

Millstone Township Education Association
Negotiations Proposal
2009-2012

Section I- General Employee Section

6.1.1 ADD: Employees shall receive five (5) Family Sick Days to be used for family member illness.

7.1 Salary Increase: 6 %;
Compensation for Extra-Curricula Activities: 6%;
ADD: Team Leaders, Grade Level Coordinators, Peer-to-Peer (?) Advisor;
Band/Chorus (?) Middle School/ Elementary School.

9.1.1 CHANGE: The Board shall provide full medical benefits at the appropriate level of employee/dependent coverage at no cost to the employee.

LEAVE: The Board of Education shall pay 100% of the cost of the appropriate level of benefits for all employees hired prior to July 1, 1992.

9.2.1 CHANGE: The Board shall provide full prescription benefits at the appropriate level of employee/dependent coverage at no cost to the employee.

LEAVE: The Board of Education shall pay 100% of the cost of the appropriate level of benefits for all employees hired prior to July 1, 1992.

LEAVE: For pre-July 1, 1992 employees who, as of the 2002-2003 school year, had fully paid prescription coverage for the life of this agreement, that is 2009-2012, the Board shall provide these employees with direct reimbursement to make their prescription co-pay as follows:

\$5.00 brand or generic retail

\$5.00 brand or generic mail-order

[co-pay applies two (2) times on mail-order purchases]

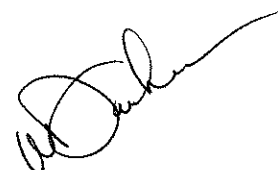
9.3.1 CHANGE: The Board shall provide full dental benefits at the appropriate level of employee/dependent coverage at no cost to the employee.

LEAVE: The Board of Education shall pay 100% of the cost of the appropriate level of benefits for all employees hired prior to July 1, 1992.

Section II – Teacher Section

13.1 CHANGE: Teachers' work year shall be up to 181 days.

13.4 REMOVE: Teachers will be responsible to attend a minimum of three (3) or a maximum of five (5) after-school functions.



- ADD: Teachers will be paid hourly stipend as defined in Article 17.1 for any after school district functions.
- a) ADD: Primary/Elementary grade level coordinators and Middle School core team leaders shall receive an additional prep period each week.
- 14.1 CHANGE: Teachers are expected to be on duty for their regularly scheduled 6 hour 45 minute day.
- 14.2 CHANGE: Teachers in the Middle School shall have a duty-free lunch period of forty minutes.
- 14.3 CHANGE compensation rate to \$38.00 per session.
- a) CHANGE contractual hourly rate to \$50.00.
- 14.4 a) ADD: Teachers who are required to supervise students after the scheduled dismissal time of students due to late arrival of buses shall be compensated at the rate \$50.00 per hour prorated in fifteen (15) minute intervals.
- 14.7 CHANGE: Teachers who lose a regularly scheduled preparation period shall be paid at the rate of \$38.00 per session.
- 14.8 CHANGE: Teachers shall attend no more than two (2) school meetings per month scheduled by administration. The scheduled meetings shall not exceed two (2) hours in length per month.
- 17.1 CHANGE: The rate of pay per teaching hour shall be \$50.00
- 18.1 c) REMOVE: Personal days will not be granted on the first five days of school, or on days immediately preceding or following a holiday or a scheduled school recess.
- 20.1 f) CHANGE: The maximum yearly total payments made by the Board will increase 10% per year each year of the contract over the current rate.
- 21.1 d) CHANGE: Upon notification of retirement, teachers shall receive their salary rate per diem for all unused sick days.
- Buy-out for retirement?

Section III – Support Staff

- 23.1 CHANGE: Six (6) years through ten (10) years: Fifteen (15) vacation days may be taken beginning July 1 of the sixth year of service.

CHANGE: Eleven (11) years through fifteen (15) years: Twenty (20) days may be taken beginning July 1 of the eleventh year.

CHANGE: Sixteen (16) or more: Twenty-five (25) vacation days may be taken beginning July 1 of the sixteenth year.

23.1 a) CHANGE: Secretaries shall follow the teacher calendar when school is in session.

b) CHANGE: Aides shall follow the teacher calendar and not work more than 181 days.

24.1 b) CHANGE: All secretaries/clerk typists and the technology specialists shall work a five (5) hour day from July 1 through August 15, including lunch and break time.

c) CHANGE: All instructional aides shall work a 6 hour 45 minute work day including lunch.

ADD: Aides shall leave with students on all shortened days.

e) CHANGE: Custodial/maintenance full-time employees shall work an eight hour (8) day including lunch.

f) CHANGE: The custodial/maintenance personnel work day shall be seven and one-half hours (7 ½) per day from July 1 through August 15 including lunch and break time.

24.2 CHANGE: Full-time employees shall have a daily forty (40) minute duty-free lunch.

24.4.1 CHANGE: The day before the Thanksgiving and winter holidays and in the event of an emergency closing, or as otherwise recommended by the Superintendent, all office personnel shall leave when the buses leave the premises.

26.5 CHANGE: Aides shall receive a written intention for continued reemployment for the upcoming school year by May 1.

➤ Make all office personnel positions secretaries or provide a finely delineated list of job responsibilities for clerk/typists.

27.1 CHANGE: A stipend of \$5000 will be given to the Head Night Custodian annually.

27.2 CHANGE: The person in charge shall be compensated an additional \$5.00 per hour above his/her daily rate for that day.

Section IV – Transportation Staff

33.5 ADD: Drivers employed as “substitutes only” do not need to attend summer picks meeting.

33.6 CHECK WORDING: We now have contracted subs.
DEFINE EMERGENCY: A run that needs to be done immediately and/or interferes with contractual work.

35.1 ADD: Drivers must attend all picks meetings in order to pick a run. For picks meeting during the school year that a driver is unable to attend due to a work schedule conflict, the driver may put his/her pick choice in writing.

ADD: Runs for August pick meeting must be available two (2) days before the meeting.

ADD: If a driver does not pick a second run at the August picks meeting and one was available, it will be considered a pass. If a driver passes on a second pick, the driver will not be eligible for a new second pick until the list goes through the entire seniority list.

ELIMINATE for 35.2 and ADD to 35.1: When a new second pick becomes available, the picks will start at the next person on the seniority list who has not passed on a second pick. It must fit into the driver’s time frame.

➤ ADD agreement regarding rotating list for trips, extra work.

36.1 CHANGE: All drivers will receive three (3) personal days from the time of initial employment.

38.3 ADD: Drivers may come off their contracted runs to do field trips. A substitute driver will be provided to cover drivers’ routes.

38.3 a) ADD: Drivers shall be paid an hourly rate equal to 100% of his/her regular hourly rate for all approved hours on field trips, class trips, and similar trips, involving the transportation of students.

38.4 ADD: The August picks meeting shall count as one (1) of the four (4) required meetings. The Superintendent’s start up meeting shall count as one (1) of the four (4) required meetings. On-line classes such as Bullying and Harassment, shall count as one of the four (4) required meetings or the drivers shall be compensated with their regular hourly pay.

36.2 CHANGE: Bereavement leave to the same wording as in 18.2.

38. 5 ADD: Fingerprinting shall be paid by the Board of Education.

BUS AIDES: ADD TO CONTRACT

Include bus aides in transportation portion of contract

Aides should pick own positions on bus runs for school year and summer work.

Picks meetings shall be held no later than one (1) week after drivers' picks meeting.

All extra work shall be offered to aides by seniority as it fits their time frame. If drivers follow a rotating list, aides shall follow same procedure.