

**AGREEMENT BETWEEN**  
**MOUNT ARLINGTON BOARD OF EDUCATION**  
**AND**  
**MOUNT ARLINGTON EDUCATION ASSOCIATION**

**July 1, 2006 - June 30, 2009**

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**ARTICLE I**  
**RECOGNITION**

A. The Board hereby recognizes the Association as the majority representative for the collective negotiation concerning grievances and terms and conditions of employment for all positions listed below whether the persons holding such positions are under contract or on leave, including:

1. Teachers
2. Learning Disability Teacher Consultant
3. Social Worker
4. School Psychologist
5. Speech Pathologist/Teacher of the Hearing Impaired
6. School Nurse
7. Custodians

B. 1. Unless otherwise indicated, the term "teachers" when used hereinafter in this Agreement, shall refer to all certificated employees represented by the Association in the negotiating unit, as above listed in job titles 1 through 6. The term "employee" shall refer to all employees represented in the negotiating unit. References to males shall also cover females.

2. The initials MAEA shall mean the Mount Arlington Education Association.

C. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will 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 signed this Agreement.

**ARTICLE II**

**DURATION OF AGREEMENT**

- A. This Agreement shall be in effect from July 1, 2006 through June 30, 2009.
- B. 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 III**

**NEGOTIATION OF SUCCESSOR AGREEMENT**

Negotiations for a successor Agreement shall begin when directed by the Public Employment Relations Commission (PERC). In the absence of such direction, however, negotiations shall begin no later than January 15th of the last school year covered by this Agreement.

**ARTICLE IV**

**GRIEVANCE PROCEDURE**

- A. Definitions
  - 1. A "grievance" is a claim based upon an event or condition which affects the welfare or terms and conditions of employment of an employee or group of employees or the interpretations, meaning or application of any of the provisions of this Agreement.
  - 2. An "aggrieved person" is a person or persons making the claim.
  - 3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the terms and conditions of employment of employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment to state its views.

C. Procedure

1. If an employee or employees believe that this contract has been violated by the Board of Education, and/or Administration, and believe that said alleged contract violation has been prejudicial to the terms and conditions of that employee's/employees' employment, that employee/employees may, no later than thirty (30) school days after the date of knowledge of the alleged violation, but in no case later than ninety (90) days from the date of the alleged violation, file a grievance in writing with the Administration for action under Level One as hereinafter described. Said written grievance shall state which section/sections of the contract have allegedly been violated, briefly set forth the alleged facts surrounding the alleged contract violation, and set forth the remedy being sought.

2. 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, however, be extended by mutual agreement. Such extensions in time limits shall be made in writing.

3. a) 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 and if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as it is practicable.
- b) The employee does not have the right to refuse to follow Administrative directive or Board Policy on the grounds that he has instituted a grievance. All employees, including the grievant or group of grievant, are required to continue under the direction of the Administration, regardless of the pendency of any grievance, until such grievance is properly determined.

4. Level One - Principal/Immediate Supervisor

An employee with a grievance shall first discuss it with his Principal either directly or through the Association's designated representative, with the objective of resolving the matter informally.

5. Level Two - Superintendent

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, he may file the grievance in writing with the Association within five (5) school days after the decision at Level One or ten (10) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the Association shall refer it to the Superintendent.

6. Level Three - Board of Education

a) If the aggrieved person is not satisfied with the disposition of his grievance at Level Two or if no decision has been rendered within three (3) days after the grievance was delivered to the Superintendent, he may, within eight (8) school days after a decision by the Superintendent or twelve (12) school days after the grievance was delivered to the Superintendent (whichever is sooner), request in writing that the Association submit his grievance to the Board.

b) The Association shall then refer it to the Board.

7. Level Four - Advisory Arbitration

a) If the aggrieved person is not satisfied with the disposition of his grievance at Level Three or if no decision has been rendered within thirteen (13) school days after the grievance was delivered to the Board, he may within eight (8) school days after decision by the Board or fifteen (15) school days after the grievance was delivered to the Board (whichever is sooner), request in writing that the Association invoke the services of the New Jersey Public Employment Relations Commission for the purpose of arbitration. If the Association determines that the grievance is meritorious, it may submit the grievance to the New Jersey Public Employment Relations Commission as aforesaid within fifteen (15) school days after receipt of said request by the aggrieved person.

b) Within ten (10) school days after such written notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve.

If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the Public Employment Relations Commission by either party. The parties shall then be bound by the rules and procedures of the Public Employment Relations Commission in the selection of the arbitrator.



c) The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs of the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted to him. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board and the Association. This decision is advisory in nature and not binding on either the Board or the Association.

d) The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room, shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

D. Rights of Employees to Representation

1. An aggrieved person may be represented at all stages of the grievance procedure by himself, by counsel of his own selection, or at his option, by a representative selected or approved by the Association. When an employee 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. No reprisals of any kind shall be taken by the Board or by any member of the Administration against any aggrieved person, any building representative, or any other participant in the grievance procedure by reason of such participation.

E. Miscellaneous

1. If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall be commenced at Level Two.

The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

2. Decisions rendered at Level One which are unsatisfactory to the aggrieved person and all decisions rendered at Level Two, Three or Four of the grievance procedure shall be in writing setting forth the decision and reasons therefore and shall be transmitted promptly to all parties in interest and to the Association. Decisions rendered at Level Four shall be in accordance with the procedures set forth in Section C, paragraph 7c) of this Article.
3. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
4. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Administration and the Association and given appropriate distributions so as to facilitate operation of the grievance procedure.
5. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives, heretofore referred to in this Article.

**ARTICLE V**

**EMPLOYEE RIGHTS**

- A. No teacher shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause. The provisions of this section shall not replace or be inconsistent with any alternate statutory appeal procedure nor may they provide for arbitration of disputes involving the discipline of employees with statutory protection under the tenure or civil service laws
- B. Whenever any employee is required to appear before the Principal or his designee, Board, or any committee, member representative or agent thereof concerning any matter excluding Evaluations, which could adversely affect the continuation of that employee in his office, position or employment, or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meeting or interview.
- C. Teachers may make recommendations to the Board of Education concerning the grading system, but final authority will rest with the Board and the Administration.
- D. No employee shall be prevented from wearing lapel pins or any other similar identification of membership in the Association or its affiliates.

**ARTICLE VI**

**ASSOCIATION RIGHTS AND PRIVILEGES**

- A. Whenever any representative of the Association or any employee participates during working hours in negotiations, grievance proceedings, conferences, meetings called by the Board of Education or Administration, he shall suffer no loss of pay.
- B. The Association and its representatives, which may be local, county, state, or national, shall have the right to use the school meeting rooms at all reasonable hours for meetings, providing it does not conflict with other previously-scheduled usages, and further provided that said usages will directly relate to MAEA business and will be attended by MAEA representatives. The Principal of the building facilities in question shall be notified in advance of the time and place of all such meetings.
- C. The Association shall have the right to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use providing that such usage is limited to MAEA business only.  

The Association shall pay for the reasonable cost of all materials and supplies incident to such use, and for any repairs necessitated as a result thereof with the knowledge and permission of the Administrator.
- D. The Association shall have the exclusive use of a bulletin board in the faculty lounge.
- E. An Association representative may speak to the employees during any Administration-called meeting on request, providing that the Administration may speak at Association meetings on request.

## ARTICLE VII

### TEACHING HOURS AND TEACHING LOADS

- A. Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty "sign-in" roster.
- B. Teachers may leave the building with the knowledge of the Administration during their scheduled duty-free lunch period or preparation period.
- C. 1. Faculty meetings shall be limited to two (2) per month. The Board will notify staff at the start of the school year two (2) Mondays during the month on which the meetings will be scheduled. If there is a need to reschedule a Monday meeting to a Monday not originally scheduled, the administration shall provide at least one week's advance notice of the change. These meetings shall not exceed one (1) hour in length.
- Said additional meetings shall be of the same duration as other scheduled meetings and shall not be held immediately before or after other scheduled meetings.
2. Notice of an agenda for any faculty meeting shall be given to the teachers involved at least two (2) school days prior to the meeting, except in an emergency. Teachers shall have the opportunity to suggest items for the agenda.
- D. 1. Teacher participation in extra-curricular activities not outlined in Schedule B, which extend beyond the regularly scheduled in-school day, shall be compensated at ~~\$11.51~~/~~\$12.04~~/~~\$12.59~~ per hour and/or released time. The method of compensation shall be determined by the Administration. For the term of this Agreement, activity periods during the regular pupil day shall not constitute extra-curricular activities and shall not be subject to extra compensation or release time.
2. Commensurate release time will be granted for extra-curricular assignments which take place during the teacher's preparation period.

- E. Field trips shall be scheduled and implemented in a manner which shall be mutually agreed upon by the teachers participating in them. Written permission for field trips shall be obtained from the administration to guarantee insurance coverage as a school-sponsored activity. For participation in overnight and weekend trips, teachers shall be compensated at **\$11.51/\$12.04/\$12.59** per hour.
  
- F. There shall be two (2) night meetings for parent conferences which shall be scheduled between the hours of 6:30 P.M. and 9:00 P.M. The evening conference days shall be one-half day sessions for students and faculty. In addition, there shall be two (2) afternoon conferences. On the day of the afternoon conferences, there shall be one-half day of school for students. Evening conferences and day conferences shall not be held on the same day.
  
- G. There shall be two (2) other night meetings: one (1) for Back-to-School Night and one (1) for Parent Information Night. These two meetings shall be attended by all staff. If a teacher's work day is split between (2) schools, that teacher shall attend the Back-to-School Night and Parent Information Night for one (1) hour per event at both schools.
  
- H. If a teacher's attendance is requested at any workshop and/or instructional meeting by the Board of Education and such attendance shall be requested during hours other than those that constitute the normal working day, such teacher or teachers shall be compensated at **\$11.51/\$12.04/\$12.59** per hour for the hours of certified attendance.

- I. 1. Classroom teachers shall, in addition to their lunch period, be guaranteed a minimum of 200 minutes preparation time each week for a regular five (5) day school week, with at least one period per day to be so scheduled. If because of scheduling, any teacher cannot receive the guaranteed 200 minutes of preparation time per week, the teacher so effected shall receive compensatory time off so as to offset the shortage (i.e., if a teacher is scheduled for 190 minutes a week, this teacher shall be given 10 minutes of compensatory time a week multiplied by 36 weeks, or 6 hours of compensatory time). This compensatory time shall be taken at one time, not in small portions at different times and at a mutually agreed upon time.  
If a teacher loses a preparation period because he has been assigned to cover the class of another teacher, he shall be paid ~~\$27.85~~/~~\$29.14~~/~~\$30.48~~ per such class. Teachers will not be assigned any other duties during these preparation times except in cases where the Administration deems it necessary on an emergency basis. If a delayed opening takes place and the teacher's preparation time normally takes place during the time school was not in session, there will be no compensation either in time or remuneration.
  
- I. 2. In the event that a teacher's duty-free lunch is reduced to less than the time which he or she received in the 2005-2006 school year, the amount of preparation time granted to that teacher per week shall be proportionally increased.
  
- J. 1. The regular teacher day shall be no longer than six (6) hours and forty (40) minutes, including no more than fifteen (15) minutes before the pupil day, and no more than ten (10) minutes after walkers' dismissal.

2. For the life of this Agreement only, the Board shall retain the stipends for the non-teaching duties of A.M. Monitors and P.M. Monitors. There shall be up to two such positions which shall consist of fifteen minute supervisory periods before and after the regular teacher day in each building. Stipends shall be **\$1,560/\$1,631/\$1,706** per individual for the life of this Agreement. The Board reserves the right to assign this position to certificated non-unit personnel in which case the stipend will not apply.

## **ARTICLE VIII**

### **NON-TEACHING DUTIES**

The Board and the Association acknowledge that a teacher's primary responsibility is to teach. Therefore, they agree as follows:

- A. Except under emergency conditions, to be determined by the Board of Education, or when accepted to be a normal function of the teaching day's activity, teachers shall not be required to perform the following tasks:
- milk distribution
  - supervision of sidewalks, bus loading or unloading
  - collection of money from students beyond the first day assigned for such collection
  - delivery of books to the classroom
  - producing master copies of instructional materials required for daily use
  - physically keeping cumulative records other than the preparing of normal entries dictated by proximity of the teacher to the subject matter
  - custodial duties beyond habits of good housekeeping and general order
  - correcting standardized tests used at the direction of the Board or the Administration



B. Teachers may be required to supervise children in the cafeteria and outside the building (weather permitting) during student lunch hours provided that each teacher so assigned has requested such duty and compensation as per Schedule B, and further provided that:

1. The Administration may reject any teacher's bid for such assignment if, in the judgment of the Administration, such assignment would or could create scheduling problems for the Administration.
2. Any teacher so assigned will have a duty-free lunch period.
3. Where there is one or more aides on duty with a teacher, the teacher shall be in charge.
4. The Board shall maintain insurance to protect any teacher so assigned from personal liability resulting from injuries to any of the students under his charge.

<p><b>ARTICLE IX</b></p> <p><b><u>EMPLOYEE WORK YEAR/WORK DAY</u></b></p>
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A. Twelve (12) month employees shall receive ten (10) holidays per year which shall be designated by the Board and shall be drawn from the following list:

- |                           |                     |
|---------------------------|---------------------|
| Labor Day                 | Columbus Day        |
| Veterans Day              | NJEA Conv. (2 days) |
| Thanksgiving Day (2 days) | Good Friday         |
| Christmas Eve             | Christmas Day       |
| New Year's Eve            | New Year's Day      |
| Memorial Day              | President's Day     |
| Easter, Monday following  | July 4th            |

In addition, they shall have the right each year to take two (2) additional "floating holidays" from the days listed above which were not designated as holidays in the school calendar in that particular year. Such days shall be scheduled with prior approval of the Superintendent.

- B. The Board shall provide each employee with the work calendar affecting their employment category no later than August 31st, or earlier, if released to the public earlier.
- C. Twelve (12) month support staff shall be entitled to the following paid vacation:  
After one (1) year - 10 days; after five (5) years - 15 days
- D. Custodial/Maintenance Employees
  - 1. The work day for full-time custodial/maintenance employees shall be eight (8) hours per day, forty (40) hours per week.
  - 2. Full-time custodial/maintenance employees shall receive a duty-free lunch of thirty (30) minutes.
  - 3. Custodial/maintenance employees shall be required to report for work when school is closed due to inclement weather to deal with the conditions created by the inclement weather, e.g.: snow removal, flooding, etc., and will be dismissed when those conditions have been remedied, or after four (4) hours, whichever is greater.
- E. The in-school work year for the teachers shall not exceed 182 days. It shall include the 180 days when students are in school and two (2) in-service days designated by the Board for workshops and training.  
Three (3) days out of the 180 days when students are in school shall be minimum days for students and shall be utilized to provide professional development to the Board's teaching staff.

<p><b>ARTICLE X</b></p> <p><b><u>SALARIES AND OTHER COMPENSATION</u></b></p>
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- A. The salaries of all teachers covered by this Agreement are set forth in Schedules "A-1/A-2"; salaries for extra-curricular personnel are set forth in Schedule "B"; custodial/maintenance salaries are set forth in Schedule "C-1/C-2"; which are attached and made a part hereof.

- B.
1. Employees employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments. Employees employed on a twelve (12) month basis shall be paid in twenty-four (24) equal payments.
  2. Employees may individually elect to have any percentage of their monthly salary deducted and placed in an individual personal account with the Tri-Co Federal Credit Union. Said deduction shall commence in September and continue until such time that the employee leaves the employ of the Board or certifies, in writing, any changes.
  3. When a payday falls on or during a school holiday, vacation, or weekend, employees shall receive their paychecks on the last previous working day.
  4. Teachers shall receive their final check and the pay schedule for the following year on the last working day in June.
  5. Teachers shall give notice by December 1st of an anticipated change in their salary column for the following September 1st.

C. Association Dues/Representation Fee

1. The Board agrees to deduct from the salaries of its employees dues for the Mount Arlington Education Association, the Morris County Council of Education Associations, the New Jersey Education Association, and the National Education Association, or any one of any combination of such Associations as said employees individually and voluntarily shall have authorized in writing.

2. Any bargaining unit employee who is not a member of the Association, shall pay a representation fee in lieu of dues for services rendered by the Association. Such representation fee shall be paid and administered pursuant to the requirements of the New Jersey law, and shall be paid in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the Association and its own members, less the cost of benefits financed through dues, fees and assessments and available to or benefiting only its members, but in no event shall such representation fee exceed 85% of the regular membership dues, fees and assessments for employees. The provisions for collection and transmittal of this fee shall be governed by Chapter 233, P.L. 1969 (N.J.S.A. 52:14-15.9E). Board compliance with this procedure shall release the Board from any further liabilities and the Board shall not be party to any litigation resulting from individual challenge to this Agreement.

Deduction shall be made in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A. 52:15.9e) 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 Mount Arlington 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.

Each of the associations named above shall certify to the Board, in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Board written notice prior to the effective date of such change.

- D. Custodial/Maintenance employees possessing a black seal license shall be paid an additional salary of ~~\$902~~/~~\$943~~/~~\$986~~ for the life of this Agreement.
- E. The Board shall annually provide custodial/maintenance employees with three (3) work shirts, three (3) work pants, and one (1) pair of steel-tipped work shoes.

- F. Custodial/maintenance employees called in for emergency reasons shall be guaranteed a minimum payment of four (4) hours pay.
- G. There shall be a ~~\$655~~/~~\$685~~/~~\$716~~ night differential (annual rate - for shifts starting after 3:00 P.M. and continuing past 8:00 P.M.) for the life of this Agreement.
- H. Mileage shall be calculated at ~~\$.33~~/~~\$.35~~/~~\$.37~~ per mile and vouchers shall be submitted twice during the school year.
- I. Lunch Duty Supervision
1. The stipend for lunch duty supervision shall be ~~\$2,575~~/~~\$2,694~~/~~\$2,818~~ per lunch duty for the life of this Agreement.
  
  2. A committee shall be established to set guidelines for student behavior and delineate responsibilities of both the cafeteria duty supervisor(s) and building administrators. This committee shall be composed of two Association members (one from Decker School and one from Mount Arlington School), and one administrator.
  
  3. The administration shall seek volunteers to perform lunch duty supervision. In the absence of volunteers, a rotating list of all certificated staff shall be established to perform this duty. In this instance, pay shall be calculated in the following manner:
 

<u>\$2,575</u> / <u>\$2,694</u> / <u>\$2,818</u>	<u>X Days</u>
180 Days of Cafeteria Supervision	

**ARTICLE XI**

**TEACHER ASSIGNMENT**

- A. All teachers shall be given written notice of their salary schedules, class and/or subject assignments, building assignments, and room assignments for the coming year by June 30<sup>th</sup>, absent unusual or unforeseeable circumstances, in which case such written notice shall be given no later than August 15<sup>th</sup>.
- B. The Administration shall assign employees to their specific positions within the scope of their certification. The Administration shall give notice of assignments to new teachers as soon as practicable and, except in cases of emergency, not later than June 30th.
- C. In the event that changes in such schedules, class and/or subject assignment, building assignments, or room assignments are proposed, the teacher affected shall be notified promptly in writing, and upon the request of the teacher, the changes shall be promptly reviewed between the Administration and the teacher affected and, at his option, a representative of the Association.
- D. Schedules of teachers who are assigned to more than one school shall be arranged so that, whenever possible, no such teacher shall be required to engage in an unreasonable amount of inter-school travel.

## ARTICLE XII

### VOLUNTARY TRANSFERS AND REASSIGNMENTS

- A. 1. No later than June 1st of each school year, the Administration shall deliver to the Association and post in the school building a list of known vacancies which shall occur during the following school year.
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 Administration not later than June 14th. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and the school to which he desires to be transferred, in order of preference.
3. As soon as practicable, and no later than June 30th, the Administration shall post in the school and deliver to the Association a system-wide schedule showing the names of all teachers who have been reassigned or transferred and the nature of such reassignment or transfer.
- B. In the determination of requests for voluntary reassignments and/or transfers, the wishes of the individual teacher shall be honored to the extent that the transfer does not conflict with the instructional requirements and best interests of the school system, as determined by the Administration.

## **ARTICLE XIII**

### **INVOLUNTARY TRANSFERS AND REASSIGNMENTS**

- A. An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved and the Administration, at which time the teacher shall be notified of the reason therefore.
- B. Teachers being involuntarily transferred or reassigned from their present position shall have preference, if the Administration determines that other qualifications are equal, over those seeking voluntary transfer or reassignments in regard to choice among those positions which are vacant.

THE NEW JERSEY SUPREME COURT HAS RECENTLY RULED, IN WHAT IS CALLED THE RIDGEFIELD PARK CASE, THAT TEACHER TRANSFERS AND REASSIGNMENTS ARE NON-NEGOTIABLE AND ANY CONTRACTUAL PROVISIONS INVOLVING THIS AREA ARE INVALID. THE COURT INDICATED THAT THIS AREA IS A PURE MANAGEMENT RIGHT.



**ARTICLE XIV**

**PROMOTIONS**

All professional staff members shall be notified of any new and/or vacant positions, either staff or administration, along with requirements for said positions. The Board of Education will consider applications from members of the Mount Arlington teaching staff. Teachers who desire to apply for such vacancies shall submit their application in writing to the Principal within the time limit specified in the notice, and the Principal shall acknowledge promptly in writing the receipt of all such applications. Applications shall be kept on file in the Principal's office for continual consideration for the current teaching year or until the office is notified in writing by an applicant that the application is withdrawn.

**ARTICLE XV**

**SUMMER SCHOOL/HOME INSTRUCTION**

- A. Teachers employed in the Mount Arlington School District shall have priority to such assignments before appointment of applicants from outside the district.
- B. Salary schedules for positions included in this Article are in Schedule B.
- C. Teachers shall have an opportunity, prior to summer school session, to suggest the ordering of appropriate materials.

**ARTICLE XVI**

**EMPLOYEE EVALUATION**

A. Certified Employees

1. Certified employees shall be evaluated only by persons certified by the New Jersey Board of Examiners to supervise instruction.
2. Employees shall receive a written evaluation/observation report at least twenty-four (24) hours prior to post-observation conference.

B. Non-Certified Employees

Employees shall receive a written evaluation/observation report at least twenty-four (24) hours prior to post-observation conference.

C. A consultative discussion group constituted of representatives of the Association, appointed by the Association, and members of the Administration shall be formed each year for the purpose of determining the procedural methods of employee evaluation for the forthcoming year.

D. Employee evaluations shall not be based upon information obtained through surveillance by audio/visual devices.

E. No material derogatory to an employee's conduct, service, character, or personality shall be placed in his personnel file unless the employee has had an opportunity to review the material. The employee shall acknowledge when 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.

In the event an employee refuses to sign said document, it shall be placed in his file, with a notation written by the Administrator, that the aforementioned conference was, in fact, held and that the employee refused to sign.

Employees shall have the right to submit a written response to any derogatory document and said response shall be reviewed, signed, and dated by the appropriate administrator, attached to and made a part of the record.

- F. 1. An employee shall have the right, upon advance request to the Superintendent, to review his/her personnel file. Such review shall take place at a mutually agreed upon time.
  
- 2. All matter contained in any employee's personnel folder shall be dated and initialed by the Administration and employee prior to its inclusion.
  
- 3. All matter contained in any employee's personnel folder shall be held confidential.
  
- 4. Teachers' evaluations shall continue to be effected in compliance with the present school policy to evidence the justification of contract renewal by the Board.

**ARTICLE XVII**

**FAIR DISMISSAL PROCEDURE**

- A. On or before May 15th of each year, or as required by law, the Board shall give non-tenured teachers continuously employed since the preceding September either:
1. A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment but with such increases in salary and benefits as may be required by law or agreement between the Board and the Association, or
  2. A written notice that such employment shall not be offered.
- B. Any non-tenured teacher who receives a notice of non-employment may, within five (5) days thereafter, request in writing a conference to discuss reasons for such non-employment with the Administration. Said conference shall be given to the teacher within ten (10) school days after the receipt of such request.

**ARTICLE XVIII**

**TEACHER FACILITIES**

- A. Each school shall have the following facilities:
1. Space in each classroom in which teachers may store instructional materials and supplies.
  2. A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials.
  3. A serviceable desk and chair for the exclusive use of each full-time teacher.

4. A communication system so that teachers can communicate with the main building office from their classrooms.
5. Suitable closet space for each full-time teacher to store coats, overshoes, and personal articles.
6. Copies, exclusively for each teacher's use, of all texts used in each of the courses he is to teach.
7. Adequate chalkboard space in every classroom.
8. Adequate books, paper, pencils, pens, chalk, erasers, and other such material required in daily teaching responsibility.
9. Upon the request of the Association, with the approval of the Board, vending machines shall be installed in the teachers' lounge and teachers' lunchroom areas. The Association shall develop acceptable procedures for servicing said machines and shall assume full responsibility of the above mentioned.

**ARTICLE XIX**

**SICK LEAVE**

- A. All ten-month employees shall be entitled to eleven (11) sick leave days each school year. All twelve-month employees shall be entitled to twelve (12) sick leave days each school year. Such days shall be available as of the first official day of the employee's work year whether or not they report for duty on that day. Unused sick leave shall be accumulated from year to year with no maximum limit.

- B. Non-accumulative sick leave benefits in <sup>29</sup>addition to Section A of this Article shall be

allowed to employees according to the following schedule:

One (1) family sick day for illness in the family for ten (10) month employees, and two (2) such days for twelve (12) month employees.

Extension of the above article may be granted by the Board of Education.

- C. Employees shall be given a written accounting of accumulated sick leave days no later than September 30th, which shall include the additional days available for the current year.
  
- D. A teacher hired prior to July 1, 1986, after seven (7) years of service, and upon retirement, resignation, death or being excessed, shall receive a lump sum payment equivalent to seventy-five dollars (\$75) per day for each unused sick day accumulated to a maximum of one hundred and twenty-five (125) days, which equals nine thousand three hundred seventy-five dollars (\$9,375). Teachers hired after July 1, 1986 shall be required to have ten (10) years of service to be eligible for such payment. Any teacher hired July 1, 1990 and thereafter shall not be eligible or entitled to the above terminal payment on the basis of and for a resignation.
  
- E. Terminal payment for support staff personnel after ten (10) years of service in the district shall be computed at the rate of forty (\$40) for each unused sick day on retirement, death, resignation, or on being excessed, to a maximum of one hundred and twenty-five days (125), which equals five thousand dollars (\$5,000). Payments shall not exceed and be "capped" at the sum of \$3,000.00. Any employee hired July 1, 1990 and thereafter shall not be eligible or entitled to terminal payment on the basis of and for a resignation.

**ARTICLE XX**

**TEMPORARY LEAVES OF ABSENCE**

Employees shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year:

- A. Three (3) days leave of absence for ten (10) month employees, and four (4) days for twelve (12) month employees, for personal, legal business, household or family matters which require absence during school hours. Applications to the Administration for personal leave shall be made at least five (5) days before taking such leave (except in the case of emergencies) and the applicant for such leave shall not be required to state the reason for such leave other than that he is taking it under this section. Two unused personal leave days per year shall roll over and be credited to sick leave accrual for each unit member.
- B. Any number of days for the purpose of visiting other schools or attending meetings or conferences of an educational nature with the approval of the Administration
- C. In the case of death in the immediate family during the school session, employees shall be allowed five (5) consecutive calendar days leaves of absence without deduction of pay provided said days are taken within two (2) weeks of notification of the death. This leave is exclusive of sick allowance. (Immediate family refers to husband, wife, father, mother, child, sister, brother, grandparents, father-in-law and mother-in-law.) In case of death of a relative of second degree, a leave of absence of two (2) days will be allowed without deduction of pay. (Relative of second degree refers to uncle, aunt, niece, nephew, cousin or other in-law.)
- D. Other temporary leaves of absence with pay may be granted by the Board of Education for good reason.

**ARTICLE XXI**

**EXTENDED LEAVES OF ABSENCE**

- A. A leave of absence without pay up to one (1) year shall be granted to any teacher who joins the Peace Corps, VISTA, National Teachers Corps, or serves as an exchange teacher, or overseas teacher, and is a full-time participant in either of such programs, or accepts a Fulbright Scholarship.
- B. A teacher on tenure shall be granted a leave of absence without pay for up to one (1) year to teach in an accredited college or university.
- C. Military leave without pay shall be granted to any teacher who is inducted or enlists in any branch of the Armed Forces of the United States for the Initial period of said service. A similar leave shall be granted to any teacher whose spouse is so inducted or who enlists to join him for the period of special training in preparation for duty overseas in combat zones; said period not to exceed six (6) calendar months.
- D. Disability leave of absence due to pregnancy and child-rearing leaves:
  - 1. A teacher shall notify the Administration of her pregnancy as soon as it is medically confirmed. Any teacher requesting a leave of absence associated with pregnancy and who desires to use accumulated sick days at the commencement of this leave shall be paid full salary for the full disability period of four (4) work weeks prior to the due date of birth and four (4) work weeks subsequent to the birth. Said salary shall be determined by the number of accumulated sick days available for this period. Extension of this disability period must be medically confirmed by the physician's certificate to the Board.

- 2. Upon completion of the disability period,<sup>32</sup> a teacher may return to her post of



duty, or if she qualifies and at her request, shall be granted an unpaid child-rearing leave to commence immediately after the disability period is concluded. In order to qualify for child-rearing leave, a teacher must have been actively employed (which shall include Board approved leaves of absence other than maternity and/or seniority recall list) for the six-month period immediately preceding the teacher's disability leave for pregnancy. Said child-rearing leave shall cover the academic year in which the birth takes place and shall, if so requested by the teacher, cover one (1) additional academic year. The teacher on such an extended leave shall notify the Board of intent to return to her post of duty sixty (60) days prior to the commencement of the school year. By mutual agreement between the teacher and the Board, time periods associated with this leave may be shortened or lengthened

3. Extended leaves of absence granted pursuant to this Article shall not be applied to consecutive pregnancies or child-rearing.

4. Non-tenured teachers shall have all the benefits and terms under this procedure except that a teacher who would not have been renewed based on performance shall not receive a leave beyond the contract year in which the leave takes place.

5. No teacher on an extended child-rearing leave of absence shall, on the basis of such leave, be denied the opportunity to substitute in the Mount Arlington School District in the area of the teacher's competence or certification.

6. A teacher adopting an infant child shall receive similar child-rearing leave which shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill the requirements for adoption.

7. Male teachers shall be granted child rearing leave in accordance with Section 2 of this Article.

E. Other extended leaves of absence without pay may be granted by the Board for

good reason.

F. Upon return from leave granted pursuant to Sections A, B, C, D, or E of this Article, a teacher shall be placed on the salary schedule one level above the level he was on when he left the District, unless the teacher returns during the same contract year, and provided he taught a minimum of three months in the year he began the leave. Existing language in Section F of this Article is grandfathered for all unit members (1990-1991). Beginning in the 1991-1992 school year, new hires will have to have worked a minimum of five (5) months in order to advance on salary guide as per language.

**ARTICLE XXII**

**PROFESSIONAL DEVELOPMENT & EDUCATIONAL IMPROVEMENT**

- A. The Board agrees to pay tuition at the State college rate per graduate credit, and up to **\$6.72/\$7.03/\$7.35** per graduate credit for fees, for all teachers, not to exceed twelve (12) credits per employee per school year on the teacher's subject matter for full-time employees. Payment will be made as follows:
1. Tenured teachers will be paid upon receipt of a "B" grade or better.
  2. Non-tenured teachers will be paid upon execution of their contract for the following school year and upon receipt of a "B" grade or better.
- B. Teachers on unpaid extended leaves of absence shall not be entitled to this benefit.
- C. Support staff shall be granted reimbursement for the costs of any course, seminar or workshop that they shall take which related to their job assignment in the District with the prior approval of the Superintendent of Schools.

D. Based on N.J.A.C. 6:11-13 the Board, on an existing in-service or professional day,

will provide an in-service course, thereby making a reasonable attempt to satisfy the proposed eligibility requirements for at least five (5) hours of Continuing Education Credits.

- E. A cap of \$30,328 will be imposed on tuition reimbursement for graduate credits. This cap shall be increased to **\$31,754** for **2007-2008**; and to **\$33,246** for **2008-2009** school year. This cap will “sunset” on **June 30, 2009**.

### ARTICLE XXIII

#### PROTECTION OF TEACHERS, STUDENTS AND PROPERTY

- A. Teachers shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety or well-being. In the event of any emergency, the Administration shall take appropriate action. The Association shall have the right to meet with the Administration within two (2) school days to develop mutually-acceptable programs to guarantee the safety of students, teachers, and property.
- B. 1. If a teacher, without provocation, while on school property or at a place authorized for extra-curricular activities, shall suffer an assault on his person which shall be directly related to, and occur during the performance of, his duties as a teacher in accordance with the terms of his contract and school policy, the Board will support the teacher up to and including legal measures to assist in his recovery of what measures of damage will make him whole according to law.

2. The Board shall reimburse teachers for the reasonable cost of any clothing or

other personal property damaged or destroyed as a result of an assault suffered by a teacher while the teacher was acting in the discharge of his duties within the scope of his employment, up to the sum of ~~\$25.88/\$27.07/\$28.32~~ and will assist recovery of any greater sum.

- C. 1. Teachers shall immediately report cases of assault suffered by them in connection with their employment to their Principal, Superintendent and the Board.
2. Such notification shall be immediately forwarded to the proper authorities.

**ARTICLE XXIV**

**MAINTENANCE OF CLASSROOM CONTROL AND DISCIPLINE**

- A. A definition of the duties and responsibilities of all Administrators, coordinators, supervisors, and other personnel pertaining to student discipline shall be reduced to writing by the Administration and presented to each teacher at the start of each school year.
- B. When, in the judgment of a teacher, a student is by his behavior seriously disrupting the instructional program to the detriment of other students, the teacher may send the student from the classroom and refer him to the Administration. If the teacher so requests, a conference will be arranged within a reasonable period of time between the teacher, the Administration, and, possibly, an appropriate specialist.

**ARTICLE XXV**

**INSURANCE PROTECTION**

A. The Board shall provide the health-care insurance protection designated below and shall pay for individual coverage for each full-time employee and 100% of the difference between the cost of the individual and family plan:

1. Provisions of the health-care insurance program shall be detailed in master policies and contracts agreed upon by the Board and the Association and shall include:

- Blue Cross
- Blue Shield
- Major Medical
- Rider J

a. The office visit co-pay shall be \$10.00 for all employees enrolled in any non-traditional plan.

b. Effective July 1, 2006, the Board will provide a Section 125 plan for the Association membership.

(1) A benefit waiver plan will be made available to any employee who desires to waive their medical benefits on an annual basis in exchange for an annual cash incentive. Any employee who opts to waive their medical benefits must provide proof of coverage in order to be eligible for the cash incentive. The Board will develop a form for all eligible employees to complete on an annual basis to select their insurance coverage or to waive their right to coverage.

The cash incentive to be provided to any employee waiving their insurance is

Four Thousand Five Hundred Dollars (\$4,500) for medical benefits, which shall be prorated for any employee who is employed for less than a full work year.

The annual cash incentive will be paid in two (2) installments in December and June. The annual cash incentive is fully taxable and subject to all required withholding taxes. An employee will be permitted to re-enroll in the respective group insurance plans every July 1 or immediately if the employee provides proof of a life status change. If an employee re-enrolls during the year because of a life status change, the cash incentive will be prorated.

2. The health insurance carrier(s) shall be Blue Cross and Blue Shield for the basic hospitalization and medical/surgical coverage, and Health Service Inc., or equal, for the major medical coverage.

3. For each employee who remains in the employ of the Board for the full school year and who will continue to be an employee in the following school year, the Board shall make payment of insurance premiums to provide insurance coverage for the twelve (12) month period commencing July 1st and ending June 30th. When necessary, payment of premiums in behalf of the employee shall be made retroactively or prospectively to assure uninterrupted participation and coverage.

4. The Board and/or State shall provide the continuance of health-care insurance after retirement at age 55 years old with 25 years of service in the Mount Arlington School District.

5. The Administration shall provide to each employee a description of the health-

care insurance coverage provided under this Article no later than the beginning of the school year which shall include a clear description of conditions and limits of coverage listed above.

- B. Employee only dental insurance shall be extended to all non-certificated staff, on the same basis as teachers (80/20 co-pay). Effective July 1, 1989, family dependent dental coverage shall be increased from a 50/50 co-pay plan to an 80/20 co-pay plan and provided to all unit employees. Effective July 1, 2006, there shall be a \$25/\$75 deductible incorporated into the dental plan for any benefits other than those designated as “basic benefits” in the dental insurance plan. The Board shall provide the total monetary allotment for the dental insurance plan. The Board reserves the right to substitute an equivalent dental insurance plan.
- C. Employees on unpaid extended leaves of absence shall not be entitled to the benefits of this Article, except that they shall be entitled under the present insurance plan to group rates after three (3) months, with the employees paying the premium.

**ARTICLE XXVI**

**BOOKS & OTHER INSTRUCTIONAL MATERIALS & SUPPLIES**

For the purchase of instructional materials at the NJEA Convention, the Board may allow ~~\$33.05~~/~~\$34.57~~/**\$36.16** per teacher to be reimbursed upon submission of paid receipts by the teacher. Teachers on unpaid extended leaves of absence shall not be entitled to this benefit.

**ARTICLE XXVII**

**PERSONAL AND ACADEMIC FREEDOM**

- A. Teachers shall be entitled to full rights of citizenship and no religious activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher providing said activities do not violate any local, state, or federal law.
  
- B. Teachers shall have the right to present Board-approved material and discuss and/or express opinions on all facets of the aforementioned material.

**ARTICLE XXVIII**

**MISCELLANEOUS PROVISIONS**

- A. Copies of this Agreement shall be supplied at the expense of the Board and shall be presented to all employees.
  
- B. Whenever any notice is required to be given by either of the parties to this Agreement, either party shall do so by registered letter at the following addresses:
  - 1. If by Association, to Board at Mount Arlington School.
  - 2. If by Board, to Association at Mount Arlington School.
  
- C. An informal committee may be established between the employees, the Administration, and the Board to discuss matters of common concern. The dates, times, and locations of any such meetings will be mutually agreed upon.



**ARTICLE XXIX**

**SERVICE COMPENSATION**

- A. Upon a teacher's completion of ten (10) years of active service (which shall include paid leaves) in the Mount Arlington Public School District, he will be granted a yearly increment of \$650.00; upon a teacher's completion of fifteen (15) years of active service (which shall include paid leaves) in the Mount Arlington Public School District, he will be granted a yearly increment of \$1,000.00; upon a teacher's completion of twenty (20) years of active service (which shall include paid leaves) in the Mount Arlington Public School District he will be granted a yearly increment of \$1,250.00; and upon a teacher's completion of twenty-five (25) years of active service (which shall include paid leaves) in the Mount Arlington Public School District he will be granted a yearly increment of \$1,500.00. This amount is to be taken from the annual percentage increase of the negotiated contract.
- B. Upon a support staff employee's completion of ten (10) years of active service (which shall include paid leaves) in the Mount Arlington Public School district, he will be granted a yearly increment of \$650.00; upon a support staff employees completion of fifteen (15) years of active service (which shall include paid leaves) in the Mount Arlington Public School District, he will be granted a yearly increment of \$1,000.00; upon a support staff employee's completion of twenty (20) years of active service (which shall include paid leaves) in the Mount Arlington Public School District he will be granted a yearly increment of \$1,250.00; and upon a support staff employee's completion of twenty-five (25) years of active

service (which shall include paid leaves) in the Mount Arlington Public School District he will be granted a yearly increment of \$1,500.00. This amount is to be taken from the annual percentage increase of the negotiated contract.

- C. The service compensation amounts referred to in Paragraphs A and B above shall be paid effective with the employee's service anniversary and not with the beginning of the school year.

**ARTICLE XXX**

**MERIT INCREASES**

Merit increases may be awarded at the recommendation of the Superintendent with the approval of the Board during a teacher's tenure of service in the Mount Arlington School District. Once added to the teacher's salary it is to remain intact for the duration of the individual's service.

**Mount Arlington District  
Teachers  
2006-2007**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
1	45,845	47,345	48,795	49,545	51,220	53,045
2	46,445	47,945	49,395	50,145	51,820	53,645
3	47,045	48,545	49,995	50,745	52,420	54,245
4	47,645	49,145	50,595	51,345	53,020	54,845
5	48,245	49,745	51,195	51,945	53,620	55,445
6	48,845	50,345	51,795	52,545	54,220	56,045
7	49,800	51,300	52,750	53,500	55,175	57,000
8	51,325	52,825	54,275	55,025	56,700	58,525
9	53,100	56,100	57,100	58,100	59,300	61,100
10	55,125	58,125	59,125	60,125	61,325	63,125
11	57,400	60,400	61,400	62,400	63,600	65,400
12	59,925	62,925	63,925	64,925	66,125	67,925
13	62,700	65,700	66,700	67,700	68,900	70,700
14	65,725	68,725	69,725	70,725	71,925	73,725
15	69,000	70,500	71,950	72,700	74,375	76,200
16	72,525	74,025	75,475	76,225	77,900	79,725

0607 tchrsalguide  
Board App.: 01/23/07

Service Compensation:      After 10 years completed in district      \$ 650.00  
    After 15 years completed in district      \$1,000.00  
    After 20 years completed in district      \$1,250.00  
    After 25 years completed in district      \$1,500.00

**SCHEDULE A-2**

**Mount Arlington District  
Teachers  
2007-2008**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
1	47,030	48,630	50,230	51,030	52,630	54,530
2	47,730	49,330	50,930	51,730	53,330	55,230
3	48,430	50,030	51,630	52,430	54,030	55,930
4	49,130	50,730	52,330	53,130	54,730	56,630
5	49,830	51,430	53,030	53,830	55,430	57,330
6	50,530	52,130	53,730	54,530	56,130	58,030
7	51,230	52,830	54,430	55,230	56,830	58,730
8	52,905	54,505	56,105	56,905	58,505	60,405
9	54,895	56,495	58,095	58,895	60,495	62,395
10	57,085	58,685	60,285	61,085	62,685	64,585
11	59,475	61,075	62,675	63,475	65,075	66,975
12	62,065	63,665	65,265	66,065	67,665	69,565
13	64,855	66,455	68,055	68,855	70,455	72,355
14	67,845	69,445	71,045	71,845	73,445	75,345
15	71,035	72,635	74,235	75,035	76,635	78,535
16	74,425	76,025	77,625	78,425	80,025	81,925

0708 tchrsalguide  
Board App.: 01/23/07

Service Compensation:      After 10 years completed in district      \$ 650.00  
    After 15 years completed in district      \$1,000.00  
    After 20 years completed in district      \$1,250.00  
    After 25 years completed in district      \$1,500.00

**Mount Arlington District  
Teachers  
2008-2009**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
1	47,790	49,490	51,190	52,040	53,740	55,640
2	48,690	50,390	52,090	52,940	54,640	56,540
3	49,590	51,290	52,990	53,840	55,540	57,440
4	50,490	52,190	53,890	54,740	56,440	58,340
5	51,390	53,090	54,790	55,640	57,340	59,240
6	52,305	54,005	55,705	56,555	58,255	60,155
7	53,305	55,005	56,705	57,555	59,255	61,155
8	54,305	56,005	57,705	58,555	60,255	62,155
9	55,885	57,585	59,285	60,135	61,835	63,735
10	58,005	59,705	61,405	62,255	63,955	65,855
11	60,525	62,225	63,925	64,775	66,475	68,375
12	63,295	64,995	66,695	67,545	69,245	71,145
13	66,265	67,965	69,665	70,515	72,215	74,115
14	69,435	71,135	72,835	73,685	75,385	77,285
15	72,805	74,505	76,205	77,055	78,755	80,655
16	76,325	78,025	79,725	80,575	82,275	84,175

0809 tchrsalguide  
Board App.: 01/23/07

Service Compensation:      After 10 years completed in district      \$ 650.00  
    After 15 years completed in district      \$1,000.00  
    After 20 years completed in district      \$1,250.00  
    After 25 years completed in district      \$1,500.00

## SCHEDULE B

Extra-curricular activity advisors shall be compensated according to the following schedule:

	<u>2006/2007</u>	<u>2007/2008</u>	<u>2008/2009</u>
1. AM or PM Monitor	1560.00	1631.00	1706.00
2. Art Club Advisor (Per Hour)	37.22	38.93	40.72
3. AV Coordinator	1458.00	1525.00	1595.00
4. Basketball Advisor	2887.00	3020.00	3159.00
5. Basketball - Assistant Advisor	1911.00	2000.00	2090.00
6. Before School Band Adv(Per Hour)	37.22	38.93	40.72
7. Before Sch Vocal Music Adv(Per Hour)	37.22	38.93	40.72
8. Chaperones (Per Event)	83.13	86.95	90.95
9. Cheerleading Advisor	2173.00	2272.00	2377.00
10. Computer Club Advisor	1294.00	1353.00	1516.00
11. Detention Supervisor	1458.00	1525.00	1595.00
12. Drama Club Advisor (Per Hour, Max of 35 hours)	37.22	38.93	40.72
13. Eighth Grade Advisor	1716.00	1795.00	1878.00
14. Family Ceramics Instructor (Per Hour)	37.22	38.93	40.72
15. Family Math Instructor (Per Hour)	37.22	38.93	40.72
16. Family Science Instructor (Per Hour)	37.22	38.93	40.72
17. Homework Club Advisor (Per Hour)	37.22	38.93	40.72
18. Home Instruction Teachers (Per Hour)	37.22	38.93	40.72
19. Intramurals Advisor	1294.00	1353.00	1416.00
20. Lunch Period Supervisor (If shared, paid at a per diem rate)	2575.00	2694.00	2818.00
21. Softball Advisor	2887.00	3020.00	3159.00
22. Assistant Softball Advisor	1911.00	2000.00	2090.00
23. Soccer Advisor	2887.00	3020.00	3159.00
24. Assistant Soccer Advisor	1911.00	2000.00	2090.00
25. Summer School Teachers (Per Hour)	37.22	38.93	40.72
26. Teacher in Charge (Per Day Covered)	64.85	67.84	70.96
27. Yearbook Advisor	1469.00	1536.00	1607.00

**Mount Arlington District**

**CUSTODIANS -- 2006-2009**

<b>STEP</b>	<b>C-1 (2006-2007) SALARY</b>	<b>C-2 (2007-2008) SALARY</b>	<b>C-3 (2008-2009) SALARY</b>
1	29,068	30,500	32,152
2	29,608	30,990	32,592
3	30,148	31,480	33,032
4	30,688	31,970	33,472
5	31,228	32,460	33,912
6	31,768	32,950	34,352
7	32,308	33,440	34,792
8	32,848	33,930	35,232
9	33,388	34,420	35,672
10	33,928	34,910	36,112
11	34,468	35,400	36,552
12	34,908	35,890	36,992
13	35,348	36,380	37,432
14	35,788	36,820	37,872
15	36,228	37,260	38,312
16	36,668	37,700	38,752

2006-2009custsalguide  
Board App.: 01/23/07

Service Compensation

After 10 years completed in district	\$ 650.00
After 15 years completed in district	\$1,000.00
After 20 years completed in district	\$1,250.00
After 25 years completed in district	\$1,500.00

MOUNT ARLINGTON BOARD OF EDUCATION  
AND  
MOUNT ARLINGTON EDUCATION ASSOCIATION

SIDEBAR AGREEMENT  
2006-2009

For the life of the July 1, 2006 – June 30, 2009 agreement, the Board agrees to apply the agreed upon percents of increase (i.e. 2006-2007-4.6%, 2007-2008 – 4.6%, 2008-2009 – 4.6%) to the 2005-2006 hourly rates of all part-time custodial employees.

MOUNT ARLINGTON  
EDUCATION ASSOCIATION

MOUNT ARLINGTON  
BOARD OF EDUCATION

By:\_\_\_\_\_

By:\_\_\_\_\_

By:\_\_\_\_\_

By:\_\_\_\_\_

By:\_\_\_\_\_



by its President and Secretary and the Board has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon, all on the day and year first above written.

MOUNT ARLINGTON  
EDUCATION ASSOCIATION

MOUNT ARLINGTON  
BOARD OF EDUCATION

By: \_\_\_\_\_

By: \_\_\_\_\_

By: \_\_\_\_\_

By: \_\_\_\_\_

By: \_\_\_\_\_

(Note: An officially signed copy of this Board/Association Agreement is on file in the Board of Education Office.)