

PROPOSALS

**SUBMITTED ON BEHALF OF THE
MILLSTONE TOWNSHIP BOARD OF EDUCATION**

to the

MILLSTONE TOWNSHIP EDUCATION ASSOCIATION

**FOR A SUCCESSOR AGREEMENT TO THE
2006-2009 COLLECTIVE BARGAINING AGREEMENT**

Between the

MILLSTONE TOWNSHIP BOARD OF EDUCATION

And the

MILLSTONE TOWNSHIP EDUCATION ASSOCIATION

Submitted to the Association
on January 12, 2009

1. Change appropriate dates.

Section I

2. Article I, Recognition. Include Social Workers.

Section 1.2.e. shall be deleted in its entirety.

3. Article III, Grievance Procedure. Section 3.7, amend Level Two grievance from Assistant Superintendent to Business Administrator.

4. Article IV, Association Rights and Privileges. Section 4.3, shall be amended to include the phrase “at the request of an employee...” at the beginning of this section.

Section 4.4. Delete in its entirety.

5. Article VI, Sick Leave. Section 6.3. shall delete any reference to “one-third (1/3) days”.

6. Article VIII, Deductions. Include Summer Savings Plan as applicable deductions to employee salary deductions.

7. Article IX, Insurance. Given the significantly increasing cost of health insurance, the District will seek various modifications to the current options for health insurance coverage provided under the terms of the contract. This may include a change in carrier, change in deductibles, changes in co-payments, and/or changes to contributions and plans offered by the carrier.

Reduction in payments for opt-out plans.

Modifications to prescription plans by increasing deductibles and co-payments.

Delete Section 9.5. in its entirety.

Section II, Teacher Section.

8. Article XIII, Teacher Workday. Section 13.2. shall be amended to include three (3) teacher orientation days.

Section 13.4. shall be amended under Subsection a. to include “elementary/primary schools”.

Section 13.6. Delete the second sentence in its entirety.

Section 13.7. Amend to reflect that Child Study Team members shall work on a per-diem basis calculated at 1/200th of their annual salary in the summer based upon the number of days work to perform case work as required by their supervisor. All other provisions of Section 13.7 shall be deleted.

Section 13.8. Include “Social Worker” for potential summer work along with the Guidance Counselor.

9. Article XIV, Teacher Workday. Section 14.2. should read as follows:

“Full-time teachers shall have a duty-free lunch period no less than the length of a class period in the building assigned.”

Duty periods shall be reflected for all staff as follows:

“Full-time teachers shall have a duty period each school day equal to one class period in the building assigned.”

The last sentence under Section 14.2. shall be deleted since there are no fifth graders in the middle school.

Section 14.5. shall be deleted in its entirety.

Section 14.6. shall be amended to read as follows:

“All teachers shall receive five (5) preparation periods in a five (5) day work week. Preparation periods shall equal one class period in the building assigned.”

Section 14.8. shall be amended to include “conducted after the school day ends”.

New Section 14.9. shall be included as follows:

“Teachers shall provide 50 minutes per week for students in need of additional assistance, which shall be conducted after the student day has concluded.”

10. Article XVI, Teacher Employment. New Section 16.6. Any teacher beginning their employment after February 1 (or working less than 94 days) shall not be eligible for a salary guide incremental increase the following school year.

11. Article XVII, Summer School Teaching. Section 17.3. shall be deleted in its entirety.

12. Article XVIII, Temporary Leaves of Absence. Section 18.3., pertaining to professional days, shall include prior approvals by the Board of Education under Subsections a), b), and d) In addition, Subsection d) shall include the following:

“However, in the event costs associated with the professional day is sought by the employee, prior approval by the Board of Education shall be required.”

13. Article XX, Professional Development and Educational Improvement. Section 20.1(a) shall include a requirement that all graduate courses be from accredited colleges or universities.

Delete “must be graduate education courses”.

Delete Section 20.3. in its entirety.

14. Article XXI, Payment for Unused Sick Leave at Retirement, shall be modified in its entirety to include a \$15,000.00 cap on unused, accumulated sick leave for all teaching staff members.

Section f) shall be deleted in its entirety.

Section III, Support Staff.

15. Article XXIII, Work Year. Section 23.23. shall be amended to reflect twelve-month employees employed after January 1 shall not be entitled to a salary increment and credit towards longevity payments. Ten-month employees employed after February 1 shall not be eligible for salary increment and credits toward longevity payments.

16. Article XXIV, Work Day. Section 24.1, clarify “including lunch” means “which includes a thirty (30) minute lunch.”

New Section 24.5. Instructional Aides shall work the first scheduled professional day of school, as well as two additional professional days as designated by the Principal of the school.

New Section 24.6. In the event of a shorten workday, all Instructional Aides shall work the same length of the workday as the teacher to whom they are assigned.”

17. Article XXV, Use of Personal Vehicles. Amend from federal per mile rate to State DOE/OMB reimbursement rate.

18. Article XXVII, Salaries. Include the word “District” to identify the “District Head Night Custodian”.

19. Article XXVIII, Overtime. Section 28.1. Replace the word “fashion” with the word “manner”.

20. Article XXIX, Payment for Unused Sick Leave. Delete Section 29.2. in its entirety.

Section IV, Transportation Staff.

21. Article XXXII, Driver’s Rights. Section 32.4. shall be amended to reflect that damage to a bus, van, or other property must be reported to the Board of Education office immediately.

22. Article XXXIII, Driver Employment. Section 33.4. shall be deleted in its entirety.

Section 33.6. shall be amended in order to clarify the procedures for a new route and the impact it may have upon changing routes during the school year.

23. Article XXXIV, Payment for Unused Sick Leave. Delete Section 34. in its entirety concerning pay-back for unused sick leave each year.

24. Article XXXV, Assignments. Section 35.1. shall be amended to reflect the first Tuesday in August, rather than the third Tuesday in August, for route selection.

Section 35.2. shall include the phrase “prior to the beginning of the school year”.

Section 35.2 shall be amended to define the “bumping process” in the event an employee loses his/her route due to a cancellation or elimination of the route. In addition, there needs to be a definition as to whether “bumping rights” can be invoked when an employee loses his/her route as a result of a more senior employee bumping into his/her route. Currently, there is no provision or definition for this process.

25. Extracurricular Guides. Delete and add positions to reflect the current staffing needs.