

**Agreement Between the Calais School and the Calais Federation of Teachers
to Resolve Issues Relating to the CFT Grievance
Dated 9/16/08**

This Agreement is designed to provide additional compensation for the Teachers, Specialists and Assistants at The Calais School in return for support of the required scheduling changes that are essential to the school's ability to meet the needs of our students and increased enrollment.

The proposed changes will help provide The Calais School with increased scheduling flexibility which is absolutely essential if we are to meet the scheduling and program challenges facing our school.

Everyone's support of the necessary scheduling changes is greatly appreciated and is vital to the school's ability to survive the current economic crisis facing private special educational schools in New Jersey.

1. CFT Teachers and Specialists who are assigned to 20 minute lunch periods will receive additional compensation at the rate of \$18.00 additional dollars per day for the reduction in duty free lunch time.
2. All CFT Teachers, Social Workers and Specialists will receive additional compensation of \$900.00 per year. All Teachers, Therapists and Specialists will teach or work directly with students up to a maximum of 35 periods per week as required. by the Principal or his designee.
3. Effective September 1, 2009, the administration will provide all CFT Master Teachers with five (5) scheduled prep periods per week, however, due to the nature of the School's population and instruction, these periods may not be available each day. Over a five (5) day work week, Master Teachers will receive five (5) preps or they will be compensated at the rate of \$30.00 for each missed prep period. On special occasions when a prep period occurs during a field trip or special school program (i.e. awards breakfast), the school will not be obligated to provide compensation for a missed prep period.
4. All Teacher Assistants will receive additional compensation of \$300.00 per year. Assistants may be assigned to work with student(s) up to a maximum of 40 periods per week. The Principal may require all Teacher Assistants to help Master Teachers (or other staff members) with prep periods when necessary.

5. Effective September 1, 2009, where appropriate, an effort will be made to schedule prep time for Teacher Assistants.
6. CFT Unit Members retain their obligations to provide student supervision during times including such assignments as bus and hallway duty, lunch duty, homeroom duty, fire drills, CRC and escorting students to the restroom.
7. Compensation for Paragraph 1, above will be retroactive to the first day of class on September 4, 2008 and will be based upon actual work days exclusive of sick and personal days and holidays. Compensation for Paragraphs 2 and 4 will also be retroactive to September 4, 2008.
8. Administration shall have the right to schedule a unit member up to the maximum number of periods as agreed to in this Settlement.
9. In order to accommodate changes in student schedules and required programs, the administration reserves the right to adjust the start and end times of faculty member(s) work days, but the total average work day will not exceed the length set forth in the negotiated agreement.
10. Scheduling adjustments and actions related to this Agreement may be implemented upon signed acceptance of this proposal by the CFT.
11. This settlement is not an admission that the contract has been violated and is without prejudice to the position of either party and will not be used as precedent by either party in future controversies or grievances.

Date Accepted by:

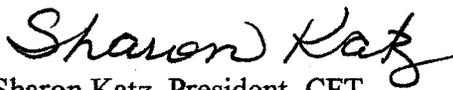
6/18/09



David F. Leitner, Executive Director

Date Accepted by:

6/17/09



Sharon Katz, President, CFT