

MEMORANDUM OF UNDERSTANDING

This tentative agreement reached between the negotiating committees for the NTA and the Nutley B. O. E. , subject to ratification by the respective principals upon recommendation of these committees, contains the following elements:

1. A three year agreement effective retroactively from July 1, 1979 through June 30, 1982.
2. All provisions of the 1978-79 contract shall remain in effect unless amended or deleted during the course of negotiations.
3. All tentative agreements reached during the course of these negotiations shall be incorporated into the new contract. All other proposals shall be considered dropped.
4. The coaches guide shall be mutually developed by the parties based upon the following:

	<u>Increase</u>	<u>New Base</u>
1978-79 Base \$42,775		
1979-80 + 15.4%	\$6,600	\$49,375
1980-81 + 7.5%	3,703	53,078
1981-82 + 7.5%	3,981	57,059

5. Provisions of the 1978-79 agreement previously in effect with the defunct Nutley Educ. Secy's Assoc. which are not superceded by any tentative agreements contained herein shall be incorporated into the new agreement applicable only to secretaries. Provisions of the teachers agreement shall be applicable only to them and not to the secretaries.
6. Twelve (12) month secretaries shall be entitled to 17½ holidays per year and, as per existing language, shall consult with the Board as to the scheduling of these days.
7. Secretaries, who work a seven hour day, shall receive straight time for the eight (8th) hour worked in any day. Time and one half shall be paid for all time worked over 8 hours per day, 40 hours per week, on Sat., Sun. and holidays. The employee shall have the option to take the money for overtime work or straight time compensatory time.

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8. Twelve month secretaries shall generally take their vacations during the summer months. In special circumstances an employee may request vacation during the school year upon approval of the Superintendent of Schools or Secretary-Business Administrator. A denial of this request shall not be subject to arbitration.
9. Secretaries shall be entitled to longevity as follows:

1980-81	-	After 16 years	service in	Nutley	-	\$500	
"	21	"	"	"	"	-	\$700
10. Salary guides for secretaries shall be mutually developed by the parties based upon the increases contained in Schedule A attached.
11. All salary guides which are part of this agreement shall be mutually developed by the parties prior to the necessary ratifications.
12. Secretaries shall be entitled to full family dental in the third year of the contract as per the prior tentative agreement with the teachers.

Date: September 13, 1979

For the N. B. O. E. Comm.

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For the N. T. A. Comm.

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