

COLLECTIVE NEGOTIATION AGREEMENT

BETWEEN

THE DUMONT BOARD OF EDUCATION

AND

THE DUMONT EDUCATION ASSOCIATION

July 1, 2024 to June 30, 2027

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PREAMBLE

In order to effectuate the provisions of Section 19 of Article I of the Constitution of the State of New Jersey and NJSA 34:13a-1 et. seq., this Agreement is made and entered into on this 14th day of July, 2024, by and between the Dumont Board of Education (hereinafter referred to as the “Board”), and the Dumont Education Association, Inc. (hereinafter referred to as the “Association”).

ARTICLE I

RECOGNITION

- A. The Board of Education recognizes the Dumont Education Association as the exclusive representative for the following certificated personnel: Teachers, Supplemental/BSI Teachers, School Psychologists, Social Workers, Learning Disability Teacher Consultants, Speech/Language Specialists, Nurses, Media Specialist, Occupational Therapists, Physical Therapists, Extra-Curricular Advisors, Coaches and Athletic Trainer.
- B. The following employees are specifically excluded from the provisions of this Agreement:
- Superintendent of Schools
 - Assistant to the Superintendent of Schools
 - Administrative Assistants
 - Secretary to the Board of Education/Business Administrator
 - Principals
 - Vice-Principals
 - Custodians
 - Secretaries and Clerks
 - Cafeteria Personnel
 - Teacher Aides
 - Substitute Teachers
 - Director of Buildings and Grounds
 - Custodian of School Money
 - Summer School Personnel
 - Per Diem Personnel
 - Supervisors of Instruction
 - Supervisors of Guidance, Technology, Math and Science, English and Social Studies
 - Director of Special Services
 - Director of Curriculum, Instruction and Supervision
 - Athletic Director
- C. The term “teacher” when used hereinafter in this agreement shall refer to all employees represented by the name of the employee organization in the negotiation unit as above defined.

ARTICLE II

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiation over a successor agreement in accordance with NJSA 34:13A-1 et. seq., in a good faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin in accordance with the timetable as mutually agreed by the parties. The starting date may be waived in writing, and be signed by the Board and Association, in accordance with Section D., below.
- B. The execution of the successor agreement by the parties hereto shall take place after ratification of the provisions herein by the Association and by the Board at its next regular or special meeting following the ratification by the Association.
- C. The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and that no additional negotiations on this Agreement will be conducted on any item, whether contained herein or not, except by mutual consent. Further, in the event meetings are held and no agreement is reached between the parties amending the Agreement, then neither party shall be charged with having created an impasse.
- D. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- E. If during the term of this Agreement, it is found that a specific clause of the Agreement is illegal under Federal or State law the remainder of this Agreement not affected by such ruling shall remain in force.

ARTICLE III

RIGHTS OF THE PARTIES

- A. It is expressly understood that this contract shall be binding upon the Board of Education only to the extent permitted by the Laws and Constitution of the State of New Jersey and of the United States of America, and shall not impair the rights of any individual under Article I, Section 19, of the New Jersey State Constitution.
- B. It is understood by all parties that the Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, except as limited in this contract and/or applicable law, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by law and the Constitution of the State of New Jersey and of the United States.
- C. Pursuant to NJSA 34:13A-1 et. seq., the Board hereby agrees that every teacher shall have the right to organize, join and engage in collective negotiation and other lawful activities for mutual aid and protection. The Board agrees that it shall not discriminate against any teacher with respect to terms and conditions of employment by reason of they/them membership in the Association and they/them participation in any legal

activities of they/them Association, or they/them institution of any grievance with respect to any terms or conditions of employment.

- D. Duly authorized representatives of the teacher organization may be given permission to transact official teacher organization business on school property at such time and place as the administration deems reasonable so as not to interfere with or interrupt normal school operations.
- E. The Association may use school equipment when not otherwise in use in accordance with Board policy. Supplies in connection with such equipment use will be furnished by the Association.
- F. Upon one (1) week advance notice a teacher shall be permitted to review the contents of their own central office personnel file, except for confidential references. The teacher may register and record any objection to any item which could be construed as reflecting adversely on the professional competence or personal integrity within fifteen (15) calendar days. The teacher may be accompanied by a representative of the Association. The one-week notice may be waived by the Superintendent at the teacher's request.

ARTICLE IV

GRIEVANCE PROCEDURE

A. Definition of a Grievance

A grievance is a claim by a teacher or the Association based upon a claimed loss, injury or inconvenience as the result of an alleged violation, misinterpretation, or inequitable application of the collective bargaining agreement.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, resolve differences concerning the interpretation of the parties contractual rights under the collective bargaining agreement. Both parties agree that these proceedings shall be kept informal and confidential.

C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits specified may be extended by mutual agreement in writing.
2. Grievances involving issues that occur between June 1 and the last work day for teachers must be initiated within seven (7) calendar days after the last work day for teachers. Thereafter, time limits for processing the grievance shall be

suspended until September 1 if either party requests an extension. The party requesting the time extension may subsequently withdraw the request.

3. Level One

Any teacher, or the Association, who has a grievance shall first discuss it with they/them principal or immediate superior in an attempt to resolve the matter informally at that level.

4. Level Two

If as a result of the discussion at Level One, the matter is not resolved to the satisfaction of the teacher or Association within five (5) school days after presentation of the grievance at Level One, they shall set forth they/them grievance, in writing, to the principal, specifying: The alleged violation, misinterpretation, or inequitable application, the date of the occurrence, the provision(s) of the collective bargaining agreement allegedly violated, copies of all documents which allegedly support the grievance, and the relief sought. Copies shall be sent to the Superintendent and the Association. The principal shall communicate they/them decision to the teacher, Superintendent of Schools, and the Association, in writing, within five (5) school days of receipt of the written grievance. A school day shall be defined as any day in which the school is officially in session.

5. Level Three

The teacher or Association may, within five (5) school days after receiving the principal's decision, appeal the principal's decision to the Superintendent of Schools or their designee. The appeal to the Superintendent must be made in writing and must set forth the grounds upon which the grievance is based. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed five (5) school days after receiving the appeal. The Superintendent shall communicate they/them decision in writing, along with support reasons, to the teacher, the principal and the Association.

6. Level Four

If the grievance is not settled to the satisfaction of the teacher after reaching the Superintendent, the matter may be referred to the Association for consideration. The referral for consideration must be made within five (5) school days. The Association's grievance committee shall make a determination as soon as possible, but within a period not to exceed five (5) school days after referral, notifying the teacher and the Superintendent in writing of that determination.

If the Association determines that the grievance has, or may have merit, it shall recommend that the grievance be heard by the Board of Education. If the Association determines that the grievance is without merit, the teacher shall retain the right to appeal, in writing, to the Board of Education. The request, in either case, shall be submitted, in writing, within five (5) school days through the

Superintendent of Schools, who shall attach all related papers and forward the request to the Board of Education.

The Board of Education shall review the grievance and may, at its option, hold a hearing if a hearing has been requested. The Board shall render a decision, in writing, within thirty (30) calendar days of receipt of the grievance.

7. Level Five

If the Association is not satisfied with the disposition of the grievance by the Board, the Association may, within ten (10) school days after receiving the decision of the Board, submit the grievance to arbitration by requesting a list of arbitrators from the Public Employee Relations Commission . The parties shall then be bound by the rules and procedures of the Public Employee Relations Commission. The Superintendent shall receive a copy of the demand for arbitration. The arbitrator so selected shall confer with representatives of the Board and the Association and hold hearings promptly. The arbitrator's decision shall be in writing and shall set forth the findings of fact, reasoning, and conclusions for the issues submitted. The arbitrator shall be without power or authority to make a decision which violates the terms of this Agreement. The arbitrator shall be without power to add to, delete from, or modify this Agreement. They shall issue they/them decision no later than thirty (30) calendar days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date the final statement and proofs are submitted. The decision shall be submitted to the Board, the Association and the aggrieved, and shall be binding with respect to grievances involving the alleged violation, interpretation or inequitable application of the expressed provisions of the contract, and shall be advisory with respect to all other matters.

The cost for services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, shall be borne equally by the Board and the Association.

8. Failure to File

A grievance to be considered under this procedure must be initiated within thirty (30) calendar days of this occurrence or impact on the individual except as noted in Section C.2. of this Article. Failure to file or advance a grievance within a specified time limit shall constitute a waiver of the grievance. Failure to respond to a grievance within the specified time limits shall permit the aggrieved to proceed to the next level.

D. Rights of Teachers to Representation

With respect to personal grievances, they shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal in presenting they/them appeal. The teacher shall have the right to present they/them own appeal or designate representatives of the Association to appear with them or for them at any step in their appeal. When an

individual is not represented by the Association, the Association shall have the right to be present and informed at all stages of the grievance procedure.

E. Miscellaneous

1. Decisions rendered at Levels Two, Three and Four of the grievance procedure shall be in writing, setting forth the decision and the reasons for the decision.
2. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
3. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents, shall be prepared jointly by the Superintendent and the Association and given appropriate distribution by both parties so as to facilitate operation of the grievance procedure.
4. No teacher shall have the right to refuse to follow an administrative directive or a Board policy on the grounds that they have instituted a grievance.
5. All certificated personnel including the grievant shall continue under the direction of the Superintendent and administrator regardless of the pendency of any grievance until such grievance is properly determined. Any case of violation shall be regarded as evidence of conduct unbecoming a teacher within the purview of the tenure of office act.
6. Any grievance supported by the Association and not resolved to the satisfaction of the teacher, after review by the Board, may, at the written request of the Association, be submitted to arbitration, as specified in Section C.7. of this Article, except in the case of a grievance involving any of the following points:
 - a. A method of review is prescribed by law or State Board rule having the force and effect of law, or any regulation of the State Commissioner of Education, or any matter which, according to law, is either beyond the scope of Board authority or limited to action of the Board alone.
 - b. A complaint of a non-tenured teacher that arises by reason of they/them not being re-employed.
 - c. A complaint by any teacher occasioned by appointment to, retention in, or lack of retention in any position for which tenure is either not possible or not required.
7. Grievances affecting teachers in more than one building shall be initiated at the Superintendent's level.

ARTICLE V

MANAGEMENT RIGHTS

It is understood by all parties that, under the rulings of the courts of New Jersey and the State Commissioner of Education, the Board of Education is forbidden to waive any rights or powers granted by law.

ARTICLE VI

PAYROLL DEDUCTIONS

- A. Pursuant to the provisions of Chapter 310, P.L. 1967, and the rules of the State Board of Education, the Board agrees to deduct from the salaries of the teachers, dues for the D.E.A., B.C.E.A., N.J.E.A., and N.E.A. The Association will not seek to change the sums of money to be deducted for dues more than once in any one school year. The Association agrees to give the Board thirty (30) days' written notice prior to the effective date of any change in dues rate.
- B. Agency Fee
1. If a teacher does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this agreement, said employee will be required to pay a representation fee to the Association for that membership year to offset the costs of services rendered by the Association as majority representative. The representation fee to be paid by non-members will be equal to the maximum allowed by law.
 2. The Board agrees to deduct from the salary of any teacher who is not a member of the Association for the current membership year, the full amount of the representation fee set forth in Section 1. above. The Board agrees to deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each teacher during the remainder of the membership year in question. The deductions will begin sixty (60) days after the teacher begins they/them employment in a bargaining unit position.
 3. Termination of Employment

If a teacher who is required to pay a representation fee terminates they/them employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said teacher during the membership year in question and promptly forward same to the Association.

4. Indemnification

The Association will indemnify and hold harmless the Board for all legal costs, fees and other costs arising from any action brought by a teacher regarding the agency fee provision. Said indemnification is predicated on the Board complying with the contractual provisions and applicable law.

- C. The Board agrees to deduct from the salaries of the teachers in the bargaining unit any legal deductions, as authorized by individual teachers. Once initiated, a payroll deduction authorized under this section may only be changed effective January 1 or July 1. An optional summer pay plan whereby the teacher empowers and directs the Board to deduct and withhold an amount equal to ten percent (10%) of each semi-monthly salary installment which is to be paid in two equal installments on July 15th and August 15th or upon death or termination of employment
- D. Prior to making such deductions from the salary of any teacher, the business administrator must have in they/them records, a current writing, executed by the teacher, authorizing such deductions.
- E. When the Board makes a deduction for dues or other authorized payroll deductions which are transmitted directly to the Association, the Board shall remit same to the Association no later than thirty (30) days from the date such deductions were made.

ARTICLE VII

SALARY GUIDES – CERTIFICATED PERSONNEL

See Appendix

ARTICLE VIII

INVOLUNTARY TRANSFER

- A. The following procedures shall be followed when making involuntary transfers:
 - 1. Notice of involuntary transfer shall be given prior to June 30th whenever possible.
 - 2. Teachers being involuntarily transferred may, upon request, have a conference with the Superintendent or their designee to discuss (in confidence) the reasons for the transfer.

ARTICLE IX

SICK LEAVE

A. Definition of Sick Leave – 18A:30-1

Pursuant to N.J.S.A. 18A:30-1.a., sick leave is defined as the absence from an employee's post of duty, for any of the following reasons:

1. The employee is personally ill or injured;
2. For diagnosis, care, or treatment of, or recovery from, an employee's mental or physical illness, injury or other adverse health condition, or for preventive medical care for the employee;
3. For the employee to aid or care for a family member of the employee during diagnosis, care, or treatment of, or recovery from, the family member's mental or physical illness, injury or other adverse health condition, or during preventive medical care for the family member;
4. Absence necessary due to circumstances resulting from the employee, or a family member of the employee, being a victim of domestic or sexual violence, if the leave is to allow the employee to obtain for the employee or the family member:
 - a. Medical attention needed to recover from physical or psychological injury or disability caused by domestic or sexual violence;
 - b. Services from a designated domestic violence agency or other victim services organization;
 - c. Psychological or other counseling;
 - d. Relocation; or
 - e. Legal services, including obtaining a restraining order or preparing for, or participating in, any civil or criminal legal proceeding related to the domestic or sexual violence;
5. The death of a family member for up to seven days;
6. To attend a child's school-related conference, meeting, function or other event requested or required by a school administrator, teacher, or other professional staff member responsible for the child's education, or to attend a meeting regarding care provided to the child in connection with the child's health conditions or disability;
7. The school or place of care of a child of the employee is closed by order of a public official or because of a state of emergency declared by the Governor due to an epidemic or other public health emergency;
8. The employee has been exposed to a contagious disease or is quarantined for the disease in the employee's immediate household.

B. Absence of all teachers shall be governed by state law and the following detailed provisions.

1. Sick leave with pay shall be granted to all full-time teachers in accordance with the following schedule:
 - a. 10 days per year of employment for those on a ten-month contract.

- b. 12 days per year for each year of employment for those on a twelve-month contract.
 - c. Teachers employed after the start of the school year shall be granted one (1) day of sick leave per month worked. The full number of days shall be credited on the first day of employment, whether or not the individual reports for work on that day.
2. For absences of two days or less, the teacher must document through the absence management system the dates and reason for absences immediately prior to or upon they/them return to employment. The District shall have the legal right at any time to request a physician's note for a staff member's absence.
3. Absences beyond two days require a doctor's certificate. The doctor's certificate must include a statement that the teacher was seen by the doctor and will verify that the teacher is fit to return to work. These certificates are to be submitted to the principal or designee and forwarded to the office of the Superintendent.
4. If any teacher requires, in any school year, less than the specified number of days of sick leave with pay allowed, all days of such minimum sick leave not utilized shall be accumulative, to be used for additional sick leave in subsequent years. (18A:30-3)
5. Whenever a teacher is absent from they/them post of duty as a result of a personal injury caused by an accident arising out of and in the course of they/them employment, the Board of Education shall pay to such teacher the full salary or wages for the period of such absence for up to one calendar year without having such absence charged to the annual sick leave or accumulated sick leave. (18A:30-2.1)
6. In cases where full salary is paid by the Board of Education during periods of absence covered by Workmen's Compensation, the teacher shall endorse the Workmen's Compensation checks to the Board of Education. (18A:30-2.1)
7. In cases where a teacher must leave school during the regular hours for personal illness or other emergency, the following rules shall apply:
 - a. Prior to two (2) full hours at work, deduction of a full school day in either pay or time.
 - b. More than two (2) hours at work, but less than five and one-half (5-1/2) hours, deduction of either one-half (1/2) day in pay or time.
 - c. Over five and one-half (5-1/2) hours at work, no loss of pay or time.
8. For absences where no provision for payment has been made, salary will be deducted as follows:
 - a. 10 month teachers—daily rate of 1/200 of yearly salary

b. 12 month teachers—daily rate of 1/260 of yearly salary

C. Prolonged Absence Beyond Sick Leave Period

The Board may grant extended sick leave once all current and accumulated sick leave has been exhausted in accordance with Statute 18A:30-6 and Board Policy #564.

ARTICLE X

FAMILY AND MEDICAL LEAVE ACT

- A. The Board will comply as legally required with the provisions of the Family and Medical Leave Act and Family Leave Act.
- B. If the employee has accumulated sick days those paid sick days shall be used concurrently with FMLA leave when the leave is for the employee.

ARTICLE XI

PERSONAL LEAVE

- A. In an effort to prevent undue hardship to individual staff members who must be absent from school to attend to urgent personal business, three (3) days of personal leave without deduction in salary will be provided for each year of regular employment. Such leave shall not be cumulative.
- B. The intent of the Board of Education is that these days be used for urgent personal business which cannot be attended to conveniently on a day or time other than a school day.
- C. Requests for leaves of this nature shall be submitted to the principal or immediate supervisor for they/them recommendation forty-eight (48) hours in advance. Emergency requests will be submitted via the substitute call service, and the teacher shall be required to submit the reason for the emergency request on the first day that they return to work.
- D. Reasons for leave in this category are illness in the family, religious holidays, death of friends, graduation of members of the immediate family, house closing or moving, and any undue hardships caused by circumstances beyond the control of the teacher.
- E. Three personal leave days shall be granted without the need to designate a reason, which shall not be taken consecutively without prior approval of the Superintendent. It is understood that leave shall not be taken prior to or following a school holiday, with the following exceptions:

1. In extenuating situations, a leave may be granted prior to or following a school holiday. The Superintendent may, in they/them discretionary power, grant personal leave. However, a refusal to grant leave under this exception is not grievable.
 2. Personal leave is not to be used as an extension of school recess.
 3. In the application for personal leave day request prior to or after a school holiday period, said request is to go directly from the teacher to the Superintendent.
- F. Granting of days of leave shall be in accordance with the operational needs of the school system as defined by the Superintendent of Schools.
- G. Any undue hardships caused by circumstances beyond the control of the teacher and not covered in this Article may be reviewed by the Superintendent upon request of the teacher. The Superintendent may, if they deem it necessary, grant an adjustment of leave beyond the terms of this Article.

ARTICLE XII

PROFESSIONAL LEAVE

- A. The cost of registration, travel and meals during professional leave will be paid by the Board. Compensation for meals will be limited to: Lunch--\$7.50, and Dinner--\$25.00. Receipts for the cost of meals will be submitted with the final report. The granting of professional leave will be at the Superintendent's discretion. Denials shall not be grievable. Denials of requests for professional leave shall be issued in a timely fashion.
- B. The District will schedule, when possible, professional development activities throughout the school year, as defined by state guidelines and approved hours.
- C. Professional leave for state approved professional development hours shall be granted according to the operational needs of the District as determined by the Superintendent.
- D. Provided approval is granted in advance by the Superintendent (or designee), a staff member(s) who volunteers to present a workshop and provides training, preparation, or delivery in connection with such workshop shall be compensated at an hourly rate based on Step 1 of the Bachelors guide. The first time that a workshop is presented the presenter shall be paid for two (2) hours of preparation for each hour of presentation in addition to being paid for the presentation time. For subsequent presentations of the same workshop the presenter shall only be paid for the time of presentation. When multiple presenters are involved in the presentation of one workshop the compensation described above will be split among the presenters.
- E. Mileage will be reimbursed at the rate established by the New Jersey Office of Management and Budget. In the event the law changes, the district will return to the IRS rate.

ARTICLE XIII

BEREAVEMENT

Five (5) days' leave with pay are allowed for death in the immediate family. For purposes of definition regarding absence, the immediate family includes: Spouse, registered domestic partner living in the same household, child, step-child, parent, step-parent, sibling and step-sibling, or relatives by marriage in the same degree of relationship, except as noted below.

Three (3) days' leave with pay are allowed for death of grandparent, grandchild, brother/sister-in-law. Three (3) days leave with pay are also allowed for other relative living in the teacher's household.

One (1) day's leave with pay is allowed for reason of death of a relative other than those specified above.

All bereavement leave days must be taken immediately on consecutive days within seven calendar days after the death, unless arrangements to take the bereavement leave at another time (no later than a month after) are approved by the Superintendent.

ARTICLE XIV

LEAVE OF ABSENCE (WITHOUT PAY)

A leave of absence without pay of up to one school year may be granted by the Board for good reason upon recommendation of the Superintendent of Schools.

ARTICLE XV

CHILD-BEARING AND CHILD-REARING LEAVE

- A. During the period of actual disability related to pregnancy, teachers may, at their option, utilize regular sick leave. The Board may require, as a condition of the teacher's return to service at the conclusion of the period of disability, production of a certificate from a physician certifying that the teacher is medically able to resume their duties.

- B. The Board shall grant child-rearing leave of absence without pay immediately following the conclusion of sick leave associated with child birth or commencing on a mutually agreeable date following the birth of the child, to any teacher upon request, in accordance with applicable statutes, regulations, and state agency decisions, for the balance of the school year in which the leave is requested. In addition, teachers shall, upon written request, be granted a leave of absence without pay for child-rearing purposes for one (1) full school year (September through August) following the school year in which the initial child-rearing leave occurs. In no event shall any such leave be extended beyond the end of the contract year in which the leave is requested to commence for non-tenured teachers, unless the Board otherwise elects.

- C. In the event that a teacher's pregnancy terminated prior to the expiration of the leave which has been granted, or prior to the inception of the leave which may have been requested, said teacher may apply for early reinstatement by filing a written request therefore with the Superintendent, accompanied by a physician's certification that she is medically able to resume, or continue to perform, their duties. The Board shall grant such a request if it has not contractually obligated itself to employ a replacement for the teacher in question during the period for which leave has been originally requested or granted, and if such request can be fulfilled without substantially interfering with the effective administration of the education program to which the teacher in question was assigned and seeks to be re-instated. The Board shall not contractually obligate itself for such a replacement if the leave requested is for a period of sixty (60) days or less.

- D. Teachers adopting a child shall receive similar leave which shall commence upon receiving de facto custody of said child, or earlier, if required for adoption. The Board reserves the right to set the term of the leave, within reasonable limits, in the best interest of the school.

ARTICLE XVI

PERFORMANCE OF LEGAL RESPONSIBILITIES

Leave for the performance of jury duty when required by law shall be granted provided the teacher demonstrates that they have (1) completed and filed that portion of the jury notice requesting jury duty during the summer months or during vacation periods one week or more in length, and (2) immediately notified the Superintendent if the court persists in assigning the teacher to jury duty when school is in session. In the event the court persists in assigning the teacher to jury duty when school is in session, both the teacher and the Superintendent will write letters to the court requesting assignment to jury duty during the summer months or during vacation periods one (1) week or more in length.. When required, administrative leave with pay, based on a subpoena from a court or the commissioner of education, shall be granted provided the court and/or commissioner of education activity is related to the teacher's employment.

ARTICLE XVII

MILITARY LEAVE

- A. The Board of Education will comply as legally required with all State and Federal laws regarding military leave

ARTICLE XVIII

SABBATICAL LEAVE

- A. Sabbatical leave is a plan designed to help maintain instructional service at the highest level of quality and efficiency. Sabbatical leave is a privilege granted to teachers for their professional advancement so that they may better serve the school district. The granting

of a sabbatical leave to any teacher shall be at the discretion of the Board of Education, based upon the recommendation of the Superintendent.

B. Eligibility

1. Any teacher who has completed at least seven (7) successive years of satisfactory service in the Dumont Public Schools may, upon the recommendation of the Superintendent, be granted a leave of absence for one (1) school year for the approved purpose, as determined by the Board of Education.
2. Subsequent leaves will not be authorized until one shall have re-established eligibility by serving another period of seven (7) continuous years of service.
3. Not more than one percent (1%) of all teachers in the system may be granted sabbatical leave during the same school year.

C. Application For Leave

1. Application for sabbatical leave shall be submitted to the Superintendent on or before November 15 of any school year. If approved, such leave shall become effective at the beginning of the succeeding school year.
2. Application shall be made in writing to the Superintendent. The application shall state clearly the major purpose and professional benefits of the proposed activity for which the sabbatical leave is requested.
3. Each applicant shall be notified, in writing, by the Superintendent no later than February 28th of the decision of the Board.

D. Conditions of Leave

1. If an applicant for sabbatical leave is favorably considered, the applicant will then present to the Superintendent a statement of condition of health from a licensed physician.
2. As a condition to being granted leave, the teacher shall enter into a contract prescribed by the Board to continue in the service of the Board of Education for a period of at least three (3) full academic years immediately following the year in which the sabbatical leave is taken.
3. If the teacher fails to continue in the service of the district after such leave of absence, said teacher shall repay to the Board a sum of money equal to the amount of salary received while on leave, unless such teacher is incapacitated, has been discharged or has been released from they/them obligations for good and sufficient reasons by the Board of Education.
4. A teacher on sabbatical leave shall confirm to the Superintendent on or before March 1 of that year they/them intention to return to duty at the start of the following school year. A failure to give such notification by March 1 shall be

conclusive evidence that said teacher does not wish to continue in the employ of the Board. In the event of failure to give notice of intent to return, salary payments shall be terminated and the repayment process described in Sections D.2. and 3. shall begin.

E. Status of Tenure and Pension

The period of sabbatical leave shall count as regular service for the purpose of retirement and contributions by the teacher to the retirement fund and shall continue as usual during that period. Tenure rights shall not be impaired. The period of time spent on sabbatical leave shall be counted for the purpose of salary increments just as though the teacher had actively engaged in teaching.

F. Illness or Accident

In the event that the program being pursued by a teacher on sabbatical leave should be interrupted by serious accident or illness to the teacher during such leave, as shown by satisfactory evidence to the Superintendent, such an interruption shall not constitute a breach of the conditions of such leave or prejudice a teacher from receiving all rights and privileges provided for under the terms of this sabbatical leave policy, provided that the Superintendent was notified by registered letter of such accident or illness within ten (10) days of its occurrence.

G. Forfeiture of Leave

If the Superintendent is convinced that a teacher on sabbatical leave is not fulfilling the purpose of such leave of absence, they shall immediately report this fact to the Board of Education and the Board may terminate the leave of absence as of the date of its abuse, after giving the teacher an opportunity to be heard.

H. Sabbatical Leave to Maternity Leave

If a teacher on sabbatical leave should ascertain that she is pregnant, she shall immediately report this fact to the Superintendent and shall be transferred from sabbatical leave to maternity leave of absence, effective from the date upon which she would have been required to accept leave of absence under the Board's rules regulating maternity leaves.

I. Reinstatement

At the expiration of a sabbatical leave the teacher shall be reinstated in a position for which the teacher holds appropriate certification.

Presentation of a written report, satisfactory to the Superintendent, in which is stated the activities engaged in while on sabbatical leave and the subsequent benefits expected therefrom is required.

If the leave is taken during a first semester, the report is due by March 30 of the following semester; if the leave is taken during the second semester or for the entire year, the report is due by the following September 30.

J. Salary

The salary granted a teacher on sabbatical leave shall be one-half (1/2) of the contractual salary to which he or she would have been entitled had the teacher not been on leave, less the regular deductions approved by the Board of Education.

Salary checks shall be issued to a teacher on sabbatical leave as per the salary payment policy for all teachers in the Dumont Public School System.

Teachers on leave of absence shall not associate for compensation with any person, persons, or organization during their approved leave of absence unless the Board approves such association as beneficial to this school system and only upon the condition prescribed by the Board.

ARTICLE XIX

HEALTH BENEFITS AND INSURANCE

A. Medical Insurance

The Board agrees to provide the following insurance benefits during periods of active employment. As used in this Section the term “immediate family” includes spouse, dependent children (as defined by the insurance carrier) and registered domestic partner living in the same household. The parties understand and agree that, pursuant to the language of Article XIX (A)(1), the district has the unilateral and non-negotiable right to move into the SEHBP.

1. The Public and School Employees Health Benefits Program, administered through the New Jersey Division of Pensions, or its equivalent, under individual or family plan, whichever is applicable to the employee.
2. Carrier will be chosen by the Board.
3. Any employee who has dependent medical coverage through they/them spouse may waive all insurance coverage from the Board and, as a result, receive forty percent (40%) of the enrolled coverage costs. Payment shall be prorated bi-monthly and added to the employee’s payroll check. The employee shall, however, not be entitled to payment until the effective date of the enrollment change. Employees who elect this option will have the right to re-enroll for another coverage should their family circumstances or primary coverage be discontinued. Re-enrollment is subject to the plan’s requirements. The effective date of coverage is subject to the plan’s requirements.

4. Effective July 1, 2022, the base healthcare plan offered by the Board of Education to the Association shall be the Direct 15 plan. Any employee choosing to remain in the Direct 10 plan shall pay the full difference between the cost of the Direct 15 plan and the Direct 10 plan (in addition to any healthcare contributions required by the contract or law).

B. Dental Plan

1. The Board shall provide the funds necessary to implement full dental plan coverage, including orthodontics, under individual or family plan, whichever is applicable to the employee, for the period of this Agreement. The annual maximum benefit shall be fifteen hundred dollars (\$1500).
 2. Teachers who voluntarily withdraw from or waive enrollment if not previously enrolled in the dental insurance coverage provided in Section 2.a. above shall be paid forty percent (40%) of the premium savings for the preceding twelve (12) months in June of each year.
 3. The above amount is for a twelve (12) month period and shall be prorated for shorter periods.
 4. Teachers who withdraw from or waive enrollment in the insurance plan specified in Section B.2. above shall be permitted to re-enroll or enroll in accordance with the regulations of the insurance carrier.
 5. Carrier will be chosen by the Board.
- C. The Board shall reimburse a teacher for the reasonable cost of any clothing or other property being worn that is damaged or destroyed as a result of an assault on a teacher while said teacher was acting in the discharge of they/them duties.
- D. The Board shall establish and maintain a plan pursuant to Section 125 of the Internal Revenue Code (26 U.S.C. 125).
- E. Teachers shall contribute to the cost of medical insurance in accordance with the requirements of Chapter 78 of the laws of New Jersey. Employees' contributions to the District under Chapter 78 shall be reduced by 5% for the 2024-25, 2025-26, and 2026-27 school years. These 5% reductions for the three school years noted shall be noncumulative.

ARTICLE XX
WORK YEAR AND WORK DAY

- A. The in-school work year for teachers shall be one hundred eighty-six (186) days, which shall include one (1) orientation day and one (1) in-service day. The day before Thanksgiving and Winter Recess Break shall be a minimum length school day.

- B. Teachers in grades K-5 will have a preparation period whenever the art, music, physical education, Guidance Counselor, Media Specialist or Spanish teacher assumes control of the class. Teachers in grades 3-5 will have a preparation period whenever the technology teacher assumes control of the class. This provision will not apply if the classes are conducted virtually. The classroom teacher shall resume control of the class in sufficient time to permit the special subject teacher identified in the preceding sentence to assume control of their next class of students. District Representatives and DEA Representatives will form a voluntary Committee to discuss the possibility of revising the schedule for elementary teachers so as to at least attempt to provide all elementary teachers with one preparation period per day.
- C. When a teacher in grades K-12 is denied their only preparation period scheduled on that day due to a combination of both an absence for an approved reason and the Board's failure or inability to retain a substitute teacher, or when a K-12 classroom teacher is required to attend a child study team meeting, and/or a 504 meeting, specifically an Identification, Eligibility, Individual Education Plan, or Re-evaluation Plan meeting which convenes during a preparation period scheduled on that day, the classroom teacher losing the preparation period shall be paid \$40.00.
- D. Should either a classroom teacher or a child study team member be required to attend a Child Study meeting and/or a 504 meeting, specifically an Identification, Eligibility, Individual Education Plan, or Re-evaluation Plan which convenes or continues outside the workday, they shall be compensated equal to the loss of one (1) prep period. Such meetings that extend beyond one (1) hour shall be compensated a flat two (2) prep period rate as noted in Section B. above.
1. Eligibility for compensation for either a classroom teacher or a child study team member covered by this agreement is defined as a half hour before the standard teacher arrival time or a half hour after the standard teacher departure time. Eligibility for compensation under this paragraph (Article XX, Section C.1.) is applicable to classroom teachers and child study team members as defined by job description.
 2. The Child Study Team members identified in Section C.1. above may be required to arrive prior to the start of the regularly scheduled in-school workday or remain after the regularly scheduled in-school teacher work day to attend Identification, Eligibility, Individual Education Plan, or Re-evaluation Plan or 504 meetings without additional compensation as set forth in Section C.1. above.
- E. Child study team members and traveling teachers shall be paid at the mileage rate established each year by the New Jersey Office of Management and Budget for all travel required after their initial daily assignments. Vouchers will be submitted twice per year.
- F. 1. Teaching staff members in grades K-5 will be required to attend up to two (2) parent conference sessions and one evening activity per school year. The time required of teachers on parent conference night shall not exceed two and one-half (2-1/2) hours. Teachers may leave after conferences are concluded and individual teachers shall not be required to attend if parents are not scheduled for that teacher. Effective September 1, 2003, conferences will be held on two (2)

afternoons and one evening. Example: Wednesday afternoon; Thursday afternoon and Thursday evening.

2. The scheduling of parents attending parent conferences will be supervised by the building administrator.
 3. Teachers who may be required to attend evening conferences shall be permitted to depart after a minimum length school day on the Friday following conference nights whether or not such conferences are scheduled for the individual teacher. Teachers who do not complete all requested conferences pursuant to the above may either schedule conferences on Friday ending no later than 1:30 p.m. or make other arrangements to complete conferences and leave at 12:30 p.m. on Friday.
 4. If a building principal requires written conference summaries, the teacher shall have fifteen (15) school days to complete the form.
 5. Special area teachers may be required to attend the evening designated during the scheduled conference at the discretion of the building principal. Special area teachers who are not scheduled for evening conferences will not be dismissed early on the Fridays following the scheduled conference night. Notification of required attendance shall be given to the Special area teachers no later than two (2) weeks prior to the scheduled conference. Special area teachers who are not scheduled for evening conferences will not be dismissed early on the Friday following the scheduled conference night.
- G.
1. Teaching staff members in grades 6 through 8 will be required to attend two (2) parent conference sessions and one evening activity per year. The parent conference sessions shall consist of three (3) afternoons. The date and the event for the evening activity will be designated by the Superintendent not later than September 30th.
 2. The marking periods during which the grades 6 through 8 parent conference sessions are held will be determined by the administration.
- H. Teachers in Grades 6-12 who are assigned to six(6) teaching periods shall receive $\frac{1}{6}$ of their salary.
- I. Overnight trips that qualify for payment to chaperones shall be:

Outdoor Education Experience
Eighth Grade Trip
Band Trip

Payment for other overnight trips shall be at the discretion of the Superintendent. Procedures for applying for payment shall be devised by the Superintendent and the DEA.

- J.
1. After a K-12 teacher has chaperoned two (2) events in a school year, the District shall seek a volunteer; should a teacher volunteer after two such events, or be

assigned to chaperone after two such events, she shall be compensated at the rate of sixty-two dollars and forty cents (\$62.40) per event.

2. A list will be compiled of volunteers for a third chaperone duty, and assignments from it shall be made on a rotating basis. If no one volunteers for such assignment, assignments shall be made on a rotating basis. Back to School Night, for the purpose of this Article, shall not constitute a “chaperoned event.”

K. Mentoring

The Board shall provide a sum of six thousand dollars (\$6000) to be used to pay mentor teachers. Mentors shall not receive a sum greater than five hundred fifty dollars (\$550) per mentee. The Board’s contribution shall be reduced by any State monies received.

- L. Nurses and School Guidance Counselors may work up to 12 hours in the summer at a rate of \$40 per hour with prior principal approval.

- M. Teachers in Grades 6-12 shall be required to attend 2 additional after school meetings which will be scheduled with advance notice to staff.

ARTICLE XXI

SEVERANCE PAY

- A. Teachers who retire and qualify for immediate TPAF pension benefits shall be eligible for severance pay, provided the teacher: (1) has spent a minimum of ten (10) years in the school district; (2) gives the Board at least five (5) months’ advance notice of the retirement date. When the notice requirement is not met the payment will be made up to one (1) year after the payment date in Section C.

- B. Severance pay shall be determined by multiplying eighty-five dollars (\$85.00) times the number of unused sick and personal leave days accumulated by the teacher at the time of retirement. Accumulated sick leave days shall be based on the teacher’s total time of employment in the district.

Payment to any one individual shall be limited to sixteen thousand eight hundred dollars (\$16,800) except for employees who are hired on or after July 1, 2010, who shall be limited to fifteen thousand dollars (\$15,000) per State mandate.

- C. Severance paychecks shall be issued not later than July 15th of the school year following the school year in which the teacher retires.

- D. In the event that a teacher retires and dies prior to receipt of the severance paycheck, the money shall be paid to the teacher’s estate.

ARTICLE XXII

ATHLETIC TRAINER

A. **Applicable Contract Articles**

The Athletic Trainer is covered by all Articles of this Agreement except Article XX, Work Day and Work Year.

ARTICLE XXIII

DURATION OF AGREEMENT

This Agreement shall be effective July 1, 2024, and shall continue in effect until June 30, 2027. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

**DUMONT EDUCATION
ASSOCIATION, INC.**

DUMONT BOARD OF EDUCATION

Kathleen Arlin

President – Kathleen Arlin

Jeffrey Pollack

President – Jeffrey Pollack

Laura Sobek

**Negotiating Committee
Laura Sobek**

Theresa Riva

**Negotiating Committee
Theresa Riva**

APPENDIX
ARTICLE VII
SALARY GUIDES – CERTIFICATED PERSONNEL

The Board of Education agrees that the salary guides attached hereto shall apply to all teachers within the unit covered by this Agreement.

1. Eligibility requirements – salary classification
2. Teachers’ salary guide – 2024-25, 2025-26, 2026-27
3. Extra-curricular salary guide –2024-25, 2025-26, 2026-27
4. Athletic coaches’ salary guide – 2024-25, 2025-26, 2026-27

Eligibility Requirements – Salary Classification

A. Salary Class

1. Bachelor’s degree.

2. Effective July 1, 2015, graduate credits may no longer be utilized to advance to the BA+30 salary column and movement to this column shall cease. Teachers whose graduate credits permit movement to the BA+30 salary column before July 1, 2015, and teachers who were on this column before July 1, 2012, may remain on the BA+30 column for the duration of their employment with the Board in a teaching position.

3. Master’s degree.

4. Master’s degree plus thirty (30) approved graduate credits.

B. Qualifications for Advancement on the Salary Guide:

1. No college courses will be accepted for credit to advance to the MA and MA+30 levels on the teacher’s salary guide unless these courses be of graduate standing. All courses submitted for advancement to the MA and MA+30 levels on the teacher salary guide must have been approved by the Superintendent or their designee not later than ten (10) school days prior to the teacher starting the course and approval/disapproval will be returned to the teacher within ten (10) school days of receipt by the Superintendent except in the summer when it shall be not later than ten (10) business days. Graduate courses submitted for advancement to a higher salary guide level after July 1, 2012, must comply with the requirements of N.J.S.A. 18A:6-8.5 as determined by the Superintendent. This shall include all courses in a graduate degree program in the teacher’s area of certification in which the teacher is assigned. The Superintendent will only approve courses which are taken as part of a single continuous Master’s Degree Program.

2. Advancement to the MA+30 level will not be permitted unless a master’s degree has previously been earned. Teachers wishing to advance to the to the MA+30 level must first earn a Master’s degree and then present thirty (30) graduate credits earned after receiving the Master’s degree.

3. Courses for the purpose of satisfying teacher certification requirements may not be used for advancement to any level of the salary guide.

4. Presentation of an official transcript(s) and/or other documentation that is/are acceptable to the Superintendent must be presented to the Superintendent for they/them evaluation and approval before a teacher may qualify for advancement to the BA+30, MA or MA+30 salary classification.

5. Teachers may advance to a higher salary classification on either September 1st or January 1st. The required documentation must be submitted as soon as possible but not later than September 30th for advancement retroactive to September 1st and February 15th for advancement retroactive to January 1st. The Board will accept late transcripts when the teacher can demonstrate that she/he applied for the transcript in a timely manner and the college/university delayed forwarding the transcript. Teachers who are in the process of completing their master's degree programs, must inform the district by February 1 of the year prior to completion to be eligible to move across the guide.

C. Courses That Meet the N.J.S.A. 18A:6-8.5 Criteria for Guide Advancement

1. For advancement to the MA Level – Master's programs in the teacher's assigned area(s). In addition, the Master's degree may be in a related area of certification as outlined below. All course approvals will require presenting proof of matriculation in a Master's degree program.

Related areas are:

- a. Any K-12 teacher: A Masters in Special Education; A Master's in Technology; or A Master's in Guidance.
- b. A teacher certified in and assigned to Math or Science: A Master's in Math or Science or STEM/STEAM.
- c. A teacher certified in and assigned to Language Arts: A Master's in Language Arts or Social Studies, Humanities, or English Language Learners (ELL).
- d. A teacher certified in and assigned to Social Studies: A Master's in Language Arts, Social Studies, History, Humanities, or Psychology.
- e. A teacher certified in and assigned to Physical Education or Health: A Master's in Physical Education or Health; or Master's in Nutrition.
- f. A teacher certified in and assigned to World Languages, a Master's in any of the World Languages.
- g. A teacher certified in and assigned to Art: Master's in Fine Arts; or Master's in Art History.
- h. A teacher certified in and assigned to Music: Master's in Music Education.
- i. A teacher certified and assigned as a Guidance Counselor, Child Study Team Member and Student Assistance Counselor: Master's in Social Work, School Psychology, Student Assistance Counselor (certificate), or Licensed Professional Counselor.
- j. A teacher certified in and assigned as a Media Specialist: Master's in Library and Information Science, or Master's in STEAM.
- k. A teacher certified in and assigned to grades Pre K-5, a Masters in:
 - i. Early Childhood Education.
 - ii. Reading.
 - iii. English Language Learners (ELL)
 - iv. Reading Specialist

1. Course credits recommended by the Superintendent needed to teach a course being offered or anticipated being offered by the district.
2. For advancement to the MA column – If a teacher has been approved for fifteen (15) or more credits in a matriculated Master’s program in sub-paragraphs a – k above or educational administration as of the date of ratification that person will be grandfathered as long as they achieve the Master’s degree by June 30, 2016.
3. For advancement to the MA+30 column – If a teaching staff member has approved credits as of the date of ratification toward they/them MA+30, those credits will count toward the MA+30 and the remaining credits needed to move to the MA+30 must adhere to the Related Areas described in Section C.1 a – k above.
4. For advancement to the MA+30 Level – Courses must be in the teacher’s area(s) of certification or a related area of certification as described in C.1. above. The teacher must demonstrate that the course(s) are part of a Master’s or Doctorate Degree program. A second Master’s degree in the subject areas listed in C.1. above.

TEACHER SALARY GUIDE 2024-25

Step	BA	BA+30	MA	MA+30
1	61,058	0	65,058	67,058
2	61,758	0	65,758	67,758
3	62,458	0	66,458	68,458
4	63,158	0	67,558	69,758
5	64,038	0	68,438	70,638
6	65,243	0	72,443	76,043
7	66,448	0	73,648	77,248
8	67,928	0	75,128	78,728
9	69,658	0	76,858	80,458
10	71,638	0	78,838	82,438
11	73,868	0	81,068	84,668
12	76,348	79,948	83,548	87,148
13	79,078	82,678	86,278	89,878
14	82,058	85,658	89,258	94,058
15	85,278	88,888	92,488	97,288
16	93,263	97,483	101,213	108,393
17	93,263	97,483	101,213	108,393
18	93,263	97,483	101,213	108,393
19	93,263	97,483	101,213	108,393
20	95,203	99,533	103,228	112,248

TEACHER SALARY GUIDE 2025-26

Step	BA	BA+30	MA	MA+30
1	62,877	0	66,877	68,877
2	63,577	0	67,577	69,577
3	64,277	0	68,277	70,277
4	64,977	0	69,377	71,577
5	65,857	0	70,257	72,457
6	67,062	0	74,262	77,862
7	68,267	0	75,467	79,067
8	69,747	0	76,947	80,547
9	71,477	0	78,677	82,277
10	73,457	0	80,657	84,257
11	75,687	0	82,887	86,487
12	78,167	81,767	85,367	88,967
13	80,897	84,497	88,097	91,697
14	83,877	87,477	91,077	95,877
15	87,097	90,707	94,307	99,107
16	95,082	99,302	103,032	110,212
17	95,082	99,302	103,032	110,212
18	95,082	99,302	103,032	110,212
19	95,082	99,302	103,032	110,212
20	97,022	101,352	105,047	114,067

TEACHER SALARY GUIDE 2026-27

Step	BA	BA+30	MA	MA+30
1	64,247	0	68,247	70,247
2	64,947	0	68,947	70,947
3	65,647	0	69,647	71,647
4	66,347	0	70,747	72,947
5	67,227	0	71,627	73,827
6	68,432	0	75,632	79,232
7	69,637	0	76,837	80,437
8	71,117	0	78,317	81,917
9	72,847	0	80,047	83,647
10	74,827	0	82,027	85,627
11	77,057	0	84,257	87,857
12	79,537	83,137	86,737	90,337
13	82,267	85,867	89,467	93,067
14	85,247	88,847	92,447	97,247
15	88,467	92,077	95,677	100,477
16	96,452	100,672	104,402	111,582
17	96,452	100,672	104,402	111,582
18	96,452	100,672	104,402	111,582
19	96,452	100,672	104,402	111,582
20	98,392	102,722	106,417	115,437

COACHES GUIDE 2024-25

		1	2	3	4
Football	Head	8,252	9,648	11,189	12,616
	First Assistant	6,116	7,270	7,912	8,845
	Assistant	5,566	6,352	7,185	8,014
	Assistant (Fr.)	5,047	5,520	6,129	6,740
Soccer	Head	7,464	8,149	8,520	9,662
	Assistant	5,047	5,520	6,126	6,740
	Assistant (Fr.)	5,047	5,520	6,126	6,740
Cross Country	Head	6,879	6,219	6,916	7,673
	Assistant	3,933	4,453	5,016	6,740
Basketball	Head	7,583	8,414	9,336	10,301
	Assistant	5,550	6,234	6,885	7,509
	Assistant (Fr.)	5,047	5,520	6,129	6,740
Wrestling	Head	7,583	8,414	9,336	10,301
	Assistant	5,550	6,234	6,878	7,509
Bowling	Head	4,319	4,826	5,342	5,849
Baseball	Head	7,302	8,118	8,667	9,662
	Assistant	5,047	5,520	6,155	6,740
	Assistant (Fr.)	5,047	5,520	6,155	6,740
Track	Head	7,583	8,414	9,336	10,301
	First Assistant	5,550	6,234	6,878	7,509
	Assistant (5)	5,032	5,342	5,640	5,966
Winter Track	Head	5,566	6,219	6,916	7,673
	Assistant	3,933	4,453	4,831	6,740
Golf	Head	4,438	4,929	5,475	6,395
Volleyball	Head	7,464	8,149	8,520	9,662
	Assistant	5,047	5,520	6,129	6,740
	Assistant (Fr.)	5,047	5,520	6,129	6,740
Softball	Head	7,302	8,118	8,667	9,662
	Assistant	5,047	5,520	6,129	6,740
	Assistant (Fr.)	5,047	5,520	6,129	6,740

COACHES GUIDE 2025-26

		1	2	3	4
Football	Head	8,417	9,841	11,413	12,869
	First Assistant	6,238	7,415	8,070	9,022
	Assistant	5,677	6,479	7,329	8,174
	Assistant (Fr.)	5,148	5,631	6,252	6,875
Soccer	Head	7,614	8,312	8,690	9,856
	Assistant	5,148	5,631	6,249	6,875
	Assistant (Fr.)	5,148	5,631	6,249	6,875
Cross Country	Head	7,016	6,343	7,054	7,827
	Assistant	4,012	4,542	5,117	6,875
Basketball	Head	7,734	8,582	9,523	10,507
	Assistant	5,661	6,359	7,023	7,659
	Assistant (Fr.)	5,148	5,631	6,252	6,875
Wrestling	Head	7,734	8,582	9,523	10,507
	Assistant	5,661	6,359	7,015	7,659
Bowling	Head	4,405	4,922	5,449	5,966
Baseball	Head	7,448	8,281	8,840	9,856
	Assistant	5,148	5,631	6,278	6,875
	Assistant (Fr.)	5,148	5,631	6,278	6,875
Track	Head	7,734	8,582	9,523	10,507
	First Assistant	5,661	6,359	7,015	7,659
	Assistant (5)	5,132	5,449	5,752	6,085
Winter Track	Head	5,677	6,343	7,054	7,827
	Assistant	4,012	4,542	4,927	6,875
Golf	Head	4,527	5,027	5,585	6,523
Volleyball	Head	7,614	8,312	8,690	9,856
	Assistant	5,148	5,631	6,252	6,875
	Assistant (Fr.)	5,148	5,631	6,252	6,875
Softball	Head	7,448	8,281	8,840	9,856
	Assistant	5,148	5,631	6,252	6,875
	Assistant (Fr.)	5,148	5,631	6,252	6,875

COACHES GUIDE 2026-27

		1	2	3	4
Football	Head	8,585	10,038	11,641	13,126
	First Assistant	6,363	7,563	8,232	9,203
	Assistant	5,791	6,608	7,475	8,338
	Assistant (Fr.)	5,251	5,743	6,377	7,012
Soccer	Head	7,766	8,478	8,864	10,053
	Assistant	5,251	5,743	6,374	7,012
	Assistant (Fr.)	5,251	5,743	6,374	7,012
Cross Country	Head	7,157	6,470	7,195	7,983
	Assistant	4,092	4,633	5,219	7,012
Basketball	Head	7,889	8,754	9,713	10,717
	Assistant	5,774	6,486	7,163	7,813
	Assistant (Fr.)	5,251	5,743	6,377	7,012
Wrestling	Head	7,889	8,754	9,713	10,717
	Assistant	5,774	6,486	7,156	7,813
Bowling	Head	4,493	5,021	5,558	6,085
Baseball	Head	7,597	8,446	9,017	10,053
	Assistant	5,251	5,743	6,403	7,012
	Assistant (Fr.)	5,251	5,743	6,403	7,012
Track	Head	7,889	8,754	9,713	10,717
	First Assistant	5,774	6,486	7,156	7,813
	Assistant (5)	5,235	5,558	5,867	6,207
Winter Track	Head	5,791	6,470	7,195	7,983
	Assistant	4,092	4,633	5,026	7,012
Golf	Head	4,617	5,128	5,697	6,654
Volleyball	Head	7,766	8,478	8,864	10,053
	Assistant	5,251	5,743	6,377	7,012
	Assistant (Fr.)	5,251	5,743	6,377	7,012
Softball	Head	7,597	8,446	9,017	10,053
	Assistant	5,251	5,743	6,377	7,012
	Assistant (Fr.)	5,251	5,743	6,377	7,012

EXTRA-CURRICULAR GUIDE 2024-25

ACTIVITY	Step 1	Step 2	Step 3	Step 4
Director of Student Activities	5,016	5,738	6,456	7,316
H.S. Yearbook/Summer Supplement	3,986	4,112	4,565	5,002
H.S. Newspaper (Periscope)	3,986	4,112	4,565	5,002
Cheerleaders: Fall Junior Varsity	3,384	3,636	4,809	5,113
Fall Varsity	3,771	4,178	4,831	5,110
Winter Junior Varsity	3,384	3,636	4,809	5,113
Winter Varsity	3,771	4,178	4,831	5,110
Fall, Spring, SO Night,Talent Show	3,384	3,747	4,095	4,466
Class Advisor: Freshman	2,064	2,324	2,546	2,790
Sophomore	2,064	2,324	2,546	2,790
Junior	2,324	2,576	2,857	3,101
Senior	2,807	3,117	3,666	3,802
Business Manager, H.S. Personal	3,384	3,933	4,466	5,020
Student Council Advisor	3,246	3,384	3,666	3,933
Assistant Band Director	2,477	2,768	3,092	3,357
Debate Team Advisor	1,757	2,107	2,470	2,857
Speech and Theatre Competition Team	1,757	2,107	2,470	2,857
PACC	1,757	2,107	2,470	2,857
Elementary Sports – Honiss/Selzer	4,942	5,536	6,108	6,641
Elementary Yearbook – Honiss/Selzer	1,989	2,041	2,240	2,457
Elementary Student Org. – Honiss/Selzer	1,989	2,041	2,240	2,457
Color Guard	2,635	2,860	3,357	3,661
Stage Crew	2,294	2,558	2,857	3,101
Lighting Crew	3,685	3,865	4,034	4,234
Technical Crew Advisor	1,757	1,908	2,064	2,241
Youth Theater	1,757	1,908	2,064	2,241
Math Team Advisor	1,757	1,908	2,064	2,241
Chemistry Advisor Club	1,757	1,908	2,064	2,241
Honor Society Advisor	1,757	1,908	2,064	2,241
Curriculum Honor Societies: Math	1,757	1,908	2,064	2,241
Art	1,757	1,908	2,064	2,241
Italian	1,757	1,908	2,064	2,241
Spanish	1,757	1,908	2,064	2,241
Media & Sound Crew	1,757	1,908	2,064	2,241
Ecology Club	1,757	1,908	2,064	2,241
Unity Club	1,757	1,908	2,064	2,241
Weight Training	1,757	1,908	2,064	2,241
Conflict Management – H.S. & Elementary	1,757	1,908	2,064	2,241
Elementary Student Org. – Lincoln/Grant	1,757	1,908	2,064	2,241
7th & 8th Grade Stage Band Director	1,757	1,908	2,064	2,241
K-5th Grade Orchestra Coordinator	1,757	1,908	2,064	2,241
Band Director	7,772			
Nurse Coordinator	1,974			
Overnight Trips	218			
Band – Memorial Day Parade	139			
EEO and PAC	\$53 per hour			
Elementary Intramurals – Basketball	1,024			
Track, Volleyball, Soccer, Floor Hockey	1,024			
Table Tennis, Softball, Cross-Country	1,024			
Teen Freedom	1,757	1,908	2,064	2,241
Pride Alliance	1,757	1,908	2,064	2,241
LEAD	1,757	1,908	2,064	2,241
Robotics	1,757	1,908	2,064	2,241

***Note:** Clubs/Activities that have not functioned for two or more years (no student participation, interest etc.) will be removed from the list of stipend eligible clubs and/or activities. If there is renewed interest in future years, the club can be reintroduced under the guidelines of a new club/activity. New clubs and/activities must be Board approved and will be eligible for a stipend only after the club/activity runs for one probationary year with a volunteer advisor.

EXTRA-CURRICULAR GUIDE 2025-26

ACTIVITY	Step 1	Step 2	Step 3	Step 4
Director of Student Activities	5,117	5,852	6,585	7,463
H.S. Yearbook/Summer Supplement	4,066	4,194	4,656	5,102
H.S. Newspaper (Periscope)	4,066	4,194	4,656	5,102
Cheerleaders: Fall Junior Varsity	3,452	3,709	4,905	5,216
Fall Varsity	3,846	4,261	4,927	5,212
Winter Junior Varsity	3,452	3,709	4,905	5,216
Winter Varsity	3,846	4,261	4,927	5,212
Fall, Spring, SO Night, Talent Show	3,452	3,822	4,177	4,555
Class Advisor: Freshman	2,106	2,370	2,597	2,845
Sophomore	2,106	2,370	2,597	2,845
Junior	2,370	2,627	2,914	3,163
Senior	2,863	3,179	3,739	3,878
Business Manager, H.S. Personal	3,452	4,012	4,555	5,121
Student Council Advisor	3,311	3,452	3,739	4,012
Assistant Band Director	2,526	2,824	3,153	3,424
Debate Team Advisor	1,793	2,149	2,520	2,914
Speech and Theatre Competition Team	1,793	2,149	2,520	2,914
PACC	1,793	2,149	2,520	2,914
Elementary Sports – Honiss/Selzer	5,041	5,646	6,230	6,774
Elementary Yearbook – Honiss/Selzer	2,029	2,082	2,285	2,506
Elementary Student Org. – Honiss/Selzer	2,029	2,082	2,285	2,506
Color Guard	2,687	2,917	3,424	3,734
Stage Crew	2,340	2,609	2,914	3,163
Lighting Crew	3,759	3,942	4,115	4,319
Technical Crew Advisor	1,793	1,947	2,106	2,286
Youth Theater	1,793	1,947	2,106	2,286
Math Team Advisor	1,793	1,947	2,106	2,286
Chemistry Advisor Club	1,793	1,947	2,106	2,286
Honor Society Advisor	1,793	1,947	2,106	2,286
Curriculum Honor Societies: Math	1,793	1,947	2,106	2,286
Art	1,793	1,947	2,106	2,286
Italian	1,793	1,947	2,106	2,286
Spanish	1,793	1,947	2,106	2,286
Media & Sound Crew	1,793	1,947	2,106	2,286
Ecology Club	1,793	1,947	2,106	2,286
Unity Club	1,793	1,947	2,106	2,286
Weight Training	1,793	1,947	2,106	2,286
Conflict Management – H.S. & Elementary	1,793	1,947	2,106	2,286
Elementary Student Org. – Lincoln/Grant	1,793	1,947	2,106	2,286
7th & 8th Grade Stage Band Director	1,793	1,947	2,106	2,286
K-5th Grade Orchestra Coordinator	1,793	1,947	2,106	2,286
Band Director	7,928			
Nurse Coordinator	2,013			
Overnight Trips	223			
Band – Memorial Day Parade	141			
EEO and PAC	\$54 per	hour		
Elementary Intramurals – Basketball	1,045			
Track, Volleyball, Soccer, Floor Hockey	1,045			
Table Tennis, Softball, Cross-Country	1,045			
Teen Freedom	1,793	1,947	2,106	2,286
Pride Alliance	1,793	1,947	2,106	2,286
LEAD	1,793	1,947	2,106	2,286
Robotics	1,793	1,947	2,106	2,286

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EXTRA-CURRICULAR GUIDE 2026-27

ACTIVITY	Step 1	Step 2	Step 3	Step 4
Director of Student Activities	5,219	5,969	6,716	7,612
H.S. Yearbook/Summer Supplement	4,147	4,278	4,749	5,204
H.S. Newspaper (Periscope)	4,147	4,278	4,749	5,204
Cheerleaders: Fall Junior Varsity	3,521	3,783	5,004	5,320
Fall Varsity	3,923	4,347	5,026	5,317
Winter Junior Varsity	3,521	3,783	5,004	5,320
Winter Varsity	3,923	4,347	5,026	5,317
Fall, Spring, SO Night, Talent Show	3,521	3,899	4,261	4,646
Class Advisor: Freshman	2,148	2,417	2,649	2,902
Sophomore	2,148	2,417	2,649	2,902
Junior	2,417	2,680	2,972	3,226
Senior	2,920	3,243	3,814	3,955
Business Manager, H.S. Personal	3,521	4,092	4,646	5,223
Student Council Advisor	3,377	3,521	3,814	4,092
Assistant Band Director	2,577	2,880	3,217	3,492
Debate Team Advisor	1,828	2,192	2,570	2,972
Speech and Theatre Competition Team	1,828	2,192	2,570	2,972
PACC	1,828	2,192	2,570	2,972
Elementary Sports – Honiss/Selzer	5,142	5,759	6,355	6,910
Elementary Yearbook – Honiss/Selzer	2,069	2,123	2,330	2,556
Elementary Student Org. – Honiss/Selzer	2,069	2,123	2,330	2,556
Color Guard	2,741	2,976	3,492	3,809
Stage Crew	2,387	2,662	2,972	3,226
Lighting Crew	3,834	4,021	4,197	4,405
Technical Crew Advisor	1,828	1,986	2,148	2,331
Youth Theater	1,828	1,986	2,148	2,331
Math Team Advisor	1,828	1,986	2,148	2,331
Chemistry Advisor Club	1,828	1,986	2,148	2,331
Honor Society Advisor	1,828	1,986	2,148	2,331
Curriculum Honor Societies: Math	1,828	1,986	2,148	2,331
Art	1,828	1,986	2,148	2,331
Italian	1,828	1,986	2,148	2,331
Spanish	1,828	1,986	2,148	2,331
Media & Sound Crew	1,828	1,986	2,148	2,331
Ecology Club	1,828	1,986	2,148	2,331
Unity Club	1,828	1,986	2,148	2,331
Weight Training	1,828	1,986	2,148	2,331
Conflict Management – H.S. & Elementary	1,828	1,986	2,148	2,331
Elementary Student Org. – Lincoln/Grant	1,828	1,986	2,148	2,331
7th & 8th Grade Stage Band Director	1,828	1,986	2,148	2,331
K-5th Grade Orchestra Coordinator	1,828	1,986	2,148	2,331
Band Director	8,086			
Nurse Coordinator	2,053			
Overnight Trips	227			
Band – Memorial Day Parade	144			
EEO and PAC	\$55 per	hour		
Elementary Intramurals – Basketball	1,065			
Track, Volleyball, Soccer, Floor Hockey	1,065			
Table Tennis, Softball, Cross-Country	1,065			
Teen Freedom	1,828	1,986	2,148	2,331
Pride Alliance	1,828	1,986	2,148	2,331
LEAD	1,828	1,986	2,148	2,331
Robotics	1,828	1,986	2,148	2,331

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