maintain longevity entitlement status; the rate of compensation and the formula for computing said longevity entitlement, however, shall be pursuant to the terms of the 1986-89 Agreement. In all other cases, the express terms of this provision shall apply.

APPENDIX "A"

1987-88 SALARY GUIDE

<u>Years</u> <u>Experience</u>	<u>1986-87</u> <u>Step</u>	<u>1987-88</u> <u>Step</u>	<u>BA</u>
1	1	1	\$20,675
2-4	2	2	21,050
5-6	3	3	21,475
	4	4	21,950
	5	5	22,475
7	6	6	23,050
8	7	7	23,675
9	8	8	24,350
10	9	9	25,075
11	10	10	25,850
12	11	11	26,675
13	12	12	27,550
14	13	13	28,475
15	14	14	29,450
16	15	15	30,475

Guide Placement

Each returning teacher shall be placed on the same step of the 1987-88 salary guide at which he/she was placed for 1986-87 in accordance with the hereinabove salary guide.

Longevity

\$750 in the 25th year of service in the Mount Ephraim School District.

During the 1987-88 school year, any teacher who remains on Step 15 of the salary guide for two (2) or more years shall be compensated for each year of service in the Mount Ephraim School District at a rate of \$35 per year for each full-time year in the district and \$17.50 per year for each part-time year in the district. Said compensation shall be added to the base salary which appears in the salary guide.

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APPENDIX "A"

1988-89 SALARY GUIDE

<u>Years</u> <u>Experience</u>	<u>1987-88</u> <u>Step</u>	<u>1988-89</u> <u>Step</u>	<u>BA</u>
0	0	1	\$21,875
1	1	2	22,250
2-4	2	3	22,675
5-6	3	4	23,150
	4	5	23,675
	5	6	24,250
7	6	7	24,875
8	7	8	25,550
9	8	9	26,275
10	9	10	27,050
11	10	11	27,875
12	11	12	28,750
13	12	13	29,675
14	13	14	30,650
15	14	15	31,675

Guide Placement

Each returning teacher shall be placed on the 1988-89 salary guide at the step which is next higher to the step he/she was placed for 1987-88.

Longevity

\$800 in the 25th year of service in the Mount Ephraim School District.

During the 1988-89 school year, any teacher who remains on Step 15 of the salary guide for two (2) or more years shall be compensated for each year of service in the Mount Ephraim School District at a rate of \$35 per year for each full-time year in the district and \$17.50 per year for each part-time year in the district. During the 1988-89 school year, those teachers who were receiving longevity at the expiration of the 1983-86 Agreement shall receive an additional one-time salary adjustment of \$725 to be added to their 1988-89 base salary. Said compensation shall be added to the base salary which appears in the salary guide.

Those teachers - i.e., Marylou Hirshmilller and Dorothy Klang - who otherwise would have been eligible for longevity entitlement under the terms of the 1983-86 Agreement shall be held harmless under the terms of this Agreement and shall continue to maintain longevity entitlement status; the rate of compensation and the formula for computing said longevity entitlement, however, shall be pursuant to the terms of the 1986-89 Agreement. In all other cases, the express terms of this provision shall apply.

APPENDIX "A"

Additional compensation above base amount for advance degrees or credits:

	<u>1986-87</u>	<u>1987-88</u>	<u>1988-89</u>
Bachelor's plus 30 Graduate Credits	\$ 300	\$ 325	\$ 350
Master's Degree	925	950	975
Master's plus 30 Graduate Credits	1,300	1,325	1,350
Earned Doctorate or Master's plus 60 Graduate Credits	1,900	1,925	1,950

This schedule applies to all full-time certificated teachers.

Contracts will be issued to all teachers. A sixty (60) day clause shall be written into all contracts for the termination of a teacher's services. Teachers under tenure will also be required to notify the Board of Education at least sixty (60) days in advance of their desire to leave the school district.

The teacher employed in the after-school athletic program will receive the following in addition to his/her regular salary:

<u>1986-87</u>	<u>1987-88</u>	<u>1988-89</u>
\$ 900	\$ 950	\$1,000

The director of the school safety patrol program will receive the following in addition to his/her regular salary:

<u>1986-87</u>	<u>1987-88</u>	<u>1988-89</u>
\$ 380	\$ 410	\$ 439

Teachers employed as an advisor to a club activity approved by the Administrative Principal will receive \$100 in addition to his/her regular salary. A club assignment would last through one marking period or its equivalent, and would not be less than one (1) hour per week nor exceed two (2) hours per week.