

AGREEMENT BETWEEN THE
SPRING LAKE EDUCATION ASSOCIATION

AND

SPRING LAKE BOARD OF EDUCATION

2018-2019

2019-2020

and

2020-2021

School Years

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Agreement between the Spring Lake Education Association and the Spring Lake Board of Education for the 2018-2019, 2019-2020, and 2020-2021 school years.

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ARTICLE 1 - RECOGNITION

- A. The Spring Lake Board of Education (hereinafter referred to as the "Board") recognizes the Spring Lake Education Association (hereinafter referred to as the "Association") as the sole and exclusive collective bargaining representative for all teaching staff members, excluding custodians, per diem substitute teachers, office employees, supervisory personnel and secretaries.
- B. Unless otherwise indicated, the term "teachers", used hereinafter in this agreement, shall refer to all professional employees represented by the Association in the bargaining unit as defined above.

ARTICLE 2 - NEGOTIATION OF SUCCESSOR AGREEMENT

The parties agree to enter into negotiations for a Successor Agreement by March 1 of the calendar year in which this agreement expires, or as soon thereafter as it is reasonably possible.

ARTICLE 3 - GRIEVANCE PROCEDURE

For the purpose of this agreement a grievance is defined as a claim by a teacher or the Association based upon the interpretation, application, or violation of this agreement, policies, or administrative decisions affecting the terms and conditions of employment of a teacher or group of teachers, arising after the execution of this agreement and prior to the termination of this agreement, with the exception of those subjects specifically excluded by this agreement from the grievance procedure as provided for in Articles 9, 10, 13 and 14 of this agreement.

Grievances shall be processed immediately in accordance with the provisions herein set forth.

Step 1 - Informal Meeting with the Superintendent

A teacher having a grievance, with or without an association representative present, shall first discuss it with the Superintendent. The Superintendent shall give his answer within three (3) school days. A grievance under Step 1 must be taken up with the Superintendent within ten (10) school days after the grievance arises or the grievance shall be deemed to be waived.

Step 2 - Written Grievance

If the answer given in Step 1 is not satisfactory, the grievant may submit a written grievance to the Association Grievance Committee. The written grievance must be submitted by either the Grievance Committee, or the grievant, to the Superintendent within three (3) school days after the Superintendent's answer in Step 1 or the grievance shall be deemed waived.

A formal meeting may then be called between the Superintendent, the grievant, and/or the Chairman of the Grievance Committee within two (2) school days to discuss the grievance.

The Superintendent shall render a decision of the grievance within three (3) school days after this meeting.

Step 3 - Formal Meeting with the Board of Education

If the grievance is not satisfactorily received under Step 2, the grievant or the Grievance Committee may submit written grievance to the Board and arrange a meeting to be held with the Board within five (5) school days. A written grievance must be submitted to the Board within three (3) school days after the Superintendent's decision in Step 2, or else the grievance shall be deemed waived.

The Board will render a written decision of the grievance within ten (10) school days after the meeting.

The decision of the Board, on any grievance, except those which may be subject to arbitration, shall be final and binding on the parties and the grievant, subject to the provisions of the New Jersey Education Law, Title 18A, New Jersey Statutes and existing legislation.

Step 4 - Arbitration

For the purpose of the arbitration provisions of this agreement, a grievance is defined as, and is expressly limited to, a dispute, complaint or misunderstanding arising out of the express written provisions of this agreement, and occurring during the term of this agreement, with the exception of those subjects specifically excluded from the grievance procedure by this agreement, as provided in Article 9, 10, 13 and 14 of this agreement.

If a grievance involving a dispute, complaint, or misunderstanding regarding wages, hours, or working condition, arising out of the express written provisions of this agreement is not satisfactorily resolved under Step 3, then the grievant may, within three (3) school days after the decision by the Board, request, in writing, the Association Grievance Committee to submit the grievance to arbitration. If this written request is not timely filed, the grievance shall be deemed waived. Only the Association Grievance Committee, if they determine that the grievance is meritorious may submit the grievance to arbitration within five (5) school days after receipt of a request by the aggrieved person.

If the Association Grievance Committee does not submit the grievance to arbitration within five (5) school days of the written request to submit the grievance to arbitration, the grievance shall be deemed waived.

Within ten (10) school days after such written notice of submission to arbitration, the Board and the Association Grievance Committee may 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 within the specified period, then the selection of an arbitrator and the arbitration shall proceed through the voluntary labor arbitration rules of the Public Employment Relations Commission.

The arbitrator's award shall be in writing and shall set forth the findings of fact and conclusion(s) on the issue(s) submitted to him. The jurisdiction and authority of the arbitrator and his award shall be limited by the submission, and confined exclusively to the interpretation of the explicit provision or provisions of this agreement at issue between the Association and the Board. The arbitrator shall have no authority to add to, detract from, alter, amend, or modify the provisions, terms or conditions of this agreement or impose on any party hereto, a limitation or obligation not explicitly provided for in this agreement. The arbitrator shall have no authority to make any award contrary to or inconsistent with existing laws.

The arbitrator shall have the authority to order or deny reinstatement of a teacher with or without back pay in full or part. In the event there is an award of any back pay, any earnings of the teacher during this period of unemployment shall be offset and deducted from the arbitrator's award.

The Association and the Board shall share equally, the payment of the fees and expenses of the arbitrator and any expenses of the Public Employment Relations Commission.

ARTICLE 4 - RIGHTS AND RESPONSIBILITIES OF THE BOARD OF EDUCATION

In order to carry out its responsibilities for the development and operation of programs, providing the best possible educational opportunity for the student in the Spring Lake School District, consistent with community resources, the Board retains and reserves unto itself all necessary powers, rights, authority, duties, and responsibilities conferred upon and vested in the Board by law.

The exercise of the foregoing powers, rights, duties, and responsibilities of the Board shall be the exclusive prerogative of the Board except as otherwise limited by express provisions of the agreement or law.

ARTICLE 5 - ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to make available to the Association minutes of all Board Meetings as they become available to the Board.
- B. When, at the request or approval of the Superintendent or the Board, an Association representative and/or teacher participates during working hours in negotiations or in any step of the grievance procedure, s/he shall suffer no loss in pay.
- C. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings, provided there are no additional costs involved in making available the buildings or necessary services, and the buildings and services are available. Any additional costs incurred as a result of furnishing such buildings or services shall be borne by the Association. The Superintendent shall be notified in writing 24 hours in advance of the time and place of such meetings.
- D. The Association shall have the right to use for educational purposes, school facilities and equipment, including typewriters, computers and related technology, calculating machines, copy machines and other duplicating equipment, and all other types of audio-visual equipment, at reasonable times when such equipment is not otherwise in use. The Association shall provide all materials and supplies used and shall pay for any repairs necessitated as a result of misuse.
- E. Names and addresses of new teachers shall be released to the Association upon appointment, after a request for such information is made by an appropriate Association representative.
- F. Duties and responsibilities of teachers involving student supervision outside of regular class work shall be clearly explained to all teachers. This provision shall in no way restrict the assignment of temporary duties when conditions require as determined by the Superintendent or the Board.
- G. Upon presentation of duly executed authorization by the teachers, the Board shall deduct from the first pay of each month the monthly Association dues, and remit them to an appropriate official of the Association who certifies in writing that s/he is authorized to collect said dues.

ARTICLE 6 - TEACHER WORK YEAR

The in-school work year for teachers employed on a ten (10) month basis (other than new personnel, who may be required to attend an additional two (2) days of orientation), shall not exceed one hundred eighty-seven (187) days, unless increased by State Law. Included in the one hundred eighty-seven (187) days are:

- One hundred eighty (180) student days;
- Five (5) professional days; and
- Two (2) additional professional development days (Three (3) hours of each of these two (2) additional days will be used by the Superintendent to conduct workshops with the teachers. The second three (3) hours of each of these two (2) days will be used by the teachers to work on the materials presented by the Superintendent).

The in-school work year shall include when students are in attendance, orientation days, and any other days on which teachers attendance is required.

ARTICLE 7 - TEACHING HOURS

The normal in-school work day shall consist of a maximum of 6 hours 57 minutes. The starting and termination time of the in-school work day is to be determined by the Board in its sole judgment and discretion.

Teachers shall not be required to perform lunchroom or playground duties during their 40 minute lunch period, except as may be necessitated by emergency conditions.

Teachers may leave five minutes after the dismissal bell on school days ending the school week.

Teachers may be required to remain after the end of the teacher work day for a maximum of one (1) meeting each week, provided that not more than four (4) meetings shall be scheduled each month, without additional compensation, at the request of the Board and/or Superintendent for the purpose of attending such meetings. Meetings shall not exceed forty-five (45) minutes.

Teachers may be required to remain after the teacher work day, without additional compensation, for meetings with parents and to give assistance to students. Teachers recognize their professional responsibility to meet on occasion for a period not to exceed twenty (20) minutes with an administrator upon the administrator's request.

Teachers shall have at least one (1) daily duty-free preparation period. In the event teachers are required to perform any assignment during their duty-free preparation period on a day when they only have one (1) duty-free preparation period, they shall receive the following compensation: they will be paid \$20.00 or receive a replacement duty-free preparation period to be given within two (2) weeks. Notification of replacement period must be given one (1) school day in advance.

ARTICLE 8 - NON-TEACHING DUTIES

A teacher may use his/her automobile for school business, providing s/he gets advance written approval of the Superintendent. In such case, s/he shall be reimbursed in accordance with the standards set by the State of New Jersey for the use of his/her automobile.

Whenever circumstances reasonably permit, teachers shall not be required to correct standardized tests on a school wide basis.

Teachers shall not be required to maintain State registers of attendance.

Teachers will be reimbursed at the Rutgers University rate per graduate credit hour, to a maximum of six (6) credits per year, for undergraduate or post graduate courses taken in a field related to the area of the teacher's responsibility. To be eligible for reimbursement under this article, the teacher must achieve a course grade of at least a "B" (or "Pass" in Pass/Fail course). Courses must be approved in advance by the Superintendent and Board which approval shall not be unreasonably withheld. Courses taken for certification cannot be included. Total tuition reimbursement by the Board of Education will not exceed \$11,000 per year.

The Board may schedule four 2-hour parent/teacher conference days during the school year. Two of the parent/teacher conferences may be scheduled in the evening between 6:00 p.m. and 8:00 p.m. Parent/teacher conferences shall be scheduled when school is in session. Students shall have a four hour schedule when conferences are scheduled. On days of evening conferences, teachers shall be permitted to leave at the end of the student day.

Sports physical examinations are not required to be conducted at the school during the month of August. These examinations will be conducted during the regular teacher school year.

ARTICLE 9 - TEACHER EMPLOYMENT

- A. The Board shall have sole discretion for guide placement upon initial hire of all district certified and non-certified employees.
- B. Teachers who leave the Spring Lake School District, and who are rehired by the board, shall upon rehire be placed on the guide at the sole discretion of the Board.
- C. Returning teachers shall be notified of their contract and salary status for the ensuing year in accordance with N.J.S.A. 18A:27-10.

Teachers shall notify the Superintendent of their acceptance by returning the signed contract in accordance with N.J.S.A. 18A:27-12.

ARTICLE 10 - TEACHER ASSIGNMENTS AND TRANSFERS

The Parties agree that the Board has and retains the sole right, jurisdiction, authority, and responsibility to hire, assign, promote, transfer, whether voluntarily or involuntarily, teachers within the School District and to assign classes and room assignments to teachers and to maintain the efficiency of the School District. Any decision of the Board as to the hiring, promotion, assignment, or transfer, whether voluntarily or involuntarily, of a teacher or as to the assignment of classes, subject assignments or rooms, shall be final and binding on the parties and shall be excluded from the grievance procedure of this Agreement.

All teachers shall be given written notice of their salary guide placement, class and/or subject assignments for the ensuing year no later than the time period provided in N.J.S.A. 18A:27-10. Teachers shall be given written notice of their room assignments no later than June 1.

New teachers shall be given notice of assignments as soon as practical, and except in cases of emergency, no later than July 1.

If the Board in its discretion changes such schedules, class, and/or subject assignments, or room assignments, the teacher affected shall be so notified of the reasons for such change.

Teachers presently employed in the school system may be given preference for teaching vacancies. When teaching vacancies or new teaching positions occur, they shall be posted on the bulletin board.

If the Board, in its discretion, involuntarily transfers a teacher, the teacher affected shall be promptly notified of the reasons for such change.

ARTICLE 11 - JOINT FACULTY/BOARD EDUCATIONAL COMMITTEE

The parties agree to set up a joint committee, comprised of two (2) teachers, two (2) Board members, and the Superintendent, which shall have monthly meetings, if needed, to discuss the educational needs of the school.

ARTICLE 12 - TEACHER EVALUATION

- A. 1. All teacher evaluations shall be conducted in accordance with the standards set by New Jersey statute, Code, and the Board-approved evaluation model.
 2. The use of eavesdropping, public address, audio systems, and similar surveillance devices shall be strictly prohibited in evaluating the work performed by a teacher.
 3. Teachers shall be evaluated only by duly qualified individuals.
 4. A teacher shall be given a copy of any class visit or evaluation report prepared by his/her evaluators at least one (1) day before any conference to discuss it. No evaluation report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon, without prior conference with the teacher, if requested by the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.
 5. All provisions of the Agreement not in accordance with the above shall be deemed null, void, and without legal effect.
- B. Final evaluation of a teacher upon termination of his/her employment shall be conducted prior to severance and no documents and/or other materials shall be placed in the personnel file of such teacher after severance.
- C. The teacher who is required to have a Corrective Action Plan shall have the right to an Association representative present during any conference where a Corrective Action Plan is presented.

ARTICLE 13 – SICK LEAVE PAY

A. Sick leave with pay shall be granted to each employee according to the following Schedule:

<u>Years of Teaching or Service in Spring Lake</u>	<u>Number of Days Allowed</u>
From the first day of teaching or service through the fifth year	10 days
From the first day of the sixth year through the tenth year	12 days
From the first day of the eleventh year and above	15 days

All unused sick days up to a maximum of fifteen (15) days per school year may be accumulated. Certificates of illness by a physician may be required by the Board or Superintendent after three (3) consecutive days absence.

B. Upon retirement after 15 consecutive years of service in the school district, an employee shall receive reimbursement for accumulated sick leave as follows:

2018-2021– All days accumulated as of June 30, 2012 shall be reimbursed at rate of \$80.00 per day. All days accumulated after June 30, 2012 shall be reimbursed at the rate of \$70.00 per day.

There shall be a \$15,000 per teacher cap on the retirement amount.

Any individual who had a break in consecutive years of service in the District prior to June 30, 2015 shall be eligible for reimbursement for accumulated sick leave upon retirement after 15 years of service in District, whether or not the years of service are consecutive.

Approved leaves of absence without pay shall not count as a break in service but shall not be creditable as consecutive service toward the 15 consecutive years for reimbursement under the Article. Approved leaves of absence taken in compliance with the Family and Medical Leave Act (“FMLA”) and the New Jersey Family Leave Act (“FLA”) shall be creditable as consecutive service under this Article.

C. When a teacher has exhausted his/her total accumulated sick leave and is absent because of an illness, the Board in its sole discretion may:

1. Consider on an individual basis the granting of extended sick leave.
2. Consider continuing the teacher’s pay less the substitute teacher’s pay.
3. Deduct 1/200th of the teacher’s annual salary for each additional day of illness.

Any decision of the Board regarding paragraph “C” hereof shall be final and binding on the parties and excluded from the grievance procedure of this agreement.

ARTICLE 14 - TEMPORARY LEAVE OF ABSENCE

A. Teachers shall be entitled to the following non-cumulative leaves of absences with full pay each school year;

1. All teachers shall be allowed up to three (3) days, without loss of pay, for personal business during the school year, upon approval of the Superintendent. These days may not be accumulated.

All personal leaves are subject to the following conditions:

a. Personal leave shall be limited to urgent legal, family, religious, or personal matters, which necessitate the teacher's absence on a school day. Personal leave shall not be used for recreation, entertainment, other employment, or for matters which can be scheduled outside of school hours.

b. Request for personal leave shall be filed with the Superintendent, when possible, at least two (2) school days in advance of the contemplated absence.

c. Personal days will not be granted on days immediately preceding or following a scheduled school recess or holiday.

d. The Superintendent, or his designee, shall review each application and approve or disapprove the request.

e. In an emergency, the Superintendent, or his designee, upon being informed by the teacher of the nature of the emergency, may waive all restrictions and authorize an emergency personal day, if satisfied that the restrictions in (b) and/or (c) above impose an undue hardship.

f. At the end of each school year, the Board will pay to a teacher a total of \$150 for three (3) unused leave of absence days or forty (\$40) dollars per day for one or two unused leave of absence days. Requests for personal absence on the days immediately before or after a holiday or recess will not be approved, except in cases of emergency. This determination is not subject to arbitration or the grievance procedure of this Agreement.

2. Two (2) days absence a year, non-cumulative, with pay, will be granted to teachers who are absent because of illness in the immediate family. The term immediate family shall be understood to include, and be exclusive to, only the following: wife, husband, father, mother, child, minor step-children who are domiciled within the teacher's home, brother, sister, grandmother, grandfather, grandchildren, mother-in-law, father-in-law or other relative who is domiciled within the teacher's home. In order to qualify as "illness", each of the following circumstances must exist:

- a. It must involve a serious illness.
- b. The teacher's attendance is required.
- c. Relief is secured as soon as possible.

Substitute salary will be deducted for each additional day of absence up to a maximum of ten (10) days and thereafter the teacher's pay shall cease unless this period is extended by the Board, in its sole discretion.

3. Not more than five (5) consecutive work days, at any one time, in the event of death in the employee's immediate family. The term immediate family shall be understood to include, and be exclusive to, only the following: wife, husband, father, mother, child, minor step-children who are domiciled within the teacher's home, brother, sister, grandmother, grandfather, grandchildren, mother-in-law, father-in-law, or other relative who is domiciled within the teacher's home. Leave taken pursuant to this Section shall commence not later than the day immediately following the death of said relative. In the case of the five (5) consecutive day leave the employee may at the time of the death advise the Superintendent or designee that the employee is reserving (one) day for a period of up to one (1) year from the date of death to attend to an activity or event associated with the death. One (1) day will be granted in the event of the death of a teacher's relative outside the immediate family, as defined above, for the purpose of attending funeral services.

- B. The Board or the Superintendent may, in their sole discretion, grant time off with pay to teachers attending meetings or conferences of an educational and professional nature.
- C. The Board or the Superintendent may, in their sole discretion, grant time off with pay for appearances in any legal proceeding connected with the teacher's employment, or the school system, or in any other legal proceeding if the teacher is required by law to attend.
- D. The Board may, in its sole discretion, grant time off with pay to teachers called into temporary active duty of any unit of the United States Reserves or the National Guard.
- E. The Board may, in its sole discretion, grant additional leaves of absence with or without pay. Any such decision of the Board shall be final and binding and shall not be subject to the grievance procedure of this agreement. Teachers who are granted leaves of absence without pay shall forfeit 1/200th of their annual salary for each day of such leave.

Leave of absence taken without the prior approval of the Board shall constitute just cause for any disciplinary action taken against said teacher.

ARTICLE 15 - MATERNITY DISABILITY AND CHILD CARE LEAVE

A teacher shall notify the Superintendent of her pregnancy as soon as it is medically confirmed. Said teacher shall be placed on maternity leave without pay commencing at a reasonable time prior to the anticipated date of birth and terminating no later than twenty-four (24) months after said birth. In the event of a still birth, or death of a child, the teacher, if she so elects, may return to her position when physically able to perform her duties. Teachers on maternity disability and child care leave shall advise the Superintendent of their intention to return to work according to the following schedule:

February 1 for September 1
October 1 for end of second marking period

Teachers who take maternity disability and statutory family leave may return immediately at the conclusion of that leave.

ARTICLE 16 - INSURANCE

A. Medical Insurance*

The Board shall pay the full cost of the medical insurance plan for all teachers and their dependent(s).

The base health benefit plan provided by the Board of Education shall change from the School Employees' Health Benefit Plan Direct 10 to Direct 15.

(The Parties agree to make every effort to work on salary guides so that a ratification vote can take place prior to January 31, 2019 and the change in the base health benefits plan from Direct 10 to Direct 15 can occur on or before May 1, 2019.)

B. Dental Insurance

The Board shall pay the full cost of a dental insurance plan for all teachers and their dependents with an annual maximum of \$1,000 per person and a \$50 annual deductible.

C. Prescription Insurance*

Effective July 1, 2012, the prescription benefits provided by the Board of Education shall change from the current Horizon plan to the State plan with the following co-pays:

Generic: \$ 3.00
Brand Name: \$ 10.00
Mail Order: Generic \$ 5.00 Brand \$ 15.00

The Board of Education shall pay the full cost of these insurance plans, SEHBP (Direct 10) and Prescription, for all teachers and their dependent(s).

*All teachers shall contribute an amount as set forth in New Jersey P.L. 2011, Chapter 78.

*The Board of Education has the right to change insurance carriers as long as the coverage with the new carrier is substantially similar to the coverage that exists with the current insurance carrier.

D. Chapter 125 Plan

As per New Jersey P.L. 2011, Chapter 78, the Board of Education will establish a Section 125 Plan. A copy of the plan shall be kept on file in the Board office with a copy sent to the Association.

The Board of Education will provide a Section 125 plan for dependent care.

Employees participating in health FSAs shall be able to carry-over up to \$200.00 of unused funds remaining at the end of the plan year.

E. Waiver

1. Employees who waive health insurance coverage will be paid a stipend of \$5,000 or 25% of the amount saved by the Board, whichever is less, in accordance with P.L. 2010, c.2. Individuals who waive coverage and whose substitute coverage is either the School Employee Health Benefits Plan (SEHBP) or the State Health Benefits Plan (SHBP) are not eligible for a payout upon their waiver. The stipend shall be paid in a single lump sum in June of the school year.
2. The Board shall provide teachers who consider withdrawal from insurance coverage a written authorization form acceptable to the insurance carrier which form shall specify any restrictions or risks associated with the timing or eligibility for re-enrollment.

ARTICLE 17 - PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A. Professional Development Committee

1. Professional development and education improvement shall be conducted in accordance with N.J.A.C. 6A:9C.

2. Programs

a. The Board agrees to pay reasonable expenses incurred with any workshops, seminars, conferences, in-service training sessions, or other which a teacher attends as part of his/her continuing education plan and is required or requested to attend by the administration and receives the prior approval of the Superintendent, subject to an overall staff cap of \$3,500.

b. Whenever possible, in-service programs shall be conducted during the in-school teacher workday and work year if teacher attendance is required.

When approved as part of the District Professional Development Program, District in-service programs shall be eligible for credit towards the 20 hours per year of Professional Development.

3. Trainers credit

Any teacher who provides training experiences as part of the program of Professional Development as approved by the Local Professional Development Committee shall receive hour for hour credit toward their 20 hour per year obligation in accordance with the regulations regarding the eligibility of experiences for Professional Development credit established by the New Jersey Department of Education and as delegated to the Local Professional Development Committees.

4. Record-keeping

The District will maintain a record of the number of hours of continuing education for each teacher in the same manner such records are maintained for tuition reimbursement and attainment of advanced degrees and graduate credits.

ARTICLE 18 - MISCELLANEOUS PROVISIONS

- A. If any provisions of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- B. Copies of this agreement shall be printed at the expense of the Board after agreement with the Association on format, within thirty (30) days after the agreement is signed. The agreement shall be presented to all teachers.
- C. Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provision(s) of this agreement, either party shall do so by certified letter at the following address:
- | | | |
|----|------------------------------------|--|
| 1. | If by Association, to the Board at | 411 Tuttle Avenue
Spring Lake, NJ 07762 |
| 2. | If by Board, to the Association at | 411 Tuttle Avenue
Spring Lake, NJ 07762 |
- D. This agreement incorporated the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this agreement, neither party shall 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 executed this agreement.
- E. This agreement shall not be modified in whole or in part by the parties except by written instrument duly executed by both parties.
- F. Any teacher suspended without just cause shall receive retroactive pay from the date of suspension.
- This Agreement may be executed simultaneously in two (2) or more counterparts, each of which shall be deemed an original.

IN WITNESS WHEREOF, the parties have caused the Agreement to be duly executed this
21 day of March, 2019.

SPRING LAKE EDUCATION ASSOCIATION

Deborah Hollowell

[Signature]

[Signature]

SPRING LAKE BOARD OF EDUCATION

Denise McCarthy

DENISE McCARTHY
School Board Secretary

[Signature]
JAMES WORTH
School Board President

<u>Movement Chart</u>			
2017-18	2018-19	2018-20	2020-21
1	2	3	4
2	3	4	5
3	4	5	6
4	5	6	7
5	6	7	8
6	7	8	9
7	8	9	10
8	9	10	11
9	10	11	12
10	11	12	13
11	12	13	14
12	13	14	15
13	14	15	16
14	15	16	
15	16		
16			

Teachers Salary Guide -2018-19				
Step	BA	BA+20	MA	MA+20
1	57,560	58,560	59,560	60,360
2	58,560	59,560	60,560	61,360
3	59,760	60,760	61,760	62,560
4	61,160	62,160	63,160	63,960
5	62,610	63,610	64,610	65,410
6	64,085	65,085	66,085	66,885
7	65,885	66,885	67,885	68,685
8	67,535	68,535	69,535	70,335
9	69,035	70,035	71,035	71,835
10	70,735	71,735	72,735	73,535
11	72,635	73,635	74,635	75,435
12	74,735	75,735	76,735	77,535
13	77,035	78,035	79,035	79,835
14	79,635	80,635	81,635	82,435
15	82,445	83,445	84,445	85,245
16	85,345	86,345	87,345	88,145

Teachers Salary Guide – 2019-20				
Step	BA	BA+20	MA	MA+20
1	58,290	59,290	60,290	61,090
2	59,190	60,190	61,190	61,990
3	60,190	61,190	62,190	62,990
4	61,590	62,590	63,590	64,390
5	63,090	64,090	65,090	65,890
6	64,590	65,590	66,590	67,390
7	66,115	67,115	68,115	68,915
8	67,715	68,715	69,715	70,515
9	69,315	70,315	71,315	72,115
10	71,165	72,165	73,165	73,965
11	73,120	74,120	75,120	75,920
12	75,320	76,320	77,320	78,120
13	77,820	78,820	79,820	80,620
14	80,595	81,595	82,595	83,395
15	83,445	84,445	85,445	86,245
16	86,345	87,345	88,345	89,145

Teachers Salary Guide - 2020-21				
Step	BA	BA+20	MA	MA+20
1	59,545	60,545	61,545	62,345
2	60,445	61,445	62,445	63,245
3	61,445	62,445	63,445	64,245
4	62,445	63,445	64,445	65,245
5	63,945	64,945	65,945	66,745
6	65,445	66,445	67,445	68,245
7	66,945	67,945	68,945	69,745
8	68,545	69,545	70,545	71,345
9	70,245	71,245	72,245	73,045
10	72,095	73,095	74,095	74,895
11	74,070	75,070	76,070	76,870
12	76,320	77,320	78,320	79,120
13	78,820	79,820	80,820	81,620
14	81,595	82,595	83,595	84,395
15	84,445	85,445	86,445	87,245
16	87,345	88,345	89,345	90,145

SCHEDULE A - STIPENDS

<u>Position / Activity</u>	<u>Stipend/Rate</u>
Cheerleaders Coach	\$800
Boys Soccer Coach	\$2,500
Girls Soccer Coach	\$2,500
Boys Basketball Coach	\$3,200
Girls Basketball Coach	\$3,200
Baseball Coach	\$2,500
Softball Coach	\$2,500
Student Council Advisor	\$2,275
Yearbook Advisor	\$2,275
National Junior Honor Society Advisor	\$1,875
Eighth Grade Coordinator	\$1,030
Spelling Bee Coordinator	\$300
Band Day Advisor	\$300
Band Memorial Day Advisor	\$300
Lead Teacher	\$2,400
8 th Grade Video Coordinator	\$700
Geography Bee Advisor	\$200
Athletic Coach in Charge	\$2,250
Science Fair Coordinator	\$300
Art Fair Coordinator	\$1,000
Bowling Advisor	\$600
Family Literacy Night Coordinator	\$1,000
Peer Mediation Advisor	\$625
Video Broadcasting Advisor	\$1,750
Academic Competition Coordinator	\$1,500
Academic Competition Coach	\$60
Detention Coordinator	\$1,000
Kindergarten Orientation	\$34.36/hr (4 hours)
Pte-Kindergarten Orientation	\$34.36/hr (4 hours)
Middle School Orientation	\$34.36/hr (2 hours)
Band and Chorus Advisor	\$34.36/hr (72 hours)
8 th Grade Trip Chaperone	\$170.00/day
Home Instruction	\$34.36/hr
Before School Program	\$34.36/hr
Summer Work	\$34.36/hr
Lunch/Recess Monitor	\$25.00/period

*All stipends and payments made pursuant to this schedule are made on an individual, per position basis. Positions may be split between two individuals, and the stipend paid split equally, at the discretion of the individuals filling the position. Multiple individuals may hold the same position at the discretion of the Board and each individual shall receive full payment of the stipend.

SCHEDULE B

2018-2019 School Years:

Pupil contact Time:
8:30-2:58

Length of School Day: 6 hours 28 minutes or 388 minutes

Less: Prep	41 minutes	
Lunch	<u>41 minutes</u>	
	82 minutes	388 minutes
		<u>-82 minutes</u>
		306 minutes contact time

Agreed to 21 minutes per day increased contact time

285 minutes + 21 minutes = 306 minutes

THIS IS A REPRESENTATIVE EXAMPLE OF SCHEDULING.