

MAR 27 1992
8/91

9/1/91 - 8/31/95

Jersey City NJ
Bd of Ed
MEMORANDUM OF AGREEMENT

K 830262
els 2,000
EX 8/31/95

1. Established Closed Lunch effective 9/92. Provide for all elementary schools 8:30 a.m. start and 2:45 p.m. end of school day. Lunch period shall be 45 minutes; the teacher shall escort the students to the lunchroom at the start of the period and shall return to the lunch area to escort the children back to classroom in sufficient time to start the new period. The District shall attempt to secure volunteer teachers to supervise the lunch period and shall hire aides to assist. Teachers who volunteer shall be paid the going hourly rate for lunch supervision. If the District is unable to secure sufficient volunteers, the District may assign involuntarily lunch room supervision to teachers in the building on a rotating basis. These teachers shall be paid the prevailing hourly rate and shall be given a lunch break equal to students in time.

2. Faculty Meetings - The building principal may exercise the flexibility to call the faculty meeting during the lunch period.

Article 15.3 - Delete (2) meetings, insert (1) and delete 45 minutes and insert 60 minutes.

3. Hourly rate shall be:

- 1st year - \$17
- 2nd year - 18
- 3rd year - 20
- 4th year - 22

Head teacher and chairman to receive additional \$2 per hour.

4. Effective 1992-93 per-diem substitute rate shall increase to \$80, set rate.

5. Credits Language - Graduate credits paid to a maximum of \$360 per person for one three-credit graduate course, if approved by State District Superintendent and if a B average, or better, is attained.

Effective 1992-93 \$50,000 per year.

Fall - \$20,000

Spring (and Summer) - \$30,000

If more apply then District allows, prorate part.

School year 1993-94 - \$60,000 and 1994-95 \$70,000.

Unused portions will be applied to succeeding semesters.

6. Article 22.1 - Training Days
Effective 1992-93 add 1 day, no pupil contact, for all staff
Effective 1994-95 add 1 more day for new staff orientation.

7. Prescription Plan - Effective April 1, 1992, those teachers who on 1/31/92 were contributing to prescription coverage shall have the cost assumed by the Board. Effective 12/31/92 the plan shall be \$3.00 co-pay and all family and other costs assumed by Board.

If new coverage begins between 1/31/92 and 12/31/92, beyond individual, the person shall pay cost.

8. Not in Contract S.O.P.
 1. Transfer procedure between clusters.
 2. Third evaluation by new evaluator if unsatisfactory.
 3. No criticism of teacher in public.
9. The State District, with the approval of the JCEA president, shall have the right to award additional credit in areas where a shortage of applicants exists.
10. Assistant Coaches + 1% stipend effective 1992-93, add two trainers 1992-93 and add two more 1993-94. Certificate as an athletic trainer will be required. Also effective 1992-93 create a fund of \$125,000 to increase co-curricular stipends, the amount for each category to be determined by a joint committee with the JCEA. If the parties cannot agree the issue shall be submitted to binding arbitration. Cheerleader advisors' salaries shall be increased.
11. The State District Superintendent plans to reward teachers who retire with 25 years pension service and age 55 by payment at regular per-diem rate for unused sick leave. Maximum of one year's salary payable in five equal installments commencing 7/1 of the year the teacher retires and paid each 7/1 thereafter. No interest shall be attached to each payment. The State District Superintendent shall retain the right in her sole and absolute discretion, to modify or terminate this plan by 30-day written notice to JCEA. If the State District Superintendent modifies the plan, no modification can be instituted that is less than the one called for in the 1988-91 contract. The above plan replaces the eighty-eight - ninety-one plan.
12. 9/1/94 Family Optical - District operated.
13. By 6/93 - Central Registers in all schools.
14. Direct deposit initiated at any bank next year. May be ready for summer monies.
15. Term - September 1, 1991 - August 31, 1992 - 1 year
September 1, 1992 - August 31, 1995 - 3 years

Steps	1990-91	Steps	1991-92	Steps	1992-93	Steps	1993-94	Steps	1994-95
								A	32000
				A	28915	A	30515	B	32500
				B	29415	B	31015	C	33000
A	25610	A	27130	C	29915	C	31515	D	33500
B	25860	B	27530	D	30415	D	32015	E	34000
C	26210	C	27930	E	30915	E	32515	F	34500
D	26410	D	28330	F	31415	F	33015	G	35050
E	27920	E	28730	G	32215	G	33565	H	35670
F	29230	F	29880	H	33790	H	34315	I	37320
G	30715	G	31255	I	35390	I	35965	J	39020
H	32160	H	32780	J	37590	J	37665	K	41320
I	34035	I	34280	K	41590	K	40585	L	45720
J	35635	J	36280	L	43390	L	45365	M++++	9/94 53584
K	38165	K	39080	M++	9/92 49865	M+++	9/93 51175	M	2/95 61800
L	42635	L	43580	M	2/93 56150	M	2/94 58960	M	61800
M	9/91 51030	M	2/92 53480	M	56150	M	58960	M	61800

- + Those on step L in 1990/91 shall be paid the 1990/91 maximum as of Sept. 1, 1991 and shall be paid the 1991/92 maximum as of Feb. 1, 1992.
- ++ Those on step L in 1991/92 shall be paid a salary equal to half-way to the 1992/93 maximum as of Sept. 1, 1992 and the 1992/93 maximum as of Feb. 1, 1993.
- +++ Those on step L in 1992/93 shall be paid a salary equal to half-way to the 1993/94 maximum as of Sept. 1, 1993 and the 1993/94 maximum as of Feb. 1, 1994.
- ++++ Those on step L in 1993/94 shall be paid a salary equal to half-way to the 1994/95 maximum as of Sept. 1, 1994 and the 1994/95 maximum as of Feb. 1, 1995.

Longevity Increase

Degree Differential:

	M.A.	M.A.+32	DR.
2/1/93	1500-1800	1500-1800	1500-1800
2/1/94	1800-2100	1800-2100	1800-2100
2/1/95	2100-2400	2100-2400	2100-2400

February 1, 1992	April 1, 1995
16 years 800	16 years 800
20 years 500	20 years 500 - 750
25 years 500-750	25 years 750-1000
30 years 500-1000	30 years 1000-1250
35 years 750-1000	35 years 1000-1250
40 years 750-1000	40 years 1000-1250
45 years 750-1000	45 years 1000-1250