

News Release

HOLMDEL TOWNSHIP BOARD OF EDUCATION

4 Crawfords Corner Road • P. O. Box 407
Holmdel, NJ 07733-0407

Phone: (732) 946-1800

Fax: (732) 946-1875

Contact Person: Mrs. Barbara Duncan,
Superintendent of Schools

<http://www.holmdel.k12.nj.us>

November 17, 2010

Zero Percent Salary Increase for 2011-12 and Expanded Classroom Instruction Time Highlight New Four-Year Agreement Between Holmdel BOE and HTEA

The Holmdel Board of Education approved Wednesday night a four-year Memorandum of Agreement (MOA) with the Holmdel Township Education Association (HTEA), establishing “fiscally prudent” salary increases and teacher work rules designed to increase classroom instruction time.

“The school district and the HTEA worked closely together to negotiate an agreement that recognizes the current and future financial challenges that we face while supporting the district’s curriculum goals,” said Dr. Ray Tai, president of the Holmdel BOE. “The new agreement is ‘forward-focused,’ since it establishes fiscally prudent obligations for the next two school years, including a zero percent increase next year. It is also ‘revenue-neutral,’ since it does not adversely impact our current budget and aligns with the pending requirements of a state-mandated two-percent cap.”

Both sides still need to finalize contract language and salary guidelines that determine pay based upon an individual teacher’s or support staff member’s longevity within the school district and the level of post-secondary education he or she obtained. Negotiators for the district and the HTEA are confident these details will be resolved quickly.

Under the MOA, members of the HTEA will receive a retroactive 3.5 percent pay increase for the 2009-10 school year, a 2.9 percent increase beginning in the middle of the 2010-11 school year, a zero percent increase in the 2011-12 school year, and a 2 percent increase in the 2012-13 school year.

School District Superintendent Barbara Duncan noted that for all practical purposes, the 2010-11 salary proposal only represents a 1.45 percent increase against the current school budget, since it is not retroactive to the start of the school year.

“It essentially matches money the district would have paid towards health insurance if legislation had not required HTEA members (and all staff) to contribute 1.5% of their salaries toward their coverage as of May, 2010,” she said.

Based upon data supplied by the New Jersey School Board Association, these negotiated salary increases compare favorably to the statewide averages for contracts settled since January 1, 2010.

School year	Holmdel	Monmouth County	Statewide
2009-10	3.5	3.47	3.90
2010-11	2.9	2.67	2.04
2011-12	0	3.41	3.11
2012-13	2	3.26	2.92
4-year cumulative	8.4	12.81	11.97

In addition, the retroactive 3.5 percent salary increase for the 2009-10 school year is lower than the state average for negotiated increases for the same period (3.9 percent). This figure comes from the NJSBA's review of 101 school districts that have settled teacher contracts since January of this year.

The new agreement also includes longer school days and class schedule changes. High school instruction time will increase by an extra 60 to 70 hours per school year, offering more attention to students of all academic levels.

Under these new rules, students at the Village, Indian Hill, and Satz schools will receive an additional 30 hours of Character Education instruction annually, which specifically teaches them about good citizenship and positive choices while targeting bullying and other destructive behaviors. World Language coursework at the Indian Hill School will be increased to weekly instruction instead of three times a month.

"This agreement comes after a year and a half of continuous negotiations, and I'm certain everyone is pleased that we can now put the collective bargaining process behind us and turn our full attention towards working with the HTEA to provide the very best education for all of our students," said Dr. Tai.