

Memorandum of Agreement

APPENDIX H-3

Between

Long Branch Board of Education

~ and ~

Long Branch Federation of Teachers

The undersigned parties have reached tentative agreement on the following modifications to the 2013-2016 collective bargaining agreement between the parties. The within agreements are subject to ratification by both parties at the conclusion of negotiations.

- 1.) All provisions of the 2013-2016 agreement shall be continued without change into the successor agreement except as set forth herein and/or attached hereto.
- 2.) The successor agreement shall be from **July 1, 2016 through June 30, 2017**
- 3.) Article I (page 2) – The following titles shall be added to the Recognition: **Student Information Systems Liaison, Parent-Community Liaison, and Supplemental Instructors.**
- 4.) Article 4 (page 8) – K. **shall now read: Effective July 1, 2016, up to four(4) members representing** the Long Branch Federation of Teachers shall be granted release time without loss of pay to participate in legal proceedings involving the collective negotiations relationship of the parties **including meetings with the Administration and/or Superintendent.**
- 5.) Article 6 (page 12) – B. 2. – Death in Family **shall now read:** Employee absence caused by death in the immediate family shall receive full salary for a period not to exceed five (5) days **annually.** In the event of death, the immediate family shall be considered to include mother, father, sister, brother, wife or husband, domestic partner or partner in a civil union, children or step-children, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents and grandchildren or the mother or father of a domestic partner as per the New Jersey State Domestic partnership Act, and **aunt or uncle.**

For special circumstances, an employee who exceeds the five (5) annual days the employee may request assistance from the Superintendent of Schools.

- 6.) Article 6 (page 13) – B. **New 6 – When an employee requests to change their daily schedule in any manner, the employee shall be required to make-up said time in consultation with his/her immediate Supervisor.**
- 7.) Article 7 (page 6) **A. delete paragraph two in its entirety.** ~~Beginning July 1, 2007 all current and new employees will receive medical coverage through horizon Blue Cross/Blue Shield Direct Access only. Employees enrolled in the Horizon blue Cross/Blue shield Traditional Plan prior to July 1, 20-7 will be grandfathered and, therefore, have the option to retain medical coverage in the Traditional plan.~~
- 8.) Article 7, B. Paragraph 3- Waiver shall be modified to read as follows: “Any bargaining unit member who chooses to waive all health, dental, and prescription coverage for the full contract year **shall not receive any reimbursement** other than those (9 employees) who waived coverage(s) prior to July 1, 2016.”

(10) I.R.

Bel approved November 30, 2017

9.) Article 10 (page 19) new G. Salary – The Superintendent of Schools shall assign the initial salary of Nurse Practitioners, Student Assistance Counselors, Student Information Systems Liaison, and District Safety Officer-Liaison, etc. based upon experience and certification. After said employee has successfully completed his/her first year of employment and is offered a subsequent contract, the employee shall accrue the same percentage as indicated in this Agreement for the concurrent years.

10.) Article 10 (page 19) to be deleted G. Increment Adjustment – ~~Employees who were on step 13 (76 employees) and (1 frozen IA) of the 2012-2013 salary guide shall receive increment adjustments yearly, which will be pensionable for the term of this Agreement (2013-2016) only as follows:~~

Year 1	IA \$350	Driver/Aide \$350	Frozen IA \$200
Year 2	IA \$400	Driver Aide \$400	Frozen IA \$300
Year 3	IA \$450	Driver/Aide \$450	Frozen IA \$400

11.) Article 11 (page 21) B. 7. shall now read: Instructional Assistants, on a weekly basis, shall be given 30-minute preparation time. This time is to be used to prepare the classroom for instruction. The schedule time shall be included in the teacher's plans and approved by the Building Principal.

12.) Article 11 (page 23) new E. 4. Bus drivers (full and part-time) shall be reimbursed for annual/biannual fingerprinting, license fees and physical.

13.) Article 11 (page 22 – E. 2. Shall now read: Other employees who work as bus drivers before or after their normal school day will be compensated at a rate of \$21.00 per hour.

14.) Article 11 (page 22) re-instate F. Supplemental Instructors – Supplemental Instructors shall be employed for 5 hours per day, 5 days per week.

Supplemental Instructors shall be given sixty (60) minutes preparation time 4 days per week which shall be included within the 5 hours and may include one (1) hour per week that may be used to serve as a member of the IR&S Committee.

Supplemental Instructors starting salary shall be assigned by the Superintendent of Schools at 70% of a full-time teachers' pay rate based on experience and certification. After said employee has successfully completed his/her first year of employment and is offered a subsequent contract the employee shall accrue the same percentage as indicated in this Agreement for the concurrent years.

15.) Article 13 (page 25) – shall now read: Instructional Assistants who are registered with the Board can be assigned to work in the schools as substitute teachers and shall receive in addition to their regular salary, a \$20.00 per period up to three periods or a maximum of \$60.00 per diem payment for such assignment payable at the next pay period.

16.) Schedule B: Effective July 1, 2016 The parties agree to mutually develop the salary guides for Attendance Officer, Technicians, Full Time Bus Drivers, Part Time Bus Drivers, Full Time Bus Aides, Part Time Bus Aides, Instructional Assistants, Substitute callers, School Based Youth Services Program Staff: Nurse Practitioner, Student Assistance Counselors, District Safety Officer-Liaison, and Student Information Systems Liaison, shall be increased by 3.25% inclusive of increment.

Salaries for Full Time Bus Drivers, Part Time Bus Drivers, Full Time Bus Aides, Part Time Bus Aides, and Instructional Assistants shall be based on 182 work days.

17.) Article 7 (page 16) – Insurance Protection. The current co-pay rates for prescription, medical and Emergency Room are as follows and all other language remains the same


Medical co-pay	\$10	Emergency room	\$25
Retail generic	\$3	Mail order generic	\$5
Retail preferred	\$10	Mail order preferred	\$15
Retail non-preferred	\$10	Mail order non-preferred	\$15


18.) Pursuant to Public Law chapter 78 all members of this unit shall progress to Tier 4 effective July 1, 2016.

19.) All of terms and conditions not contained herein shall remain status quo.

In witness whereof, the parties have affixed their respective signatures this 2 day of November 2016.

For the Federation





For the Board of Education

