

**LIBRARY**  
**INSTITUTE OF MANAGEMENT**  
**AND LABOR RELATIONS**

**JAN 23 1989**

**RUTGERS UNIVERSITY**

**AGREEMENT**

**between the**

**HANOVER TOWNSHIP**

**BOARD OF EDUCATION**

**and the**

**HANOVER TOWNSHIP**

**EDUCATION ASSOCIATION**

**For the Years**

**JULY 1, 1985 to JUNE 30, 1987**

AGREEMENT BETWEEN  
 THE HANOVER TOWNSHIP BOARD OF EDUCATION  
 AND THE HANOVER TOWNSHIP EDUCATION ASSOCIATION  
 FOR THE YEARS JULY 1, 1985 TO JUNE 30, 1987

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ARTICLE I.  
RECOGNITION

A. The Board hereby recognizes the Hanover Township Education Association as the exclusive and sole representative for collective negotiation under Chapter 123, Laws of 1974, concerning the terms and conditions of employment for all certified personnel whether under contract or on leave.

Including and limited exclusively to the following classes of contracted certificated teaching staff members:

- Teachers
- Nurses
- Guidance Counselors
- Social Workers
- Librarians
- Remedial Teachers
- Speech Correctionists
- Learning Disabilities Teacher-Consultants
- Hourly Remedial\*
- Hourly Supplemental\*

B. Unless otherwise indicated, the term "teachers" when used hereafter in this Agreement shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

C. Hanover Township Education Association shall be referred to as the "Association."

D. The Hanover Township Board of Education is a body corporate charged with the statutory responsibility of conducting the schools existing within the Hanover Township School District, pre-Kindergarten through eighth grade, hereafter referred to as the "Board."

\*With the express understanding and condition that such Hourly Remedial and Supplemental Teachers shall have a separate and distinct salary guide, different from the salary guide provided for other unit members, and described further under Article XVII.

ARTICLE III  
GRIEVANCE PROCEDURE

A. Definition

1. Grievance. A grievance is an appeal of a specific:
  - a. Interpretation, application, or violation of Board policy.
  - b. Interpretation, application, or violation of an Agreement provision.
  - c. Administrative decision.

B. Conditions

1. The grievance procedure must be initiated within fifteen (15) school days of the occurrence of the incident.
2. Time limits specified herein shall be strictly adhered to by both parties.
3. Failure to appeal to the next level within the times specified shall bar further appeal with respect to the particular grievance then under consideration. Failure to respond to the aggrieved party within the specified time shall constitute a right of appeal to the next level.
4. All deadlines provided in these procedures may be extended only by mutual written agreement of the Board and the Association.
5. In the event that a grievance is filed at such time that it cannot be processed through all the steps in the grievance procedure by the end of the school year it is agreed by the Board and the Association that both parties will work in good faith to resolve the matter expeditiously, by reducing the time factors involved.
6. Either party shall be represented by a representative of his own choosing. A representative of the Association shall be present at all levels of the grievance, and shall have the right to state its views.
7. The term "grievance" shall not apply to any matter for which:
  - a. A method of review is prescribed by law or State Board ruling; or wherein
  - b. The Board of Education is without authority to act; or wherein
  - c. A complaint relates to the non-renewal or termination on notice of a non-tenure employee's contract.
8. The Association and the representative of the grievant shall, upon demand be provided with copies of all applicable grievance forms and decisions, undertaken in the course of the grievance, at the cost of reproduction.

2. Grievances arising under Section A(1)(b) shall be subject to final and binding arbitration in accordance with the procedure outlined in paragraph (1) above. The jurisdiction and authority of the arbitrator shall be confined exclusively to the terms of this Agreement. He shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement, or impose on either party hereto a limitation or obligation not explicitly provided for in this Agreement. Costs are to be shared equally by the Board and the Association.

GRIEVANCE APPEAL FORM (LEVEL 1)

1. a) Name of aggrieved party: \_\_\_\_\_  
b) Building Assignment: \_\_\_\_\_  
c) Date of Submission: \_\_\_\_\_  
d) Name of Association Representative: \_\_\_\_\_

2. State precisely the policy, agreement provision or administrative decision which is the subject of your appeal.

3. State in detail the reasons for your dissatisfaction with the interpretation, application or violation of policy, agreement provision, or administrative decision concerning which you are appealing.  
(Note: State date and time of incident.)

4. State what you consider to be a fair and equitable disposition.

\_\_\_\_\_  
Signature of Aggrieved Party

GRIEVANCE APPEAL FORM (LEVEL 2)

1. a) Name of aggrieved party: \_\_\_\_\_
- b) Building Assignment: \_\_\_\_\_
- c) Date of Submission: \_\_\_\_\_

2. Attach to this form a copy of your original Grievance Appeal at Level 1 and a copy of the Principal's decision.

3. State in detail your reasons for your dissatisfaction with the decision of the Principal.

\_\_\_\_\_  
Signature of Aggrieved Party

GRIEVANCE APPEAL FORM (LEVEL 3)

1. a) Name of aggrieved party: \_\_\_\_\_
- b) Building Assignment: \_\_\_\_\_
- c) Date of Submission: \_\_\_\_\_
- d) Name of Association Representative: \_\_\_\_\_

2. Attach to this form a copy of your original Grievance Appeal at Level 2 and a copy of the Superintendent's decision.

3. State in detail your reasons for your dissatisfaction with the decisions of the Superintendent.

\_\_\_\_\_  
Signature of Aggrieved Party



## ARTICLE V

### TEACHING HOURS AND PROFESSIONAL DUTIES

- A. The teacher work days shall be 183.
- B. Teachers shall indicate their presence for duty by placing their written initials in the appropriate column of the faculty "in-out" roster.
- C. 1. Teachers will arrive at their respective assignments at least fifteen (15) minutes before the official school day begins, and may leave their respective assignments fifteen (15) minutes after the close of the school day, except when their presence is required to perform the professional duties listed in number 2 below.
2. As a part of their professional duties teachers shall be required to participate in the following:
- a. Building, departmental meetings, workshops or other professional meetings, scheduled after the close of the regular school day, not to exceed one hour in length.
  - b. Meetings, whenever necessary, with parents of their students, as well as with special services personnel and administrative personnel concerning the welfare of their students.
  - c. Completing field trips that extend beyond the regular work day.
  - d. Assisting or disciplining students when necessary.
  - e. Teachers are required to attend a maximum of four night functions (i.e. back-to-school night, fall and spring conferences, curriculum presentations to the Board by curriculum committee members.)
  - f. Extra-compensation in the amount of \$20.00 per evening shall be paid after the four night maximum is reached.
- D. 1. Preparation Periods
- a. Teachers in K-5 buildings will be provided a preparation/consultation/team planning period whenever, and for the length of time, their class is regularly assigned to a special subject teacher.
  - b. Teachers in Memorial Junior School will receive at least one (1) preparation period of forty-five minutes a day.
  - c. The provisions in a and b above shall not apply to guidance counselors, LDT-C's, social worker, nurses in K-5 buildings, speech correctionists, remedial or supplemental teachers, and art, music, physical education, industrial arts, home economics and health teachers who shall be governed by past practice for scheduling of preparation periods.
2. The schedules of teachers who are assigned to more than one school shall be

## ARTICLE VI

### TEACHER-ADMINISTRATOR COUNCILS

The purpose of the Teacher-Administrator Councils shall be to promote communications between Administrators and teachers by the discussion of issues affecting individual schools.

1. Membership, K-5:
  - a. Three (3) elected members from the teaching staff assigned to the building.
  - b. The Principal of the building.
  - c. Any person within the school system whose specialized knowledge may be of value to the discussion may be invited.
2. Membership, Memorial Junior School:
  - a. An elected ten percent (10%) of the teachers assigned to that building.
  - b. The Principal of the school.
  - c. Any person within the school system whose specialized knowledge may be of value to the discussion may be invited.
3. Meetings:
  - a. Monthly meetings shall be scheduled throughout the school year. Meetings may be cancelled by the mutual consent of all parties.
  - b. The HTEA President and the Superintendent shall be notified in writing of the monthly scheduled meeting dates or their cancellation.
4. Procedures:
  - a. Members of the Council shall propose, examine and discuss fully various courses of action with the intention of arriving at a consensus.
  - b. The Principal has the responsibility to make all decisions. The Principal shall present to the Council the reasons for his decision whenever a consensus has not been reached.
  - c. The teaching staff elected to this council shall report agenda and decisions reached to other staff members at a general meeting.
  - d. The Principal may discuss any decision made at a staff meeting if he/she deems it appropriate.
5. A September district meeting shall be held with the Superintendent, Principals, HTEA President and Vice President, and building representatives to review guidelines of the Teacher Administrator Councils.

## ARTICLE VIII

### PERSONAL LEAVES OF ABSENCES

A. Personal leave at full pay shall be granted for the following reasons:

1. Up to five (5) days leave shall be granted to an employee for each death in the immediate family to attend funeral services and/or to handle personal business related to the death. Immediate family shall be considered to be father, mother, spouse, child, brother, sister, grandfather, grandmother, mother-in-law, father-in-law, sister-in-law, brother-in-law, or any member of the immediate household excluding employees or tenants.

2. Up to three (3) days shall be allowed for the President of the Association or an alternate he designates to attend conferences and conventions of the state and national affiliated organizations.

3. Up to a total of three (3) days (non-cumulative) shall be allowed in any one school year for the following reasons:

- a. Serious illness in the immediate family. (Immediate family same as in 1.)
- b. Recognition of religious holiday.
- c. Court appearance.
- d. Marriage of the employee or marriage in the immediate family.
- e. College graduation of employee or a member of his immediate family.
- f. Any other emergency or urgent reason not included in a through e above, if approved by the Superintendent.

4. Up to a total of two (2) days (non-cumulative) may be allowed in any one school year for any personal business, emergency or urgent reason not included in 3a-e above, if approved in advance by the Superintendent. The Superintendent may waive advance notice.

5. If neither day under 4 above is used in a given year, they will then accumulate without limit and may be used in subsequent years only as excess sick leave to be taken after all regular sick leave has been used.

B. The Superintendent shall be notified, via the immediate supervisor a minimum of one day in advance when personal leave is to be granted under A2, and A3b,c,d, and e. The Superintendent may waive advance notice.

C. For proper payroll accounting, audit and employee protection, every absence granted under Article VIII, leave for a half day, full day or more, must be accounted for in writing and reported to the Superintendent. Such reasons as they apply to A4 of this Article shall be given as "death, personal, or legal."

D. For each day leave is taken in excess of the amount specified in paragraphs A or B above, 1/200 part of the employee's salary shall be deducted.

E. At the discretion of the immediate supervisor, non-cumulative leave without pay of up to five (5) days per year may be granted. (Reference: Article X, paragraph H).

## ARTICLE X

### LEAVES OF ABSENCE WITHOUT PAY

A. The Board agrees that up to two (2) tenured teachers designated by the Association shall, upon request, be granted a leave of absence for up to one (1) year for the purpose of engaging in activities of the Association or its affiliates.

B. A leave of absence of up to two (2) years may be granted to any tenured teacher who joins the Peace Corps, Vista, National Teacher Corps, or serves as an exchange teacher or overseas teacher and is a full-time participant in either such programs or accepts a Fullbright Scholarship. Upon return from leave granted pursuant to this paragraph, a tenured teacher shall be considered as if he were actively employed by the Board during the leave period, and shall be placed on the salary schedule at the level he would have achieved if he had not been absent.

C. The Board shall grant a medical leave of absence without pay for illness or disability (including maternity) subject to the following:

1. A leave shall commence upon receipt of written notice of illness or disability by the Board. When medically possible, advance notice of no less than sixty (60) calendar days shall be given.

2. A leave of up to one (1) calendar year shall be granted to any tenured teacher. Non-tenured teachers may receive a leave not to exceed the remainder of the school year (June 30th). Reemployment shall not be denied solely because of the granting of a medical leave of absence.

3. Notice of not less than sixty (60) days, when possible, of an intent to return to work must be given, in writing, to the Board.

4. Upon the request of the Board, a teacher shall supply satisfactory medical certification of fitness for duty.

5. The foregoing is not intended to affect utilization of unused sick leave.

D. Other leaves of absence may be granted by the Board upon application.

E. All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated sick leave and credits toward Sabbatical eligibility, and advancement on the salary guide, shall be restored to him upon his return. However, a teacher on leave (except as provided under paragraph B) shall not accumulate any sick leave, Sabbatical or other credits during his leave period. A non-tenure teacher on extended leave shall not have the time applied to his probationary period.

F. All applications or granting of extension of or renewal of leaves shall be in writing, and must be subject to approval by the Board of Education. All leaves, with the exception of medical leave, shall be requested on or before April 1st, and be acted upon no later than May 1st.

G. The Board shall grant child-rearing leave without pay to any teacher immediately

ARTICLE XI  
SABBATICAL LEAVE

A. A Sabbatical Leave shall be granted to a teacher by the Board of Education for research, study, including study in another area of specialization, or for other reasons of value to the school system, subject to approval by the Board of Education of the program of study, and the following conditions:

1. If there is a sufficiently qualified applicant, Sabbatical Leave shall be granted to two (2) teachers in any one school year.

2. Requests for Sabbatical Leave must be received by the Superintendent in writing in such form as he shall prescribe and prepare, not later than February 15th. Action upon such requests shall be taken not later than April 15th following.

3. The teacher has completed at least seven (7) full school years of service in the Hanover Township School District.

B. A Sabbatical Leave shall be for either one-half of the school year at full pay, or the entire school year at half-pay.

C. A teacher on Sabbatical Leave upon return shall be treated for purposes of salary guide as if he had been teaching in the school system during the period of the leave. However, the teacher on Sabbatical Leave shall not accumulate any sick leave for said leave period.

D. As a condition to such leave, the teacher shall enter into a contract to continue in the service of the Hanover Township Public Schools for a period of at least two (2) years after accepting Sabbatical Leave. Failing to so continue in service, the teacher shall repay on demand to the Board of Education the full salary received while on leave, unless such teacher has become incapacitated, has been discharged, or as been released for good and sufficient reasons by the Board from this obligation.

E. The Board shall provide the reason, in writing, for rejection of applications received.

ARTICLE XIII

PERSONNEL FILES

A. A teacher shall have the right, upon request, to review the contents of his personnel file and to receive copies, at actual cost to be determined by the Business Administrator, of any documents (other than pre-employment documents) contained therein. A teacher shall be entitled to have representative(s) of the Association accompany him during such review. At least once every two years, a teacher shall have the right to indicate those documents in his file which he believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the Superintendent or his designee and if, in the opinion of the Superintendent they are obsolete or otherwise inappropriate to retain, they shall be destroyed.

B. Disputes over administrative decision involving retention of disciplinary documents or letters from parents may be processed through the grievance procedure, commencing at Level Two.

C. No material derogatory to a teacher's conduct, service, character or personality (other than pre-employment materials) shall be placed in his file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such materials and his answer shall be reviewed by the Superintendent or his designee and attached to the file copy.

ARTICLE XV

DEDUCTION OF DUES

- A. 1. The Board agrees to deduct from the salaries of its teachers dues for the Hanover Township Education Association, the Morris County Council of Education Associations, the New Jersey Education Association, and the National Education Association, as said teachers individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233, P.L.1969, (NJSA 52:14-15.9e) and under rules established by the State Department of Education. Said monies, together with records of any corrections, shall be transmitted to the Treasurer of the Hanover Township Education Association by the 15th of each month following the monthly pay period in which deductions were made. The Association Treasurer shall disburse such monies to the appropriate Association or Associations. Teacher authorization shall be in writing in the form set forth below:

AUTHORIZATION

TO

DEDUCT ASSOCIATION MEMBERSHIP DUES

\*\*\*\*

NAME \_\_\_\_\_ SOC.SEC.# \_\_\_\_\_

SCHOOL BUILDING \_\_\_\_\_ DISTRICT \_\_\_\_\_

TO: DISBURSING OFFICER  
HANOVER TOWNSHIP BOARD OF EDUCATION

I hereby request and authorize the Disbursing Officer of the above school district to deduct from my earnings until notified of termination, an amount required for current membership dues and such amount as may be required for dues in each subsequent year, all as certified by said organizations; such amounts to be paid to such persons as may from time to time be designated by the local association. This authorization may be terminated only by prior written notice from me effective January 1st or July 1st of any year. Upon termination of employment, the Disbursing Officer shall deduct any remaining amount due for the current school year. I waive all right and claim for monies so deducted and transmitted and relieve the Board of Education and its officers from any liability thereof.

I designate the Hanover Township Education Association to receive dues and distribute them to the following organizations\*

Hanover Township Education Association  
Morris County Council of Education Associations  
New Jersey Education Association  
National Education Association

- B. Each of the Associations named above shall certify to the Board, in writing, the

**ARTICLE XVI**

**ADDENDUM**

A. The parties agree to follow the procedures outlined in the Agreement, to resolve any question or proposal until the procedures within this Agreement are fully exhausted.

B. Separability: If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

C. The Board reserves to itself sole jurisdiction, authority and responsibility over matters of policy and retains the right: 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, demote, discharge, or take other disciplinary action against employees; c) to relieve employees from duty for legitimate reason; 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; and f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

D. This Agreement incorporates the entire understanding of the parties on terms and conditions of employment and with respect to the establishment of grievance procedures.

E. To the extent not inconsistent with this Agreement, terms and conditions of employment arising out of past practice shall not be deemed waived by the signing of this Agreement.



**ARTICLE XVIII.1**  
**EXTRA-COMPENSATION RATES: 1985-87**

**SPORTS:**

**Varsity & Intramural**

Steps 1 & 2: .04 x BA Step 13.  
Step 3: .04 x MA Step 13.  
Step 4 & over+ .04xMA+30 Step 13.

**Intramurals**

Steps 1 & 2: .03 x BA Step 13.  
Step 3: .03 x MA Step 13.  
Step 4 & over+.03xMA+30 Step 13.

**ACTIVITIES:**

**Cheerleading**

Steps 1 & 2: .03 x BA Step 13.  
Step 3: .03 x MA Step 13.  
Step 4 & over+ .03xMA+30 Step 13.

**Yearbook Advisors**

Steps 1 & 2: .03 x BA Step 13.  
Step 3: .03 x MA Step 13.  
Step 4 & over: .03xMA+30 Step 13.

**Newspapers:(1Journalism, 1Graphics)**

Steps 1 & 2: .03 x BA Step 13.  
Step 3 .03 x MA Step 13.  
Step 4 & over: .03xMA+30 Step 13.

**Dramatics: (.03),**

**Dramatics Assistant (.025)**

Steps 1 & 2: x BA Step 13.  
Step 3: x MA Step 13.  
Step 4 & over: xMA+30 Step 13.

**Team Leaders:** .0075 x BA Step 13 per team member to maximum of 5 members.

**Area Coordinators:** .03 x MA + 30 Step 13. + 5 non-teaching periods per week.

**Elementary Student Council Advisor:** \$150 per year.

**Teacher-in-Charge:** \$200 per year.

**TUITION REIMBURSEMENT**

Upon submission by a teacher of a request for reimbursement form to the Office of the Superintendent prior to September 30th of the school year in which coursework is to be undertaken, the Board shall reimburse a teacher up to the cost of 9 graduate credits per year at a New Jersey State College for tuition and fees. Reimbursement shall be made for successful completion of courses taken with the Superintendent's prior approval, at any accredited college or university.

**EXTRA-COMPENSATION FOR UNUSED SICK DAYS**

For teaching staff members who are eligible for retirement\*, and who provide written notice on or before December 1st of their intention to retire by June 30th of the current school year, or, in the case of retirement other than on June 30th of the current school year, provide written notice at least 120 calendar days prior to the anticipated retirement date, the following formula of compensation shall apply:

**In 1985-86**

From the date of retirement, 40 days shall be deducted from the accumulated sick leave. The remaining accumulated sick leave shall be compensated at the rate of \$25 per day. This lump sum compensation shall not be considered a part of contracted salary for retirement purposes.

**In 1986-87**

From the date of retirement, 25 days shall be deducted from the accumulated sick leave. The remaining accumulated sick leave shall be compensated at the rate of \$40 per day. This lump sum compensation shall not be considered a part of contracted salary for retirement purposes.

\* In the case of employed teaching staff members who have 25 years of credit (or 20 years of credit at age 60 or over), in N.J.TPAF who become deceased during the term of this contract agreement, the extra-compensation described in this article shall be paid to the estate of the deceased member.

ARTICLE XVIII.1  
EXTRA-COMPENSATION RATES: 1985-87

SPORTS:

Varsity & Intramural

Steps 1 & 2: .04 x BA Step 13.  
Step 3: .04 x MA Step 13.  
Step 4 & over+ .04xMA+30 Step 13.

Intramurals

Steps 1 & 2: .03 x BA Step 13.  
Step 3: .03 x MA Step 13.  
Step 4 & over: .03xMA+30 Step 13.

ACTIVITIES:

Cheerleading

Steps 1 & 2: .03 x BA Step 13.  
Step 3: .03 x MA Step 13.  
Step 4 & over+ .03xMA+30 Step 13.

Yearbook Advisors

Steps 1 & 2: .03 x BA Step 13.  
Step 3: .03 x MA Step 13.  
Step 4 & over: .03xMA+30 Step 13.

Newspaper:(1Journalism, 1Graphics)

Steps 1 & 2: .03 x BA Step 13.  
Step 3 .03 x MA Step 13.  
Step 4 & over: .03xMA+30 Step 13.

Dramatics: (.03),

Dramatics Assistant (.025)

Steps 1 & 2: x BA Step 13.  
Step 3: x MA Step 13.  
Step 4 & over: xMA+30 Step 13.

Team Leaders: .0075 x BA Step 13 per team member to maximum of 5 members.

Area Coordinators: .03 x MA + 30 Step 13. + 5 non-teaching periods per week.

Elementary Student Council Advisor: \$150 per year.

Teacher-in-Charge: \$200 per year.

TUITION REIMBURSEMENT

Upon submission by a teacher of a request for reimbursement form to the Office of the Superintendent prior to September 30th of the school year in which coursework is to be undertaken, the Board shall reimburse a teacher up to the cost of 9 graduate credits per year at a New Jersey State College for tuition and fees. Reimbursement shall be made for successful completion of courses taken with the Superintendent's prior approval, at any accredited college or university.

EXTRA-COMPENSATION FOR UNUSED SICK DAYS

For teaching staff members who are eligible for retirement\*, and who provide written notice on or before December 1st of their intention to retire by June 30th of the current school year, or, in the case of retirement other than on June 30th of the current school year, provide written notice at least 180 calendar days prior to the anticipated retirement date, the following formula of compensation shall apply:

In 1985-86

From the date of retirement, 40 days shall be deducted from the accumulated sick leave. The remaining accumulated sick leave shall be compensated at the rate of \$25 per day. This lump sum compensation shall not be considered a part of contracted salary for retirement purposes.

In 1986-87

From the date of retirement, 25 days shall be deducted from the accumulated sick leave. The remaining accumulated sick leave shall be compensated at the rate of \$40 per day. This lump sum compensation shall not be considered a part of contracted salary for retirement purposes.

\* In the case of employed teaching staff members who have 25 years of credit (or 20 years of credit at age 60 or over), in N.J.TPAF who become deceased during the term of this contract agreement, the extra-compensation described in this article shall be paid to the estate of the deceased member.

SALARY GUIDE "S"

SALARY GUIDE FOR HOURLY REMEDIAL  
AND SUPPLEMENTAL TEACHERS: 1985-86

- A. Remedial and Supplemental teachers who are employed on an hourly basis will be paid at the hourly rate of \$10.09 until they have been employed by the Board for five years.
- B. Remedial and Supplemental teachers who have been employed by the Board for over five years will be paid at the hourly rate of \$11.36.

SALARY GUIDE FOR HOURLY REMEDIAL  
AND SUPPLEMENTAL TEACHERS: 1986-87

- A. Remedial and Supplemental teachers who are employed on an hourly basis will be paid at the hourly rate of \$10.90 until they have been employed by the Board for five years.
- B. Remedial and Supplemental teachers who have been employed by the Board for over five years will be paid at the hourly rate of \$12.27.

SALARY GUIDE "T"

Hanover Township Public Schools  
Office of the Superintendent

-----  
Teacher Salary Guide: 1985-86

Step =====	Step =====	BA =====	BA+15 =====	BA+30 =====	MA =====	MA+15 =====	MA+30 =====	MA+45 =====
A	1,2,3,4	18477	19102	19727	20352	20977	21602	22227
B	5	19260	19901	20548	21205	21847	22493	23129
C	6	20042	20700	21368	22059	22716	23385	24032
D	7	20825	21499	22189	22912	23586	24276	24934
E	8	21608	22298	23010	23765	24456	25167	25836
F	9	22390	23097	23830	24619	25325	26059	26738
G	10,11	23955	24702	25472	26325	27064	27842	28543
H	12	24738	25494	26293	27178	27934	28733	29445
I	13	25521	26293	27113	28032	28804	29624	30347
J	14	26303	27091	27934	28885	29673	30516	31249
K	15	27086	27890	28755	29738	30543	31407	32151
L	16	27869	28689	29575	30592	31412	32298	33054
M	17	28651	29488	30396	31445	32282	33190	33956
N	18	29434	30287	31217	32298	33152	34081	34858
O	19	30217	31086	32037	33152	34021	34972	35760
P	20	30999	31885	32858	34005	34891	35864	36663
Q	21,22	32565	33483	34499	35711	36630	37646	38467
R	23	33380	34315	35353	36565	37500	38538	39369
S	24				37451	38402	39462	40304

## SALARY GUIDE "T/2"

*J.L.*

Hanover Township Public Schools  
Office of the Superintendent  
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Teacher Salary Guide: 1986-87  
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Step	Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45
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A	1,2,3,4,5	19770	20439	21108	21777	22445	23114	23783
B	6	20608	21294	21986	22689	23376	24068	24748
C	7	21445	22149	22864	23603	24306	25022	25714
D	8	22283	23004	23742	24516	25237	25975	26679
E	9	23121	23859	24621	25429	26168	26929	27645
F	10	23957	24714	25498	26342	27098	27883	28610
G	11,12	25632	26431	27255	28168	28958	29791	30541
H	13	26470	27279	28134	29080	29889	30744	31506
I	14	27307	28134	29011	29994	30820	31698	32471
J	15	28144	28987	29889	30907	31750	32652	33436
K	16	28982	29842	30768	31820	32681	33605	34402
L	17	29820	30697	31645	32733	33611	34559	35368
M	18	30657	31552	32524	33646	34542	35513	36333
N	19	31494	32407	33402	34559	35473	36467	37298
O	20	32332	33262	34280	35473	36402	37420	38263
P	21	33169	34117	35158	36385	37333	38374	39229
Q	22,23	34845	35827	36914	38211	39194	40281	41160
R	24	35717	36717	37828	39125	40125	41236	42125
S	25				40073	41090	42224	43125

T2GUIDE/VC:1  
 Revised: 5/14/86

SALARY GUIDE "T/2"

Hanover Township Public Schools  
 Office of the Superintendent

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Teacher Salary Guide: 1986-87

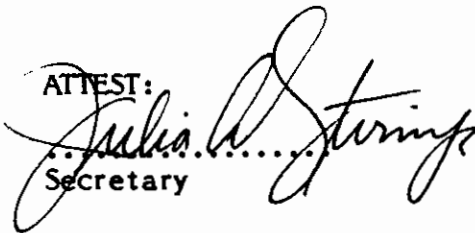
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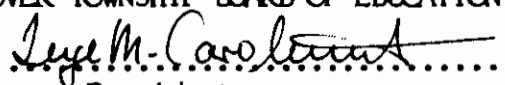
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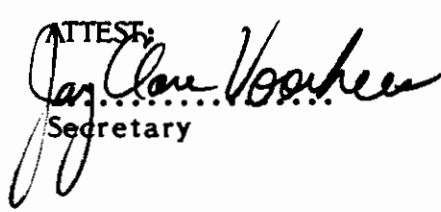
\*The steps described in this column are to be used for the placement of personnel new to the district only.

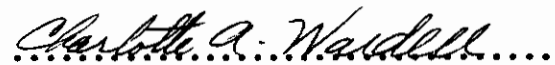
AMENDED JUNE 17, 1986:

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ATTEST:  
  
 Secretary

HANOVER TOWNSHIP BOARD OF EDUCATION  
 BY:   
 President

ATTEST:  
  
 Secretary

HANOVER TOWNSHIP EDUCATION ASSOCIATION  
 BY:   
 President

MEMORANDUM OF UNDERSTANDING

The Board of Education of Hanover Township and the Hanover Township Education Association agree:

1. The Computer Club Advisor salary shall be computed on the basis:  
.03 x Step 4 MA 30 Step N
2. Compensation for the Computer Club Advisor shall be for one session per week annually, prorated for 1986-87.

For the Board of Education:

Joseph Suppaldi  
Date 10-2-86

Ray M. Carob...

Date 10/21/1986

For the HTEA:

[Signature]  
Date 10/2/86

[Signature]  
Date 10/21/86