

AGREEMENT
Between the
FRENCHTOWN BOARD OF EDUCATION
And the
FRENCHTOWN EDUCATION ASSOCIATION

JULY 1, 2010 - JUNE 30, 2013

2010-2013 Contract

AGREEMENT

Between The

Frenchtown Education Association

And The

Frenchtown Board of Education

The County of Hunterdon, New Jersey

Covering the

2010/11, 2011/12, 2012/13 school years

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PREAMBLE

This agreement entered into by and between the Board of Education of Frenchtown, New Jersey, hereinafter called the "Board" and the Frenchtown Education Association, hereinafter called the "Association".

Whereas, the parties have reached certain understandings which they desire to confirm in this Agreement, it is hereby agreed as follows:

ARTICLE I

Recognition

- A. The Board hereby recognizes the Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all certified personnel as listed below and excluding all others.
1. teachers
 2. school nurse
 3. library media specialist
 4. speech therapist
 5. social worker
 6. guidance counselor
 7. learning disabilities teacher consultant (LDTTC)
- B. Unless otherwise indicated, the term "teacher", when used hereinafter in this agreement shall refer to all professional employees represented by the Association in the negotiating unit as described above.

ARTICLE II

Negotiation Procedure

- A. The parties will conduct negotiations according to the Public Relation Commission's timetable for negotiations unless both parties agree to change the timetable.
- 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

GRIEVANCE PROCEDURE

A. DEFINITIONS

1. GRIEVANCE

A "grievance" is a claim by a teacher or the Association based upon an interpretation, application or alleged violation of this Agreement, policies or administrative decisions affecting employees' terms and conditions of employment.

2. AGGRIEVED PERSON

An "aggrieved person" is the person or persons or the Association making the claim.

3. PARTY IN EARNEST

A "party in earnest" is the person or persons making the claim and any person including the Association or the Board, who might be required to take action or against whom any action might be taken in order to resolve the claim.

B. PURPOSE

The purpose of this procedure is to resolve our difference. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. PROCEDURE

1. TIME LIMITS

- a. The number of days indicated at each level is 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. Days, unless otherwise designated, refer to calendar days.
- b. A grievance must be initiated within twenty (20) days from the time the alleged violation occurred.
- c. All days set forth in the grievance procedure shall be calendar days. However, where lengthy vacation periods occur, such as Winter or Spring recess or other employee vacations occur such time off during such periods shall not be counted in the grievance procedure and grievances filed or appealed shall be deemed timely if they were filed within the time limits set forth in the grievance procedure, exclusive of such holiday time.
- d. A grievance will be considered abandoned unless both parties agree to extend time limits.

2. YEAR END GRIEVANCES

In the event that a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein may be reduced by mutual agreement of the parties so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is possible. Should the parties not agree to reduce the time limits, the time limits delineated below shall apply.

3. LEVEL ONE: CHIEF SCHOOL ADMINISTRATOR

A teacher with a grievance will first discuss it with his Chief School Administrator, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

4. LEVEL TWO: CHIEF SCHOOL ADMINISTRATOR

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within seven (7) days after the presentation of the grievance, he may file the grievance in writing with the Association within seven (7) days after the decision at Level One or ten (10) days after the grievance was presented, whichever is sooner. Within seven (7) days after receiving the written grievance, the Association shall refer it to the Chief School Administrator. The Chief School Administrator shall advise the aggrieved person(s) in writing of his/her decision concerning the written grievance within seven (7) days of its referral.

5. LEVEL THREE: BOARD

Following the procedure at Level Two, recommendations for resolving the grievance shall be submitted to the Board of Education at its next meeting. There shall be mutual agreement between the parties as to the date of the Board hearing. Aggrieved persons have the right to appear at this meeting and present their case to the Board in a hearing conducted at 8:30 p.m. before this decision is made. A decision shall be made in writing by the Board within thirty (30) days.

6. *LEVEL FOUR: ADVISORY ARBITRATION*

If the aggrieved person is not satisfied with the disposition of his grievance at Level Three and the Association chooses to submit it to arbitration, the Association shall notify the Board in writing of its decision to proceed to arbitration under the rules of the Public Employment Relations Commissions (PERC). Such notification must be made within fifteen (15) school days after the decision at Level Three.

The decision of the arbitrator shall be advisory only and shall be in writing, setting forth his findings of fact, reasoning and decision on the issues submitted.

The arbitrator shall be limited to the issues submitted and shall consider nothing else. The arbitrator can neither add to nor subtract from the agreement of the parties.

The fees and expenses of the arbitrator shall be shared equally by the Board and the Association. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other.

C. MISCELLANEOUS

1. MEETINGS AND HEARINGS

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.

2. FORMS

A format for filing grievances shall be prepared jointly by the Chief School Administrator and The Association and shall be appropriately distributed so as to facilitate the grievance procedure.

3. DOCUMENTATION STORAGE

All documents pertaining to the processing of a grievance shall be kept in a separate file.

ARTICLE IV

ASSOCIATION RIGHTS AND PRIVILEGES

A. INFORMATION

The Board agrees to make available to the Association in response to reasonable requests from time to time all available information concerning the educational program and the financial resources of the district, which is available to the Public.

B. USE OF THE SCHOOL BUILDING

The Association and its representatives shall have the right to use the school building at all reasonable hours for meetings. The Chief School Administrator of the building in question shall be notified in advance of the time and place of all such meetings. Approval shall be required.

C. BULLETIN BOARDS

The Association shall have, in the school building, the use of a bulletin board in the faculty lounge.

D. MAIL FACILITIES AND MAIL BOXES

The Association shall have the right to use the intra-school mail facilities and school mailboxes, as it deems necessary with notification to the Chief School Administrator.

ARTICLE V

TEACHER WORK YEAR

A. IN-SCHOOL WORK YEAR

1. The in-school work year for existing teachers shall not exceed one hundred eighty four (184) days per year unless altered by the state of New Jersey's laws or their rules and regulations.
2. Teacher attendance shall not be required whenever student attendance is not required due to inclement weather.

ARTICLE VI

TEACHING HOURS

A. WORK DAY

1. The full-time teacher workday shall be 35 and 10 minutes per week for all teachers, not to exceed 8 hours on any individual day and shall not begin prior to 7:30 a.m. and not end after 4:00 p.m. or 3:15 on Fridays. A part-time teacher's workday shall be pro-rated accordingly and shall not exceed 8 hours on any individual day and shall not begin prior to 7:30 a.m. and not end after 4:00 p.m. or 3:15 on Fridays. All teachers' schedules shall be established prior to the school year.
2. Each teacher shall be guaranteed 150 minutes preparation time per week. No assigned time to be less than 30 continuous minutes. Said time shall be prorated when school is not in session for 5 days in any week and shall be prorated for part-time staff.
3. All teachers (both full and part-time) shall be required to attend one regular monthly staff meeting. The regular monthly staff meeting schedule shall be as such: on alternating months, the one monthly staff meeting shall begin after the completion of the regular workday and not last in duration past 4:30 p.m... In addition all teachers both full and part time will attend a second regular monthly on alternating months. The second meeting will not last past 4:00 PM. on the other alternating months. The monthly staff meetings will not be held on Fridays or on the last day before the Thanksgiving, winter and spring recesses. The second meeting will begin in September and there will be no meeting in the month of December.
4. For one day during the end of the first marking period, and for one day during the end of the third marking period, as scheduled on the school calendar, school will be dismissed at early dismissal to allow for parent-teacher conferences. Conferences will be scheduled to begin after the completion of the early dismissal workday. Additional time needed for conferences, as determined by the principal and/or superintendent, beyond 3:30 will be paid to the teachers at the stipend hourly rate pursuant to this contract. Teachers will make every effort to complete all conferences by 8:00 pm on the designated conference day. Breaks in the conference schedule longer than fifty minutes will not be compensated. Only in extenuating circumstances, such as middle school conferences, and only as determined by the principal, will teachers be compensated for parent – teacher conferences on other days.
5. Class Trips. The teaching day will start at noon the following day for any teachers that are involved in a class trip that returns to school after 10:30 pm.

B. LUNCH PERIODS

1. The teachers may leave the building during their scheduled duty-free lunch period with utilization of the lunch sign-out sheet.

C. EARLY DISMISSAL BEFORE THANKSGIVING, CHRISTMAS, EASTER, AND MEMORIAL DAY

1. The students and teachers shall be granted early dismissal the last day before the Thanksgiving, Christmas, Easter and Memorial Day vacations providing all legal requirements for completing a full school day are met.

ARTICLE VII

SALARIES

A. SALARY SCHEDULE

- . The salary of each teacher covered by this Agreement is set forth in Schedule "A" for the school years 2010-2013, which is attached hereto and made a part hereof.

B. METHOD OF PAYMENT

1. *TEN (10) MONTH*

Each teacher employed on a ten (10) month basis shall have the option of being paid on the 15th and the last day of each month in twenty (20) semi-monthly installments or being paid on the 15th and the last day of each month in 24 (24) semi-monthly installments. All teachers must inform the School Business Administrator, in writing, as to whether they opt for the twenty or twenty-four month installment option by July 15 proceeding the September for which the installment schedule is being requested.

2. *ADDITIONS*

- a. Each teacher may individually elect to have ten (10) percent of his monthly salary deducted from his pay. These funds shall be paid to the teacher or his estate on the final workday in June, or upon death, or termination of employment, if earlier.
- b. A teacher may elect to have a percentage of their monthly salary deducted from their pay and put into a school employee's federal credit union within 5 working days of their pay date. Subject to individual credit union rules, requests for changes in deductions must be received 15 days before the pay date the change is to take effect. A maximum of two credit unions will be available to the teachers.

3. *HOLIDAY PAY-DATES*

When a pay day falls on or during a school holiday or vacation the check will be issued and dated on the last working day preceding the holiday or vacation.

4. *FINAL PAY*

Teachers who opt for the 20-month payment installment will receive final pay on the last working day in June.

C. Additional Payment

1. Classroom Assignments: Teachers notified of a room assignment change from June 30th –July 15th shall receive two days of summer pay at the per diem rate for the upcoming contract year. Teachers notified of these changes after July 16th shall receive four days of summer pay at the per diem rate for the upcoming contract year.

ARTICLE VIII

DEDUCTIONS FROM SALARIES

- A. The Board agrees to deduct from teachers' salaries money for local, state, and/or national association services and programs as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies once per month within five (5) Business days after the last business day of each month to such association or associations. Any teacher may have such deductions discontinued by January 1 or July 1 only.
- B. The Board agrees to deduct from teachers' salaries, money for a 403(b) tax sheltered annuity as said teachers individually and voluntarily authorize the Board to deduct and to transmit for deposit into the 403(b) tax sheltered annuity. Such transmittals will be made within 5 business days of the last pay date of the month provided the proper monthly statement has been received from the appropriate financial institution. Financial institutions offering 403(b) tax sheltered annuities must enter into a 'hold harmless agreement' with the Frenchtown Board of Education to ensure that the correct amount is being sheltered. A salary reduction agreement signed by the employee and the tax sheltered annuity sales agent must be received 15 days before the payday the change is to take affect. A maximum of 5 financial institutions offering 403(b)'s will be available to the teachers.

ARTICLE IX

TEACHER FACILITIES

- A. An appropriately furnished room shall be reserved for the exclusive use of the teachers, as a faculty lounge. Although teachers shall be expected to exercise reasonable care in maintaining the appearance and cleanliness of the lounge, it shall be regularly cleaned by the school's custodial staff.

ARTICLE X

SICK LEAVE/FAMILY DAYS

- A. All full-time teachers are entitled to ten-(10) days sick leave no matter when in the school year they are employed.
 - 1. Those teachers employed four (4) days each week shall be entitled to eight (8) sick leave days each school year.
 - 2. Those teachers employed three (3) days each week shall be entitled to six (6) sick leave days.
 - 3. Those employed two (2) days each week shall be entitled to four (4) sick leave days.
 - 4. Those employed one (1) day each week shall be entitled to two (2) sick leave days each school year.
- B. Unused sick leave shall be accumulated from year to year up to the annual maximum limit specified in Article XI, Section E.
- C. Five (5) additional family days per school year may be used under the following conditions:
 - 1. In the event of the illness of the teacher's spouse or child(ren);
 - 2. In the event of death or serious illness of a teacher's spouse, child(ren), parents, father-in-law, mother-in-law, brother, sister, or grandparents.
 - 3. To attend to medically related needs (e.g. doctor's appointments) for the teacher, teacher's spouse, or child(ren).

- D. Teachers employed on a part-time basis shall be entitled to the following cumulative family days.
 - 1. Up to four (4) per school year for a teacher employed four (4) days per week.
 - 2. Up to three (3) days for a teacher employed three (3) days per week;
 - 3. Up to two (2) days for a teacher employed two (2) days per week;
 - 4. Up to one (1) day for teachers employed one (1) day per week.
- E. Additional unpaid time may be granted, on a case by case basis by the Chief School Administrator as stated in guidelines established by the Board of Education. Unused family days accumulate as sick leave; provided, however, the total accumulation of sick leave and family days in any given year does not exceed ten (10).
- F. In the event a full-time or part-time teacher's accumulated sick leave becomes exhausted, a deduction shall be made to the teacher's salary that is equal to the teacher's per diem rate. For full-time teachers, per diem shall be equal to the teacher's annual salary divided by 200. For part-time teachers, per diem shall be equal to the teacher's annual salary divided by the appropriate prorated number of days.
- G. If a full-time or part-time teacher uses five or more consecutive sick days, the teacher is required to present a written doctor's note to the Chief School Administrator explaining the absence prior to or on the same day as returning to work.

ARTICLE XI

TEMPORARY LEAVE OF ABSENCE

- A. Teachers employed full time shall be entitled to the following temporary non-accumulative leaves of absence with full pay each year:
 - 1. Two (2) days leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the Chief School Administrator for personal leave shall be made in writing at least two working (2) days before taking such leave (except in cases of emergencies) and five (5) working days before taking such leave on the day immediately preceding or following the following three holiday breaks: Winter Holiday recess, Spring recess, and Thanksgiving recess. The applicant for such leave shall not be required to state the reason for taking it under this section. Response for request shall be returned by the Chief School Administrator within twenty-four (24) hours of request.
 - 2. Up to two (2) days for the purpose of visiting other schools or attending meetings or conferences of an educational nature, subject to prior Administration approval. A maximum of two (2) persons will be granted a professional day on the same day, subject to approval of additional teachers at the discretion of the Chief School Administrator. A report of observation and benefits expected therefore will be submitted to the Chief School Administrator for the Board meeting.
 - 3. Up to one (1) day for one (1) representative of the Association to attend conferences of county or state affiliated organizations.
 - 4. In the event of the death of an employee, former employee, or student in the Frenchtown School District, the Chief School Administrator shall grant to an appropriate number of teachers sufficient time off to attend the funeral.
- B. Teachers employed on a part-time basis shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year:

1. One (1) day leave of absence for personal, legal, business, household or family matters which require absence during school hours. Application to the Chief School Administrator for personal leave shall be made in writing at least two (2) working days before taking such leave (except in cases of emergencies) and five (5) working days before taking such leave on the day immediately preceding or following the following three holiday breaks: Winter Holiday Recess, spring Recess, Thanksgiving recess. The applicant for such leave shall not be required to state the reason for taking it under this section. Response for request shall be returned by the Chief School Administrator within twenty-four (24) hours of request.
- C. Full time teachers not using any sick leave or personal leave during the school year shall receive \$500.00 cash. Part-time teachers not using any sick leave or personal leave during the school year shall receive cash, the value of which shall be prorated.

ARTICLE XII

TERMINAL LEAVE

- A. The per diem rate for each three (3) days of accumulated sick leave will be paid to the teacher or teacher's estate upon retirement from the district. Compensation will be paid after twenty (20) years of service to the district, with a maximum payment of equal to fifty (50) days pay.

In order to receive terminal leave benefits in retirement year, notice of intent to retire must be presented to the Board of Education by September 15th of the preceding year of anticipated retirement. For example, any employee requesting retirement on September 15, 2008 would then retire after July 1, 2009.

In the case of an emergency retirement and the Board of Education was not notified, the employee would receive compensation in the next budget year. For example, an emergency retirement before June 30, 2008 compensation would be paid July 1, 2009.

ARTICLE XIII

THE PROFESSIONAL DEVELOPMENT AND INSTRUCTIONAL COUNCIL

- A. The Professional Development and Instructional council shall consist of three (3) representatives appointed by the Board, the Chief School Administrator, and three (3) representatives appointed by the Association and they shall select a chairperson from among themselves. The Board and the President of the Association may, from time to time, replace members appointed by them.
 1. The Council shall advise the Board on such matters as teaching techniques, curriculum improvement, teacher evaluation, extracurricular programs, pupil testing and evaluation, philosophy and educational goals of the district.
 2. No recommendations of the Council are binding on the actions or proceedings of the Board.

ARTICLE XIV

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- A. Graduate college courses provide movement on the salary guide. Teachers may choose to take graduate college courses up to and including the Masters level in a relevant area of study for which the Board will compensate the cost of books, tuition, and fees up to an annual, per-teacher maximum amount of \$1872. All courses must receive prior approval by the Chief School Administrator and, in order to receive Board compensation, the teacher must receive a grade of "B" or better. There will be no tuition compensation after the first masters. The teacher may choose to have the Board compensate in one of two ways:
 1. Reimbursement upon proof of successful completion of the pre-approved course; or

2. Pre-payment by the Board to the Educational Institution according to the following terms:
 - a. If a teacher wants to have Board pre-payment for a college or university for which the F.E.A. has not provided the pertinent information, it is incumbent upon the teacher to provide the pertinent information to the School Business Administrator within a 30-day period of time prior to registering for the course.
 - b. If a teacher for which the Board has provided pre-payment for a course does not receive a grade of "B" or better, the Board shall deduct the cost of the college course in equal installments for ten pay periods.
- B. Teachers may choose to attend professional development workshops/seminars in a relevant area of study and have the costs associated with the workshop/seminar compensated for by the Board up to an annual, per-teacher maximum amount of \$670.00:
 1. If the course receives prior approval from the Chief School Administrator;
 2. If the course is during school hours, the teacher uses the professional development days provided in the contract;
 3. If a teacher exhausts his/her professional development days, the Chief School Administrator will have the discretion to allow use of additional days for a particular professional development opportunity;
 4. The Board agrees to pay up front registration and fees directly to the organization sponsoring the workshop/seminar;
 5. Travel and lodging expenses to be incurred by the teacher for an individual workshop/seminar must receive prior approval of the Board in order to be eligible for reimbursement of such travel and lodging expenses.
 6. At the completion of the workshop/seminar, the teacher must provide a written report regarding the teacher's observations of the workshop/seminar. Any written report or presentation would include, at minimum, the following: summary of the highlights of the workshop/seminar; relationship to Frenchtown Elementary School curriculum, summary of insights and information gained as a result of the workshop/seminar, and recommendations on using information gained from the workshop to enhance educational opportunities at Frenchtown Elementary School.
- C. An allowance of fifty (50) dollars per day--maximum two (2) days attendance at N.J.E.A. Convention--upon proof of attendance.

ARTICLE XV

INSURANCE PROTECTION

- A. Effective July 1st, 2010, the board shall pay the full premium of health care insurance for each eligible teacher. In cases where appropriate, teachers may elect dependent plan coverage (Family, Husband/wife, and Parent/Child). In the event that dependent plan coverage is elected, the Board will cover 80% of such cost and the employee 20% for the school year 2009-2010 (July 1, 2009). Any dollar increase in dependent plan rates during the life of this contract will be borne 50% by the Board and 50% by the employee. The percentage rates will be adjusted, and the employees notified of the new rates within thirty (30) days after the School Business Administrator has been notified of the rate adjustments each year.
 1. Provisions of the health-care insurance program shall refer to the State Health Benefits Plan.
 2. For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of the premiums to provide insurance coverage for the full twelve (12) month

period commencing September 1st and ending August 31st When necessary, premiums on behalf of the teacher shall be made retroactively or prospectively to assure uninterrupted participation and coverage in the event a change in carrier is made.

- B. The Board shall provide to each teacher a description of the health-care insurance coverage provided under this Article which shall include a description of conditions and limits of coverage.
- C. The Board of Education is not responsible for new employees' insurance coverage during the waiting period for entrance into the New Jersey Public and School Employees Health Benefits Plan.
- D. The Board shall provide the full premium of prescription coverage for individual employees. In cases where appropriate, teachers may elect dependent plan coverage (Family, Husband/wife, and Parent/Child). The Board shall be responsible for 70% of the premium for dependent coverage based on the 2009-2010 plan rate. The teacher shall be responsible for 30% of the premium for dependent coverage based on the 2009-2010 plan rate.

For the life of this agreement any increase in the prescription insurance premium above the 2009-2010 plan rate for dependent coverage shall be borne one-half (50%) by the Board and one-half (50%) by the employee. The co-payment prescription coverage will be \$3.00 for generic and \$10.00 for name brand.

The above shall serve as the district CAP on prescription insurance for the life of the contract.

- E. The Board shall offer dental coverage to all association members and their dependents. This premium shall be paid in full by the Board at the yearly rate each year for the Delta Dental Preferred Provider program. In the event that the employee chooses to enroll in the Delta Premier program, the employee shall pay the difference between the Preferred and Premier rates respective to the coverage chosen.
- F. A calculation of benefits co-pays shall be given to each employee currently having dependent deductions for health, prescription or dental. The Business Administrator will give this report to each eligible employee within 30 days following the close of the open enrollment period each year. The format of the report will follow the sample in Attachment A. Changes to this sample may be made if agreed upon by the Board and the Association.

ARTICLE XVI EXTRA CURRICULAR

- A. The Board of Education shall annually determine what Extracurricular Positions will be activated in accordance with the salary schedule outlined in Schedule B

ARTICLE XVII MISCELLANEOUS PROVISIONS

- A. If any provision of this agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent of the existing law, but all other provisions or applications shall continue in full force and effect.
- B. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement, with the exception of Schedule A during the first year of employment. If any individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration shall be controlling.
- C. Copies of this Agreement shall be printed and presented to all teachers now employed, or hereafter employed.

ARTICLE XVIII

SUPERCEDURE

- A. The parties hereto acknowledge that they have read this Agreement, understand it, and agree to be bound by its terms and further agree that it is the complete and exclusive statement of the agreement between the parties.

ARTICLE XIX

DURATION OF AGREEMENT

- A. This agreement shall be effective as of July 1, 2010 and shall continue in effect until June 30, 2013 to the Association's and the Board's right to negotiate over a successor agreement as provided in Article II. This agreement shall expire on the date indicated.
- B. In witness whereof the Association has caused this Agreement to be signed 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 written above.

FRENCHTOWN EDUCATION ASSOCIATION

ITS PRESIDENT

DATE

ITS PRESIDENT

DATE

ITS SECRETARY

DATE

FRENCHTOWN BOARD OF EDUCATION

ITS PRESIDENT

DATE

ITS SECRETARY

DATE

|

SCHEDULE A
SALARY GUIDES

YEAR 1
2010-
11 *Frenchtown*

Salary Guide				
Step	BA	BA+30	MA	MA+30
1	45,410	48,585	51,760	54,935
2-3	45,910	49,085	52,260	55,435
4-5	46,410	49,585	52,760	55,935
6	46,935	50,110	53,285	56,460
7	48,280	51,455	54,630	57,805
8	49,625	52,800	55,975	59,150
9	50,970	54,145	57,320	60,495
10	52,315	55,490	58,665	61,840
11	53,660	56,835	60,010	63,185
12	55,005	58,180	61,355	64,530
13	55,005	58,180	61,355	64,530
14	57,290	60,465	63,640	66,815
15	59,665	62,840	66,015	69,190
16	62,140	65,315	68,490	71,665
17	64,720	67,895	71,070	74,245
18	67,405	70,860	75,755	79,630
19	70,200	73,560	78,995	82,680

YEAR 2

2011-

12

Frenchtown

Salary Guide

Step	BA	BA+30	MA	MA+30
1	45,410	48,585	51,760	54,935
2	45,910	49,085	52,260	55,435
3-4	46,410	49,585	52,760	55,935
5-6	46,935	50,110	53,285	56,460
7	48,280	51,455	54,630	57,805
8	49,625	52,800	55,975	59,150
9	50,970	54,145	57,320	60,495
10	52,315	55,490	58,665	61,840
11	53,660	56,835	60,010	63,185
12	55,005	58,180	61,355	64,530
13	57,290	60,465	63,640	66,815
14	57,290	60,465	63,640	66,815
15	59,665	62,840	66,015	69,190
16	62,140	65,315	68,490	71,665
17	64,720	67,895	71,070	74,245
18	67,405	70,860	75,755	79,630
19	70,200	73,560	78,995	82,680

YEAR 3

2012-

13

Frenchtown

Salary Guide		3,200	6,400	9,600
Step	BA	BA+30	MA	MA+30
1	45,485	48,685	51,885	55,085
2	45,985	49,185	52,385	55,585
3	46,485	49,685	52,885	56,085
4-5	46,985	50,185	53,385	56,585
6-7	48,370	51,570	54,770	57,970
8	49,770	52,970	56,170	59,370
9	51,170	54,370	57,570	60,770
10	52,570	55,770	58,970	62,170
11	53,970	57,170	60,370	63,570
12	55,370	58,570	61,770	64,970
13	57,575	60,775	63,975	67,175
14	60,000	63,200	66,400	69,600
15	60,000	63,200	66,400	69,600
16	62,525	65,725	68,925	72,125
17	65,150	68,350	71,550	74,750
18	67,875	71,330	76,225	80,100
19	70,700	74,060	79,495	83,180

SCHEDULE B
EXTRACURRICULAR

FBOE
Schedule B

Position	10-11	11-12	12-13
Boys Basketball	3276	3276	3276
Girls Basketball	3276	3276	3276
Soccer	3276	3276	3276
Bedside Instruction	17.12 1/2 hr	17.12 1/2 hr	17.12 1/2 hr
Overnight Trips	100/night	100/night	100/night
Detention	17.12 1/2 hr	17.12 1/2 hr	17.12 1/2 hr
Curriculum Development	17.12 1/2 hr	17.12 1/2 hr	17.12 1/2 hr
Student Council	1712	1712	1712
Yearbook	799	799	799
Teacher-In-Charge	3195	3195	3195
Clubs	17.12 1/2 hr	17.12 1/2 hr	17.12 1/2 hr
Ski Club (Per Person- Max 2 People)	1,365.03	1,365.03	1,365.03
8th Grade coordinator	799	799	799
Play Director	2853	2853	2853
Marching Band Director (12 months)	799	799	799
Talent Show Coordinator	17.121/2 hr	17.121/2 hr	17.121/2 hr

¹ *As approved by the Chief School Administrator*

ATTACHMENT A:

SAMPLE CALCULATION OF BENEFITS CO-PAYS

**French town Board of Education
Calculation of Benefits Co-Pay
For the *** School Year**

Medical			Base Year	Current Year	Total Increase	Increase 50% EMP	Cost per Month	Cost per Year	Cost per 20 pays	Cost per 24 pays
Employee Name:	<u>J Doe</u>									
Insurance Carrier	USHC									
Coverage	Family		279.81	314.75	34.94	17.47				
20 % of Base Year			55.96			17.47	73.43	881.18	<u>\$44.06</u>	<u>\$36.72</u>
Prescription Coverage	Family	100.95	57.08							
	Single	43.87								
	Family	193.67		109.51	52.43	26.22				
	Single	84.16								
30 % of Base Year			17.12			26.22	43.34	520.07	<u>\$26.00</u>	<u>\$21.67</u>
Dental Premier	88.01	3 Party								
Preferred	<u>59.86</u>	3 Party					28.15	337.80	<u>\$16.89</u>	<u>\$14.08</u>
Difference per month	28.15									