



Perth Amboy Federation/AFT
Local 857 AFT, NJSFT, AFL-CIO
779 Gornik Drive * Perth Amboy, N.J. 08861 * 732-442-7788

A Memorandum of Agreement between The Perth Amboy Federation and The Perth Amboy Board of Education was signed by both parties 9/1/2016. This packet contains information about the various changes being proposed for a new contract which will run from July 1, 2015 through June 30, 2018. You will be able to vote on the changes Wednesday, September 7 from 9am to 5pm at the Federation Office. Once approved by our membership, The Board of Education will vote on the contract September 8th at the September BOE meeting.

Among the changes affecting everyone are:

- Salary Guide movement with retro pay on salary for 2015-2016
- Healthcare contributions attached **only** to salary
- Salary increases for all component groups
- Three (3) new "time off" days – which can be used for, among other things, religious holidays

Explanation of the Change in Healthcare Contributions:

In 2011, Governor Chris Christie pushed through legislation called Chapter 78 which required public employees to contribute an increasing percentage of the cost of our health insurance premiums. Under this legislation, the amount of our contribution was calculated as a percentage of our **insurance premium** for healthcare. Therefore, as health insurance rates increased every year, often by 6% or more, the amount of our contribution likewise increased, and the increase in our share of the cost of our insurance premiums were in turn based on **how much money we made**. The people who made the most money, paid the largest percentage of the insurance premium – up to 35%.

One thing our negotiating team knew for certain was that we were not going to lower the cost of healthcare for some by raising the cost of healthcare for others. We needed a progressive guide – a guide where your contribution would increase as your salary increased, and **only** if your salary increased, and we needed to attach that guide **only** to salary. Last year the cost of the premium for Family PPO coverage was \$33,065. If you had to pay 35% of that it cost you \$11,573. This year the cost of the premium for Family PPO healthcare coverage is \$35,800. If you had to pay 35% of that it would cost you \$12,530. That number would continue to get higher as the cost of the premium rose each year. Our goal as a negotiating team was not only to save some money on health insurance, but to **stabilize** the cost of healthcare contributions **into the future**.



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How to calculate your healthcare contribution:

Let's say you make \$52,000 and you have single coverage. Your **yearly contribution** will be 3.7% of your **salary**. You can calculate the amount of your contribution by multiplying your salary by .037.

Example:

$$\$52,000 \times .037 = \$1,924.$$

To find the amount of the **contribution per paycheck** simply divide the yearly contribution by 20 for ten month employees, or by 24 for twelve month employees.

Salary Threshold	Single	Family
\$1	1.5%	1.5%
\$20,000	2.3%	3.5%
\$30,000	2.9%	4.0%
\$40,000	2.6%	4.3%
\$50,000	3.7%	6.4%
\$60,000	4.2%	7.9%
\$70,000	4.3%	8.9%
\$80,000	3.9%	8.4%
\$90,000	3.7%	8.6%
\$100,000	3.7%	8.6%

You may notice that in some instances the percentages on the healthcare contribution guide go down as the salary threshold goes up. This does not mean the person with the higher salary is paying less. For example, if you look at \$70,000 and 80,000 on the contribution guide the percentage for \$80,000 is lower that it is for \$70,000. But when you do the calculations you can see that the employee making more money is actually paying more money.

$$\text{Ex: } \$70,000 \times .042 = \$2,940 \text{ per year}$$

$$\$80,000 \times .039 = \$3,120 \text{ per year}$$

To realize the full weight of this change you must not only consider how much you are paying this year compared to what you paid last year. You must also consider **how much you would have paid** this year had we not been able to make the change. This change in how we contribute to our healthcare represents a big win for all of us. While the contributions may not be as low as we want them to be, we will no longer have people taking home less money from one year to the next because of the cost of healthcare. The win is a result of all of us banding together and demanding to be treated fairly. Kudos to all of you who showed up at board meetings, rallied outside of your school and wore blue to show solidarity. You contributed to this win. The only thing left to do is to vote **YES** on September 7th.

Pat Paradiso
Pam Campbell
Donna Tartza



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Article V
General Conditions

Section 1
everyone

C. 1

Old:

- C. Corrective Action Plans (CAPs): When it has been determined that a CAP is necessary, the appropriate administrator will meet with the staff member to review and explain how the CAP is to be implemented. All plans must include:
- Identification of the specific needs requiring improvement.
 - Identification of the expected outcomes for the staff member.
 - Identification of support services available to the staff member.
 - Establishment of a specific time line for implementation.

Revised:

C. Corrective Action Plan (CAP) Any teaching staff member who is rated Ineffective or Partially Effective on their evaluation will receive additional support through a Corrective Action Plan (CAP). The teaching staff member works with their supervisor to create a plan of professional development that is designed to correct the needs identified in their evaluation.

The CAP must include:

- Timelines for corrective action
- Clear delineation of responsibilities of the teaching staff member versus the district in implementing the plan
- Identification of the specific needs requiring improvement
- Identification of the expected outcomes for the staff member
- Identification of support services available to the staff member.

C 2.

Old:

2. Non---Tenured:
- Non-tenured certificated personnel will be evaluated according to the regulations established in NJAC 6A:32---4.5.
 - In addition to the established NJAC regulations, the parties agree that 1st year non-tenured certificated personnel will receive a minimum of four (4) formative observations and 1 summative evaluation. (Annual Written Performance Report)

Non --- Tenured Certificated personnel in their 2nd or 3rd year of employment will receive a minimum three (3) formative observations and 1 summative evaluation (Annual Written Performance Report)

- C. All formative observations may involve a pre-conference but require a mandatory post conference which must take place within 10 days of the observation. The staff member has the right to submit his or her written disclaimer of that observations within 10 school days following the conference. This disclaimer shall be attached to each party's copy of that observation.
 - D. Upon receipt of a notice of non—reemployment non—tenured certificated personnel may follow the procedures established in NJAC 6A: 32—4.6
3. Tenured: NJAC 6A:32—4:4
- A. Tenured certificated personnel will receive a minimum of 1 formative observation per year.
 - B. All observations may involve a pre-conference but require a post conference within 10 school days of the observation.
 - C. Tenured certificated personnel will receive their summative evaluation (Annual Written Performance Reports) in accordance with the procedures established in NJAC:32-4.4
 - D. Tenured certificated personnel who require a CAP as a result of their observation will be observed and evaluated upon the requirements established in the CAP. Additional CAPs may be developed and written as necessary. 12 Evaluation Procedures which Apply to Tenured and Non—Tenured Certificated Staff
4. Observations:
- A. A copy of the Formative Observation must be made available to the staff member within 7 school days.
 - B. A staff member's signature on the Formative Observation Form shall signify that the staff member is aware of the contents of the observation.
 - C. A signature shall not constitute approval or disapproval of the contents of the Formative Observation.
 - D. Within seven (7) school days of receipt of the observation, a staff member may make a written response to any observation and that response shall be attached to the filed Formative Observation Form.
 - E. In the event that a staff member refuses to sign the Formative Observation Form, the evaluator shall note it on the form.

Revised:

C 2. Evaluation Process for Tenured and Non-Tenured Certificated Staff

(a) For purpose of teacher evaluation, observers shall conduct the observations pursuant to N.J.S.A. 18A:6-123.b(8) and N.J.A.C. 6A:10-2.5 and 3.2, and they shall be trained pursuant to N.J.A.C. 6A:10-2.2(b).

(b) Observation conferences shall include the following procedures:

1. A supervisor who is present at the observation shall conduct a post-observation conference with the teacher being observed. A written report of the observation shall be provided to the teacher within seven (7) teaching staff member working days of the observation and a post observation conference shall occur no more than ten (10) teaching staff member working days following each observation. The staff member shall be allotted a minimum of two (2) teaching staff member working days to review the written report. *In an emergency situation and with the written consent of the staff member the supervisor may extend the post conference appointment to fifteen (15) days past the observation providing that fifteen (15) day period does not coincide with a school vacation.*
 - i A staff member's signature on the observation form shall signify that he/she is aware of the contents of the observation.
 - ii A signature shall not constitute approval or disapproval of the contents of the observation.
 - iii In the event that a staff member refuses to sign the observation form the evaluator shall note such refusal on the form.
2. The post-observation conference shall be for the purpose of reviewing the data collected at the observation, connecting the data to the teacher practice instrument and the teacher's individual professional development plan, collecting additional information needed for the evaluation of the teacher, and offering areas to improve effectiveness.
3. If agreed to by the teacher, post-observation conferences and pre-conferences for short observations of tenured teachers who are not on a corrective action plan may be conducted via written communication, including electronic.
4. A pre-conference, when required, shall occur at least one (1) but not more than seven (7) teaching staff member working days prior to the observation.

(c) Each teacher shall be observed as described in this section, at least three (3) times during each school year but not less than once during each semester.

For all teachers, at least one (1) of the required observations shall be announced and preceded by a pre-conference, and at least one (1) of the required observations shall be unannounced. The chief school administrator or designee shall decide whether the third required observation is announced or unannounced.

The following additional requirements shall apply:

- 1. Non-tenured teachers shall receive a minimum of three (3) observations within the timeframe set forth in N.J.S.A. 18A:27-3.1, and observations for all other teachers shall occur prior to the annual summary conference, which shall occur prior to the end of the academic school year.**
- 2. Teachers on a corrective action plan shall receive observations within the timeline set forth in N.J.A.C. 6A:10-2.5.**
- 3. Non-tenured teachers shall be observed during the course of the year by more than one (1) appropriately certified supervisor, either simultaneously or separately, by multiple observers, with the following provisions:**
 - i. A co-observation shall fulfill the requirement in this subsection for multiple observers.**
 - ii. One co-observation shall count as one (1) observation required in (d) below.**
- 4. One (1) post-observation conference may be combined with a teacher's annual summary conference as long as it occurs within the required ten (10) teaching staff member working days following the observation for the purpose of evaluation. *In an emergency situation and with the written consent of the staff member the supervisor may extend the post-conference appointment to fifteen (15) days past the observation providing that fifteen (15) day period does not coincide with a school vacation.***
- 5. A written or electronic evaluation report shall be signed by the supervisor who conducted the observation and post-observation and the teacher who was observed.**
- 6. The teacher shall submit his or her written objection(s) if any of the evaluation within ten (10) teaching staff member working days following the conference. The objection(s) shall be attached to each party's copy of the annual written performance report.**

(d) Each observation required for the purpose of evaluations shall be conducted for the minimum duration based on the following groups.

- 1. A non-tenured teacher who is in his or her first or second year of teaching in the school district shall receive at least two (2) long observations and one (1) short observation.**
- 2. A non-tenured teacher who is in his or her third or fourth year of teaching in the school district shall receive at least one (1) long observation and two (2) short observations.**
- 3. A tenured teacher shall receive at least three (3) short observations.**

(e) To earn a teacher practice score, a teacher shall receive at least three (3) observations.

- i. If a teacher is present for less than forty (40) percent of the total student school days in an academic year, he or she shall receive at least two (2) observations to earn a teacher practice score.**

C 3: Evaluation of Tenured and Non-Tenured Teaching Staff Members Other than Classroom Teachers:

(a) The components of the teacher evaluation rubric described in this section shall apply to teaching staff members other than a teacher, as described in N.J.A.C. 6A:10-4.1.

(b) Each school district shall determine the components of the evaluation rubric for teaching staff members other than classroom teachers discussed in this section and shall follow the evaluation procedures as set forth in N.J.A.C. 6A:10-2. 6A:10-6.2

Required observations for teaching staff members:

(a) The chief school administrator or designee shall determine the duration of the three (3) observations required pursuant to N.J.S.A. 18A:27-3.1 for non-tenured teaching staff members, except teachers, principals, vice principals, and assistant principals.

For the purpose of this subsection, observations include, but are not limited to: observations of meetings, student instruction, student services, parent conferences, and case-study analysis of a significant student issue.

The observation shall:

- 1. Be followed within seven (7) days by a written copy of the observation and within ten (10) working days by a conference between the administrative or supervisory staff member who made the observation and written or electronic evaluation, and the non-tenured teaching staff member. The teaching staff member will be allotted two (2) teaching staff member working days to review the report. *In an emergency situation and with the written consent of the staff member the supervisor may extend the post-conference appointment to fifteen (15) days past the observation providing that fifteen (15) day period does not coincide with a school vacation.***
- 2. Be followed by both parties to such a conference signing the written or electronic evaluation report and each retaining a copy for his or her records; and**
 - i. A staff member's signature on the observation form shall signify that he/she is aware of the contents of the observation.**
 - ii. A signature shall not constitute approval or disapproval of the contents of the observation.**
 - iii. In the event that a staff member refuses to sign the observation form the evaluator shall note such refusal on the form.**
- 3. Allow the non-tenured teaching staff member to submit his or her written objection(s) if any of the evaluation within ten (10) teaching staff member working days following the conference. The objection(s) shall be attached to each party's copy of the annual written performance report.**
 - b) All tenured teaching staff members as described in this section shall receive at least one (1) observation per school year. The tenured staff member will be allotted two (2) teaching staff member working days to review the report. The chief school administrator or his or her designee may determine the length and structure of the observation.**

New:

A 4: Perth Amboy Sick Bank Language:

J. Sick Leave Bank Policy: A sick leave bank has been established within the requirements set forth by Chapter 30 of Title 18A of the New Jersey Statutes to provide compensable leave coverage to full-time unit members covered by the collective negotiations agreement ("Agreement"), between the Perth Amboy Board of Education and the Perth Amboy Federation ("Federation") who are absent for an extended period of time due to serious illness or injury. This bank shall operate in accordance with Chapter 30 of Title 18A of the New Jersey Statutes with the following rules and regulations:

1. **Eligibility:** Only employees in the Federation's bargaining unit are eligible to receive donated leave. An employee shall be eligible to draw from the Sick Leave Bank only if he/she is a participating member of the Sick Leave Bank program at the time leave is sought. In order to be eligible to receive donated leave, an employee, at the time of receipt, must have:

- a. Been suffering from a serious illness or injury as defined below;
- b. Exhausted all earned and accumulated leave time; and
- c. Been absent for a minimum of thirty (30) consecutive workdays though this requirement may be waived on a case-by-case basis by the Committee where the nature of the illness or injury warrants.
- d. Donated at least one sick day per school year to the Sick Bank.

2. **Administration of Sick Leave Bank:** An employee's use of time from the sick leave bank shall be subject to the written formal approval of the Sick Bank Committee which shall be comprised of three members selected by the Board and three members selected by the Federation. Any employee seeking to utilize time from the sick leave bank shall present his/her written request to the Sick Bank Committee. The sick leave bank shall be approved by the Board of Education and administered by an employee of the Human Resources office. Upon request, the District Business Office will supply the Federation with all information relative to the days used and the balance of days left in the bank.

3. **Definition of Serious Illness or Injury:** For purposes of this Policy, the term "serious illness or injury" shall mean:

Serious Illness or Injury A serious debilitating personal illness or injury which incapacitates the employee and which causes a loss of income, due to the employee having exhausted all available accumulated sick, personal, emergency leave, or other temporary disability or supplemental insurance benefits days.

A serious illness or injury is defined as an illness, injury, impairment, or physical or mental condition that generally is present for a minimum of thirty (30) consecutive calendar days, and that involves:

- a. A period of illness or injury or treatment connected with inpatient care (e.g., an overnight stay) in a hospital, hospice, or residential medical care facility); or
- b. A period of illness or injury that is long-term due to a condition for which treatment may be ineffective (e.g., stroke, terminal disease, etc.); or
- c. An absence to receive multiple treatments (including any period of recovery therefrom) either for restorative surgery after an accident or other injury, or for a chronic condition, i.e., cancer or kidney disease, etc.

Where the nature of the illness satisfies either condition a, b, or c above, but does not meet the thirty (30)-day minimum requirement, the Committee may waive the minimum absence requirement where circumstances are appropriate.

4. **Requesting Use of Sick Leave Bank:** Any employee who is eligible to utilize the sick bank must submit a written request for such use to the Sick Bank Committee. The request shall outline:

- a. Nature of the problem
- b. Reason(s) for requested use, and
- c. Shall include medical verification of serious illness or injury.
- d. The Committee prior to recommending the approval of any requested sick bank leave to the Board of Education may request that the employee provide any additional medical or other information necessary for the Committee to properly evaluate the employee's request to utilize the Sick Bank.

- e. In the event members request additional time from the sick leave bank after the initial amount of days is exhausted verification of continued illness or injury may be required.

5. Use of Donated: All donated leave must be used in whole-day units. Holidays falling during the period of use of donated leave will be paid. Sick leave and non-statutory leave shall be earned on a pro-rated basis upon the employee's return to employment after use of the donated leave. Eligible employees may use a maximum of 100 days from the sick leave bank during any two (2)-year period. Eligible employees approved for use of sick leave bank days may use such days until the end of the school year in which such use commenced, provided the maximum allowable days are not exceeded prior to the end of that school year. Beginning with the new school year, an employee who is unable to return to work must exhaust his/her accumulated days for that new school year before drawing from the sick leave bank. If at any time during an approved eligible employee's absence, the employee returns to work, the employee would be required to reapply for permission to use sick leave bank days for any subsequent absences that school year or in following school years. Eligible employees approved for the use of sick leave bank days will have such days applied first to cover unpaid absences during the thirty (30) day waiting period set forth in Section 1.c., above.

6. Donating Leave: Employees may anonymously and voluntarily donate annually up to a maximum of five (5) sick leave days, accrued according to the Agreement between the Perth Amboy Federation, Local 857, AFT, NJSFT, AFL-CIO and Perth Amboy Board of Education ("Contract"), to the sick leave bank. Members with over twenty-five years (25) in district will have the option of donating twenty (20) sick days per year until they retire. The Committee may allow the donation of additional days under extraordinary or special circumstances. Donated days may be used by any eligible employees who are approved by the Committee under this Policy. Donors may not limit the use of their donated days to specific employees. All leave donations must be approved by the donors by completing and signing a copy of the Sick Leave Bank Donation Form attached to this Policy. The completed form is to be provided to the Sick Bank Committee and shall be completed using the donating employee's employee number. Said donations shall be kept confidential. All donations are irrevocable and donor employees may not receive compensation in any form for the donation of leave. All days donated to the Sick Leave Bank will remain in the Bank until used.

7. **Compensation:** Employees approved by the Committee to use sick leave bank days shall receive their daily salary (1/200 of annual salary), less the pay of a substitute, for all days of absence for which there is a deduction of one (1) day from the sick leave bank.

8. **Waiver:** Eligible employees approved to use sick leave bank days are responsible for determining any impact the grant of such days have upon any insurance or pension programs in which they are enrolled. The use of sick leave bank days by eligible employees will constitute their free and voluntary waiver of the Board of Education and the Federation, Sick Bank Committee, and their members, officials, employees, attorneys, representatives, agents and assigns of any claims relating to any financial, tax, pension, insurance or other impact of any kind whatsoever caused by the employee's use of sick leave bank. Also, neither the Board nor the Federation makes any representations regarding the tax, insurance or other consequences of any donations to the sick leave bank. Both eligible employees and donating employees are advised by the Board and the Federation to consult with the employees' personal tax/insurance/pension advisor(s) for any advice regarding the impact of use of or donation to the sick leave bank prior to their using any sick leave bank days. Finally, by donating any days to the sick leave bank, donating employees voluntarily and freely waive any claims they may have against the Committee the Board and the Federation then or in the future to claim they should receive those days back or be given other days in place of days they have donated to the sick leave bank.

9. **Denial:** Any employee who is denied either the usage of or the request to donate sick leave days is not eligible to appeal the Committee's decision. All Committee decisions are final.

10. **Minimum Requirement:** If the Sick Bank diminishes to the point whereby it is less than thirty (30) percent of whole days in relation to the number of participants, the Committee may deny any requests to utilize days until the days in the bank are replenished by donors. The Committee shall notify the Board of Education on a semi-annual basis the number of days available in the sick bank, a copy of which shall be placed in the employee's personnel file.

11. Nothing herein shall limit the Board's right(s) to grant or deny sick leave requests pursuant to Chapter 30 of Title 18A of the New Jersey Statutes or pursuant to any other legal authority granted to the Board.

PERTH AMBOY BOARD OF EDUCATION

SICK LEAVE BANK DONATION FORM

Identification Number of Donating Employee:

I wish to donate _____ of my unused sick days to the Perth Amboy School District Sick Leave Bank. I understand and agree that this donation is irrevocable and is subject to the requirements and restrictions set forth in the Perth Amboy Sick Leave Bank Policy which I acknowledge I have read and fully understand, as negotiated by the Perth Amboy Board of Education and the Perth Amboy Federation. I represent that I am familiar with the Sick Bank Policy and make this donation voluntarily, and agree to be bound by all terms and conditions of the Policy.

Signature: _____

Date: _____

Article VII

Leaves of Absences

B 6

Personal Leave:

Old:

All employees will receive 3 family days annually. Any unused time shall be converted to sick days for the following school year. This time will also carry over and accumulate. The Superintendent of Schools may require a staff member to furnish a physician's certificate of illness before allowing pay for days absent on account of family leave.

Revised:

All employees will receive three (3) Family Medical Leave days annually. Said days are to be utilized for addressing illness, medical visits, medical treatments or other family medical issues for their immediate family where the use of a sick day would not be appropriate. Immediate family to be defined in accordance with the definition used in Bereavement Leave. Any unused time shall be converted to sick days for the following school year. The Superintendent of Schools may require a staff member to furnish a physician's certificate of illness before allowing pay for days absent due to family leave.

New:

B 8:

Employees shall be granted three (3) non-cumulative time off days per year, beginning with the 2016-17 school year. Prior to utilizing said day(s), an employee must notify their immediate supervisor three (3) days in advance. Days are not to be used as vacation or sick days. The Superintendent may request documentation for the use of days if reasonable grounds exist to raise a concern that days are being misused.

Article VIII

Health Benefits

Old:

- B. The Board agrees to continue the same or superior health benefits program to the health benefits program that was in effect during the 2011–2014 school year with the following changes:**
- 1. All presently entitled employees with Board—paid single/dependent coverage shall continue to be so entitled during the term of this agreement unless the employee chooses to opt out of medical coverage.**
 - Birth control medications/devices are recognized as Covered Expenses.
 - Dependents remain eligible for coverage until age 26. Dependents who are full—time students remain eligible for coverage regardless of age, in accordance with state law and insurance carrier guidelines.
 - A Flexible Spending Plan may be implemented during the term of this Agreement, allowing employees to authorize pre—tax contributions to be used in payment of anticipated but uncovered expenses, i.e. childcare, eldercare, hearing aids, etc.

Revised:

- B. The Board agrees to continue the same or superior health benefits program to the health benefits program that was in effect during the 2014–2015 school year with the following changes:**
- 1. All presently entitled employees with Board—paid single/dependent coverage shall continue to be so entitled during the term of this agreement unless the employee chooses to opt out of medical coverage.**
 - Birth control medications/devices are recognized as Covered Expenses.
 - Dependents remain eligible for coverage until age 26 in accordance with State and Federal laws and in accordance with insurance carrier guidelines.
 - A Flexible Spending Plan may be implemented during the term of this Agreement, allowing employees to authorize pre—tax contributions to be used in payment of anticipated but uncovered expenses, i.e. childcare, eldercare, hearing aids, etc.

- C. Beginning January 1, 2017 health benefit contributions will be based on a percentage of annual salary. Current rates will remain in effect from July 1, 2015 through December 31, 2016.

Salary Threshold	Single	Family
\$1	1.5%	1.5%
\$20,000	2.3%	3.5%
\$30,000	2.9%	4.0%
\$40,000	2.6%	4.3%
\$50,000	3.7%	6.4%
\$60,000	4.2%	7.9%
\$70,000	4.3%	8.9%
\$80,000	3.9%	8.4%
\$90,000	3.7%	8.6%
\$100,000	3.7%	8.6%

Health Benefit Coverage:

Dependent Coverage for Employees:

Old:

(c) Vision and dental coverage for the employee's eligible dependents shall be provided by the Board after five (5) years of employment in Perth Amboy.

Removed:

(Coverage begins with date of employment)

New:

- E. If the medical and prescription drug combined plan's premiums exceed the threshold of the Patient Protection and Affordable Care Act (the "PPACA") Cadillac Tax or similar tax penalty (as implemented) the parties must agree upon a new plan that will not require an excise tax payment pursuant to the PPACA Cadillac Tax within (30) days of notification being given to the Federation. Otherwise the Board will charge back to the employee the dollar value of the excise tax incurred to the Board.

Article 1

*Certificated
Section 2*

E. Extra Compensation:

Old:

E.3 Student Instruction, Nurse Practitioner Fee, Home Tutoring and Summer School shall be compensated at the rate of \$40.00 for the duration of this Agreement.

Revised:

E.3 Student Instruction, Home Tutoring, Summer School Instruction and Am/Pm Bus Duty shall be compensated at the rate of \$40.00 for the duration of this Agreement.

New:

E. Extra Compensation:

E.10. Certificated Translators shall be compensated \$50.00 per page for the duration of this Agreement.

F. Extracurricular Compensation:

Old:

Class Advisors Middle School (2 each) \$1,620

Revised:

Class Advisors Middle School (2 each) \$2,200

New:

Play Director/Producer Middle School (1 each) \$3,520

G Coaches Compensation:

Old:

Cheerleaders Head Varsity Cheerleading Coach (per season) \$3,315

Head Competitive Cheerleading Coach \$3,705

Asst. Cheerleading Coaches (per season) \$2,245

Asst Competitive Cheerleading Coach \$2,775

Cheerleading Coach McGinnis (per season) \$2,245

Competitive Cheerleading Coach Middle School (1 each) \$2,775

Revised:

Cheerleaders Head Varsity Cheerleading Coach (per season) \$4,200

Head Competitive Cheerleading Coach \$4,500

Asst. Cheerleading Coaches (per season) \$3,150

Asst Competitive Cheerleading Coach \$3,300

Cheerleading Coach McGinnis (per season) \$3,150

Competitive Cheerleading Coach Middle School (1 each) \$3,300

New:

Coaches Compensation:

Track-Middle School Cross Country: \$4,695

Other:

Old:

Lead Nurse (2) \$5,000.00 annual stipend

Athletic Site Coordinator \$815

Physical Education/Health Liaisons (3) Middle & High School Paid EPTA

Revised:

Lead Nurse-12 months- (2) \$11,400

Article III

A. Workday:

Old:

As part of their professional obligations and responsibilities, certified staff shall report to and remain in their assigned building for an adequate period of time to allow for the safe arrival and departure of students. An adequate period of time shall not be less than five (5) minutes before and after student arrival/departure. The parties acknowledge and encourage the professional efforts of staff members to provide instructional or other services, guidance, assistance and support to students whenever possible and necessary, before and after the contractual working hours identified in this agreement. The parties recognize that those voluntary efforts can contribute significantly to our shared desire to improve student achievement, while demonstrating the professional commitment of the staff.

The contractual work day during the term of this agreement shall be:

Pre-K -Grade 5: 6 hours, 40 minutes

Grades 6-8: 6hours, 45 minutes

Grades 9-12 & Accelerated/Adult H.S.: 7hours, 17minutes.

Operational time schedules at all sites shall be constructed in accordance with the work day definitions identified above. The parties to this agreement shall, by September 15th of each school year, jointly review the established time schedule for each site, to verify its compliance with the contractual workday definition. Staff at all sites are permitted to leave at the conclusion of their defined workday, except in the event of an emergency, meetings with administrators or other professionals and contractually required professional activities or obligations.

Revised:

As part of their professional obligations and responsibilities, certificated staff shall report to their job assignment ten (10) minutes before the scheduled student arrival time. At the end of the day, certificated staff shall remain at their assignment for not less than five (5) minutes after the scheduled student departure.

The contractual work day during the term of this Agreement shall be:

- **Pre-K- Grade 5: 6 hours, 45 minutes**
- **Grades 6-8: 6 hours, 50 minutes**
- **Grades 9-12/Accelerated HS: 7 hours, 22 minutes**

D. After School Meetings/Workshops:

Old:

The parties agree that unit members may be required to attend a maximum of 150 minutes per month for meetings/workshops or other professional development activities called by or sanctioned by administrative and supervisory staff with no less than 30 days notice to the staff and the Federation. Individuals may be excused from attendance upon written request to, and the approval by the superintendent. All such written requests shall include the reason for the absence and a proposal for how the individual shall make up the missed activity.

The administration may ask unit members to attend meetings voluntarily, providing all such meetings are clearly announced as voluntary. Workshops held on non---school days or hours, shall be attended on a completely voluntary basis.

Meetings and workshops in excess of sixty minutes, require the prior approval of the Federation President or designee.

Revised:

The parties agree that unit members may be required to attend a maximum of 150 minutes per month for meetings/workshops or other professional development activities called by or sanctioned by administrative and supervisory staff with no less than 14 days notice to the staff and the Federation. Individuals may be excused from attendance upon written request to, and the approval by the superintendent. All such written requests shall include the reason for the absence and a proposal for how the individual shall make up the missed activity.

The administration may ask unit members to attend meetings voluntarily, providing all such meetings are clearly announced as voluntary. Workshops held on non—school days or hours, shall be attended on a completely voluntary basis.

Meetings and workshops in excess of sixty minutes, require the prior approval of the Federation President or designee.

E. Extra Compensation:

New:

E.9

Nurses assigned to work the Summer Medical Clinics will be compensated at the rate of \$75.00 per hour.

Certificated Personnel 2015 - 16

Step			\$5,500	\$7,200
New #	Old #	BA	MA	PhD
1	1	\$48,000	\$53,500	\$55,200
2	2	\$48,250	\$53,750	\$55,450
3	3	\$48,700	\$54,200	\$55,900
4	4	\$49,600	\$55,100	\$56,800
5	5	\$50,100	\$55,600	\$57,300
6	7	\$51,100	\$56,600	\$58,300
7	8	\$52,500	\$58,000	\$59,700
8	9	\$54,000	\$59,500	\$61,200
9	10	\$55,700	\$61,200	\$62,900
10	13	\$58,150	\$63,650	\$65,350
11	14	\$62,800	\$68,300	\$70,000
12	15	\$68,650	\$74,150	\$75,850
13	15b	\$73,612	\$79,112	\$80,812
14	16	\$78,575	\$84,075	\$85,775
15	17	\$85,750	\$91,250	\$92,950
\$1,390	+20 years	\$87,140	\$92,640	\$94,340
\$2,935	+25 years	\$88,685	\$94,185	\$95,885
\$3,555	+30 years (in P.A.)	\$89,305	\$94,805	\$96,505

Certificated Personnel 2016 - 17

Step			\$5,500	\$7,200
New #	Old #	BA	MA	PhD
1	1	\$49,000	\$54,500	\$56,200
2	2	\$49,250	\$54,750	\$56,450
3	3	\$49,700	\$55,200	\$56,900
4	4	\$50,600	\$56,100	\$57,800
5	5	\$51,100	\$56,600	\$58,300
6	7	\$52,100	\$57,600	\$59,300
7	8	\$53,500	\$59,000	\$60,700
8	9	\$55,000	\$60,500	\$62,200
9	10	\$56,700	\$62,200	\$63,900
10	13	\$58,150	\$63,650	\$65,350
11	14	\$62,800	\$68,300	\$70,000
12	15	\$68,650	\$74,150	\$75,850
13	15b	\$73,612	\$79,112	\$80,812
14	16	\$78,575	\$84,075	\$85,775
15	17	\$86,200	\$91,700	\$93,400
\$1,390	+20 years	\$87,590	\$93,090	\$94,790
\$2,935	+25 years	\$89,135	\$94,635	\$96,335
\$3,555	+30 years	\$89,755	\$95,255	\$96,955
	(in P.A.)			

Certificated Personnel 2017 - 18

			\$5,500	\$7,200
	Step	BA	MA	PhD
	1	\$50,000	\$55,500	\$57,200
	2	\$50,250	\$55,750	\$57,450
	3	\$50,700	\$56,200	\$57,900
	4	\$51,600	\$57,100	\$58,800
	5	\$52,100	\$57,600	\$59,300
	6	\$53,100	\$58,600	\$60,300
	7	\$54,500	\$60,000	\$61,700
	8	\$56,000	\$61,500	\$63,200
	9	\$57,700	\$63,200	\$64,900
	10	\$59,150	\$64,650	\$66,350
	11	\$62,800	\$68,300	\$70,000
	12	\$68,650	\$74,150	\$75,850
	13	\$73,612	\$79,112	\$80,812
	14	\$78,575	\$84,075	\$85,775
	15	\$86,650	\$92,150	\$93,850
\$1,390	+20 years	\$88,040	\$93,540	\$95,240
\$2,935	+25 years	\$89,585	\$95,085	\$96,785
\$3,555	+30 years	\$90,205	\$95,705	\$97,405
	(in P.A.)			