

Memorandum of Agreement
between the
State Operated School District, City of Newark
and the
Public School Nurses
(Represented by the Newark Teachers' Association)

It is agreed between the above captioned parties as follows:

1. The agreement below is subject to ratification by both parties.
2. Except as listed in this memorandum, all terms and conditions of employment outlined in the 2006-2009 Collective Bargaining Agreement will remain in effect for the duration of the new agreement.
3. The duration of the Agreement shall be July 1, 2009 through June 30, 2010
4. Change article VII.1.B to:
 - B. Work Year
 1. Effective July 1, 2009, there shall be scheduled no more than 185 pupil days and 194 work days, including five in-service days for employees covered by this Agreement, except as noted in Article VII, Section 1.E.

2009-10	
3	Days Prior to Opening Day
1	Organization Day
185	Student Days
5	Inservice Days
 2. If any additional workdays are required beyond the 194 days specified in Section 1 of this article, said nurses shall be remunerated on the pro-rata basis for each additional full day worked.
5. In article VII.1.D, change "Labor Day" to "Opening Day"
6. On a one-year trial basis, the parties agree to the following:
 - a. On August 26, 2009 and August 27, 2009, the nurses in attendance will be available for registration duties in lieu of the in-service days allotted in article VII.A
 - b. On the scheduled spring parent conference night referred to in Article VII.4.D, all nurses will be released at 4:00 pm, rather than at 7:00 pm as required in the article. The fall parent conference night will remain as required in the article.
7. The salary schedule for 2009-10 will be as below:

BA Level			MA Level			PhD Level		
STEP	2008-09	2009-10	STEP	2008-09	2009-10	STEP	2008-09	2009-10
1	48,500	50,000	1	50,000	51,000	1	52,000	53,000
2	48,750	50,213	2	50,750	52,273	2	53,000	54,723
3	49,250	50,728	3	51,250	52,788	3	54,000	55,755
4	49,750	51,243	4	51,500	53,303	4	55,000	56,788
5	51,450	52,222	5	52,250	53,818	5	55,350	57,287
6	51,700	53,510	6	53,000	54,590	6	55,700	57,650
7	51,950	53,768	7	53,500	55,373	7	56,050	58,012
8	52,550	54,127	8	54,500	56,135	8	56,500	58,478
9	53,629	54,970	9	56,250	57,656	9	58,500	59,670
10	55,236	56,617	10	57,000	58,568	10	59,250	61,028
11	57,550	58,989	11	60,000	61,200	11	62,000	63,240
12	66,200	66,200	12	67,760	67,760	12	70,500	70,500
13	74,925	74,925	13	77,798	77,798	13	80,725	80,725
14	84,200	87,216	14	87,835	90,982	14	90,950	94,209
1st Long	2,025	2,025	1st Long	2,025	2,025	1st Long	2,025	2,025
Long 15	86,225	89,241	Long 15	89,860	93,007	Long 15	92,975	96,234
2nd Long	3,775	3,775	2nd Long	3,775	3,775	2nd Long	3,775	3,775
Long 20	87,975	90,991	Long 20	91,610	94,757	Long 20	94,725	97,984
3rd Long	3,775	3,775	3rd Long	3,775	3,775	3rd Long	3,775	3,775
Long 25	91,750	94,766	Long 25	95,385	98,532	Long 25	98,500	101,759
4th Long	1,400	1,400	4th Long	1,400	1,400	4th Long	1,400	1,400
Long 30	93,150	96,166	Long 30	96,785	99,932	Long 30	99,900	103,159

For the Newark Public Schools:

Raymond A. Cassette

For the Newark Teachers Association:

John M. Olton

Date:

8/19/09