



The official newsletter of the Phillipsburg Education Association

# PEA Advocate

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## Contract vote set for Sep. 8

At 3:00 p.m. on August 28 in the high school auditorium, PEA president George Chilmonik and the members of the negotiation team presented a tentative 3 year accord to a packed house of teachers.

The current one-year contract expired June 30 of this year and the negotiation team met several times during the summer months to hammer out an accord before the new school year started.

George started the meeting by distributing the *Memorandum of Agreement* which listed the areas of the teachers' current contract that will be modified. Then the salary guides for 2002-03 (old contract), 2003-04, 2004-05 and 2005-06 were distributed for all to see the financial impact of the new contract. After a short explanation and clarification, George took many questions from the audience.

At approx. 4 p.m., discussion was finished and a motion to vote by secret ballot in each school on Sep. 8 was passed.

## Memorandum of Agreement

- The contract will start July 1, 2003 and end June 30, 2006.
- Article XII on Extended Leave is to be amended as follows:  
*... tenured teachers being granted maternity/paternity leaves in accordance with this section C must return to duty and continue to work for a period of one full school year prior to becoming eligible for another maternity/paternity leave.*
- Both sides agree to utilize binding arbitration in future negotiations, if necessary.
- A *Representation Fee* will be imposed upon non-PEA members to the tune of 85% of current Association dues.
- The PEA President will be granted one (1) free period/day to conduct Association business.
- The tuition reimbursement cap has been increased by 20% to \$60,000.
- The prescription deductible payment has been eliminated.
- Hourly professional rates will be increased by \$1/year.
- PMS Team Leaders' stipend has been increased to \$500.
- Coaches' and clubs' salaries will increase by 4% for each year of the contract.
- One (1) additional in-service day will be added to the school calendar for the 2003-04 school year.
- Another additional in-service day will be added to the school calendar for the 2004-05 school year.
- Article VII - Time Requirements - A new paragraph (G) is added. *Effective September 1, 2003, with respect to the elementary and middle schools, the Board may add up to sixty (60) minutes of pupil contact time to the amount of pupil contact time scheduled in each school during the 2002-03 school year. The Board, in its discretion, may also adjust the daily schedules in all schools.*

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