

**HAMPTON TOWNSHIP  
BOARD OF EDUCATION AND  
HTEA AGREEMENT**

**July 1, 2022 – June 30, 2025**

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**HAMPTON TOWNSHIP BOARD OF EDUCATION  
HTEA AGREEMENT  
JULY 1, 2022 - JUNE 30, 2025**

**ARTICLE 1 - RECOGNITION**

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning terms and conditions of employment covered by this Agreement for Certified Teaching Personnel, Paraprofessional and Custodians, under the Board's employ by contract.

**ARTICLE 2- ASSOCIATION REPRESENTATION**

**Section 1**

A. The Board agrees to deduct from the salaries of its employees dues for the Hampton Township Education Association, the Sussex County Education Association, the New Jersey Education Association and the National Education Association. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (NJSA 52:14-159C) and under the rules established by the State Department of Education. Said monies, together with the records of any corrections, shall be transmitted to the treasurer of the Hampton Township Education Association by the 15th of each month following the monthly pay period in which deductions were made. Employee authorization shall be in writing to the Business Administrator/Board Secretary.

B. Each of the Associations named above shall certify to the Board, in writing, the current rate of its membership dues.

C. The filing of notice of an employee's withdrawal of dues deduction shall be according to rules and statutes.

D. The Board of Education and the Association recognize that they are bound by the provisions of the U.S Supreme Court Janus decision and the New Jersey Workplace Democracy Enhancement Act.

**Section 2**

A. Prior to October 1, or as soon as possible thereafter, the membership chairperson of the Association shall submit to the Business Administrator/Board Secretary a list of employees who have not become members.

B. The Board will submit to the Association membership chairperson a list of all new employees who began their employment in the unit within a reasonable time period. The list will include

name, date of employment and assignment. The Board agrees to advise new employees of the terms and conditions of this article.

C. The Association will notify the Board in writing of any changes in the list provided for in Section 2 and such changes will be reflected in any deductions made within 30 days.

D. The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits and other forms of liability, including liability for reasonable counsel fees and other legal costs and expenses that may arise out of, or by reason of any action taken or not taken by the employer in conformance with this provision.

### **ARTICLE 3 - DURATION**

Contract is effective July 1, 2019 through June 30, 2022.

### **ARTICLE 4 - GRIEVANCE PROCEDURE**

#### **Section 1:**

**DEFINITION:** The term "grievance" as used herein is defined as an appeal of the interpretation, application, or alleged violation of board policies, this Agreement, or administrative decisions affecting terms and conditions of employment. Grievances may be filed by an individual or by the Association.

#### **Section 2:**

##### **PROCEDURE:**

1. This grievance procedure must be instituted within thirty (30) days of the time the grievant knew or should have known of the alleged misapplication, misinterpretation, or violation of the Agreement.
2. Order of Appeals - The following shall be the order of appeal in all cases involving aggrieved employees: From the employee to the Unit Leader, or HTEA Grievance chairperson, then to the Principal, then to the Superintendent, then to the Board of Education, and thus to Arbitration if a resolution has not been agreed upon.

#### **A. LEVEL ONE:**

1. Any employee who has a grievance shall in the first instance discuss the matter orally and informally with his or her Unit Leader, or HTEA Grievance chairperson. If the matter is satisfactorily resolved within a period of seven (7) calendar days, no further proceedings shall be

had. Written memos shall be signed, dated, and kept by both parties if not resolved at this stage.

2. If the matter is not satisfactorily resolved, then the employee shall discuss the matter orally and informally with the principal. If the matter is satisfactorily resolved within a period of seven (7) calendar days, no further proceedings are necessary. Written memos shall be signed, dated, and kept by both parties.

**B. LEVEL TWO:**

1. If the grievance is not satisfactorily resolved within a period of seven (7) calendar days, then the employee shall reduce the decision to writing, stating (1) nature of grievance, (2) date the occurrence giving rise to the grievance, (3) date the grievance is filed, (4) specific provision(s) of the contract or board policy allegedly violated, (5) recommend remedy being sought, (6) documents supporting grievance submitted at time of filing original grievance, (7) results of previous discussion and basis of dissatisfaction with the determination, and (8) request a meeting with the Superintendent. A copy of the grievance and the decision shall, within seven (7) calendar days, be forwarded to the Superintendent.

2. A meeting shall be scheduled within ten (10) calendar days after receipt of the grievance by the Superintendent for the aggrieved employee and the Superintendent to present their positions. The Superintendent shall, within ten (10) calendar days after such hearing, render a written decision and shall provide a copy of the decision for the aggrieved employee and the Superintendent.

**C. LEVEL THREE:**

1. If the grievance is not satisfactorily resolved within a period of seven (7) calendar days, then the employee shall reduce the decision to writing, stating (1) nature of grievance, (2) date the occurrence giving rise to the grievance, (3) date the grievance is filed, (4) specific provision(s) of the contract or board policy allegedly violated, (5) recommend remedy being sought, (6) documents supporting grievance submitted at time of filing original grievance, (7) results of previous discussion and basis of dissatisfaction with the determination, and (8) request a hearing with the Board. A copy of the grievance and the decision shall, within seven (7) calendar days, be forwarded to the Board of Education.

2. A meeting shall be scheduled within thirty (30) calendar days after receipt of the grievance by the Board of Education for the aggrieved employee and the Superintendent to present their positions. The Board shall, within ten (10) calendar days after such hearing, render a written decision and shall provide a copy of the decision for the aggrieved employee and the Superintendent.

**D. LEVEL FOUR:**

1. A person may be dissatisfied with the Level Two decision or the fact that no decision is received

within the time limit. The next step would be to submit a written request for arbitration to the Association. This must take place within seven (7) calendar days after receipt of the decision, or seventeen (17) calendar days of the hearing. If the Association determines that the grievance is meritorious, it may submit the grievance to arbitration, with notification to the Board, within fifteen (15) calendar days after receipt of a request by the aggrieved person.

2. Within fourteen (14) calendar days after written notice of submission to arbitration, the Board and the Association shall attempt to agree upon and obtain an arbitrator. A request for a list of arbitrators may be made to the New Jersey Public Employment Relations Commission by the parties if they have been unable to agree upon and secure an arbitrator. The parties shall be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

3. The arbitrator selected shall confer with the representatives of the Board and the Association, hold hearings promptly, and issue a decision not later than twenty (20) calendar days from the close of hearings, or after the receipt of the final statements and proofs on the issues. The arbitrator's decision shall be in writing and shall set forth his findings, reasonings, and conclusions on the issues. The decision of the arbitrator shall be submitted to the Association and shall be binding.

#### **E. MISCELLANEOUS**

1. At any stage of the grievance procedure, either party shall have the right to present one witness at a time. The aggrieved employee and the Board shall have the right to have a representative speak on his or her behalf.

2. All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate Board Office grievance file, and shall not be kept in the personnel file of any of the participants.

3. All meetings and hearings under this procedure shall be conducted in private, except as Open Public Meetings Act shall apply.

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

5. Time limits may be extended by mutual agreement.

#### **ARTICLE 5 - OPEN AND/OR NEWLY CREATED POSITIONS**

All certified teachers and support staff shall be given the opportunity to make application for positions. No position shall be filled until all properly submitted applications, on forms provided by

the Superintendent and within time limits set forth in the notice, have been considered. The Board, in accordance with the recommendation of the Superintendent, agrees to see that due weight is given to the professional background and/or attainments of all applicants and other relevant factors. The Board reserves the right to make the final determination as to the best person to be placed in the open position. Notice of positions will be posted by the Superintendent on bulletin boards in the office and faculty rooms.

All newly created positions will be posted to the Marian McKeown website for viewing by HTEA members.

## **ARTICLE 6 - SALARIES AND OTHER COMPENSATION - SUPPORT STAFF**

A. Salary increases are according to the attached guides. Support staff must work more than ninety (90) teaching days in the school year to be eligible for salary increment. Any increase to said employee is at the discretion of the Board of Education. Paraprofessionals will be compensated at an hourly rate of \$20.00 for additional student contact, activities, clubs, summer work, and bus aide, or any extra hours worked as a paraprofessional.

B. Payroll periods and pay issuance will be the 15th and 30th of each month, or the last working day prior to those dates. When a scheduled bank holiday coincides with a payday, the pay will be issued on the previous school day. The Board agrees to pay all staff members on the first Friday of the month of September in lieu of a payroll scheduled for September 15<sup>th</sup>.

C. Custodial uniform and shoe allowance:

D. The Board of Education shall provide a uniform allowance of \$375 annually, for each custodian to cover the expenses of the purchase of pants, shirts, work shoes, rain outfits, jackets, hats, and any other custodial work-related clothing. Substitutions require prior approval by the Superintendent and may not exceed the costs agreed to in this contract.

E. Undergraduate credits taken at an accredited college or university or community college or trade school, shall be eligible for reimbursement on the following basis: Courses must be approved in advance by the Superintendent and shall be in the area of the staff member's current assignment. Courses which are not in the area of the staff member's current assignment may be approved by the Superintendent should s/he deem them of direct benefit to the school district. New coursework will not be approved for employees on "leaves of absence" or medical leave from their contracted position. The only employees eligible for tuition reimbursement are regularly contracted staff and does not apply to temporary leave replacement. Reimbursement during 2019-2022 shall be according to

Article XIII A.1 and A.2. The maximum total payments made by the Board shall not exceed \$18,000 during each of the three years of this contract 2019-2022, for both the teaching and support staff. In order to receive reimbursement, a grade of B or better must be attained. Part

time employees will receive full reimbursement according to Article XIII A.1 and A.2.

F. Leaves governing jury duty are set forth in Board Policy 4251.5, and in accordance with the State laws and regulations.

G. For every 36 hours as described under Article XIII A. 2 /B2 above, paraprofessionals and custodians will receive a salary differential and move horizontally according to the salary guide. Professional development must be approved by the Superintendent.

H. A Paraprofessional assigned to work as a substitute teacher during their normal scheduled workday shall be paid at an hourly rate of \$10.00 per hour over and above their regular rate of pay. For any coverages that occur outside of the Paraprofessionals normally scheduled work day, the Paraprofessional shall be paid the greater of \$20 per hour or their regular rate of pay.

## **ARTICLE 7 - SALARIES AND OTHER COMPENSATION - CERTIFIED TEACHING STAFF**

A. Salary increases are according to the attached guides. Certified teaching staff must work more than ninety (90) teaching days in the school year to be eligible for salary increment.

B. Undergraduate and graduate credits taken with an accredited college or university shall be eligible for reimbursement on the following basis: Courses must be approved in advance by the Superintendent and shall be in the area of the teacher's current assignment or current teaching certificate. Courses which are not in the area of the teacher's current assignment or current teaching certificate may be approved by the Superintendent should s/he deem them of direct benefit to the school district. New coursework will not be approved for employees on "leaves of absence" or medical leave from their contracted position. The only employees eligible for tuition reimbursement are regularly contracted staff and does not apply to temporary leave replacement. Reimbursement during 2019-2022 shall be according to Article XIII A.1 and A.2. The maximum total annual payments made by the Board shall not exceed \$18,000 during 2019-2022 for both the teaching and support staff. In order to receive reimbursement, a grade of B or better must be attained. Part time certified employees will receive full reimbursement. All coursework reimbursement will be in line with the new tuition laws governing education tuition repayment N.J.S.A. 18A:6-8.5; N.J.S.A 18A:3-15.3; N.J.A.C. 6A:9-2.1

C. Added compensation for related graduate work completed following initial employment is set forth in the salary guides. The procedures set forth are as follows: credits must be in the area of the teacher's current assignment or current teaching certificate and be accepted by the Superintendent. Courses which are not in the area of the teacher's current assignment or current teaching certificate, may be approved by the Superintendent should s/he deem them of direct benefit to the School District. Transcripts shall be presented for approval annually,



prior to September 1 of the year in which the compensation is to be initiated. Prior review of course titles is available and forms may be filled out and submitted to the Superintendent for his/her action. The teacher must receive a B or better to be eligible for graduate credit compensation in increments indicated on the salary guide.

D. Candidates for a professional staff position with more than five years teaching experience may be offered service placement with a minimum of five years and a maximum of ten years' experience. Educational qualifications will be fully recognized.

E. Teachers may individually elect to have ten percent (10%) of their gross salary deducted from their pay to be deposited in a savings account. These funds, with interest, may be withdrawn by the teacher at their discretion after the earning period.

F. Payroll periods and pay issuance will be the 15th and 30th of each month, or the last working day prior to those dates. When a scheduled bank holiday coincides with a payday, the pay will be issued on the previous school day. The Board agrees to pay all staff members on the first Friday of the month of September, in lieu of a payroll scheduled for September 15th.

G. Compensation for each Unit Leader will be granted for each school year of this contract in the amount of \$ 3,200 for each year of this agreement.

H. The Technology Teaching specialist will receive a \$500 stipend each year of this current contract.

#### I. EXTRA PAY FOR EXTRA SERVICES

1. The Association agrees to submit a list of extra pay after school activities that will be limited to a maximum of \$20,000 for each of the three years of this contract. Activity leaders will be compensated at a rate of \$42 per hour effective July 1, 2022. Clubs will run from 3:15-4:15 pm with the exception of the ones noted when approved in September. Clubs that run from 3:15-4:15 will be compensated at a rate equal to 45 minutes with the option to extend the number of sessions to complete a full club. The extra services program shall be planned by the Administration and the teaching staff prior to its submission to the Board. If any activity warrants more than one advisor for the purposes of safety or number of students enrolled, each advisor shall receive full stipend. The Superintendent and the teaching staff shall discuss extra advisors prior to the Superintendent's recommendation to the Board. It should be noted that teacher supervision of spring and winter concerts will be at no remuneration.

The following extra service programs will be compensated yearly at the following rates:

Service	Stipend
Yearbook – 2 staff members	\$300 each
Fairview Lake Coordinator – 1	\$350
Fairview Lake – 4 staff members	\$200 each
Pinwheel – 1 staff member	\$185
Chorale	\$2,070
Child Study Team Coordinator	\$2,000
RTI Coordinators	\$2,000 Each
Approved Special Event Coordinator	\$90 each
District Course Education	\$40 per teaching hour with equal prep hours

Also see Board of Education Policy # 4143 and #3140 – Remuneration for additional services beyond job descriptions, Types A, B, C and D. This policy will be concurrently reviewed and updated with the negotiations process.

Paid at Contracted Hourly Rate:	Paid at \$42 per hour:
School Improvement Panel Teacher Member	After School Tutoring Teachers
Child Study Team Members' summer hours	Club Advisors
Spec. Ed. Extended School Year Teachers	Art Teacher summer hours
Summer School Remedial Teachers	Library Teacher summer hours
Technology specialist summer hours	Homebound instructors – w/ additional mileage reimbursement

## **ARTICLE 8 – SICK LEAVE**

A. Teachers employed shall be entitled to ten (10) sick days each school year as of the first official day of said year. Unused sick leave days from within the District shall be accumulated from year to year. One half credited and unused sick leave days from other public school employment shall be added upon receiving tenure and upon written verification from prior employers. The allotment of sick time leave will be based on the total number of days working in one contiguous work week

and will be prorated based on the percentage ratio of number of days over 5. (ie work 5 days 5/5 or 100% allotment; work 3 days 3/5 or 60% allotment).

B. Support staff shall be entitled to ten (10) sick days each school year as of the first official day of said year. Twelve-month employees are entitled to twelve (12) sick leave days. New employees are entitled to a prorated accrual of one sick day per month during the first year of employment. Unused sick leave days from within the District shall be accumulated from year to year. One half credited and unused sick leave days from other public school employment shall be added upon first employment and upon written verification from prior employers. However, credited unused sick leave from other districts will be restricted for use until three years after the initial employment date of the new employee.

C. HTEA employees may annually designate up to (4) days annually from their accumulated paid leave time as family illness days. This designation shall be done by September 15 or June 25th of each year

For the purpose of this paragraph, family shall be defined as; spouse, child, mother, father, sister, brother, grandmother, grandfather, grandchild, or in-laws.

In the even the family illness days are not used they will be returned to the individual's accumulated leave time

D. A. Effective July 1, 2001, any employee who retires according to the Teachers' Pension and Annuity Fund or Public Employees Retirement System in order to receive immediate benefits and not merely "deferred retirement" and has fifteen (15) years of service in the Hampton Township School District shall be eligible for payment of unused sick leave. To be eligible for payment, an employee must notify the Board of his/her intention to retire at least three (3) full months prior to the effective date of the retirement unless the parties mutually agree to a shorter period. Pay-out/Separation Leave Sick Days (10 awarded for the year) will be pro-rated in the last year of separation (1 day/ each month of service) Reimbursement will be at the rate of \$ 60 per day for each year of the contract.

E. The maximum number of days eligible for reimbursement is one hundred sixty (160).

## **ARTICLE 9 – PERSONAL LEAVES**

A. Leave with pay for extenuating circumstances may be granted at the discretion of the Superintendent for a total of up to five (5) days in one school year. Unused personal days may be converted to sick days at the end of the school year in a 1:1 ratio.

B. Personal leave is prorated as per the days per week scheduled – ie work 5 days full allotment; work 4 days .8 allotment; work 3 days .6 allotment.

C. Personal leave should be requested three (3) days in advance of use. Emergency personal leave

will be approved on a case-by-case basis.

- D. In the case of death in the immediate family, an employee shall be allowed a bereavement leave of no more than five days per occasion, but not to exceed eight days in a school year. Immediate family is defined as spouse, parent, child, sibling, grandparent, mother-in-law, father-in-law, son-in-law, daughter-in-law, or grandchild.
- E. Other bereavement leaves not covered in IX, 2 are subject to the Superintendent's approval, with Board action at its next regularly scheduled meeting.

## **ARTICLE 10 - SABBATICAL LEAVES**

## **ARTICLE 11 - ANTICIPATED LEAVES**

### **SECTION 1 - MEDICAL DISABILITY LEAVE**

A. An employee who expects to be disabled shall notify the Superintendent in writing of the commencement date of the anticipated disability as soon as the employee knows of it. A letter from the employee's physician certifying the disability shall accompany the employee's notification. In the case of pregnancy, the employee shall inform the Superintendent of the anticipated delivery date. Medical leave and disability leave will be applied for and approved in accordance with all prevailing state and federal laws, regulations, and procedures.

B. In accordance with the New Jersey Family Leave Insurance Act, Chapter 21, sub-chapter 3, 12:21 3.5, the use of an employee's available family illness, sick leave, vacation or personal days for the purpose of family disability leave for a maximum of two weeks shall be at the option of the employee. The use of this time shall not reduce the eligibility of the employee to receive the provided 12 weeks under the NJFLIA. The Board still has the discretion to extend the two weeks agreed upon here to a maximum allowed by law of four.

### **SECTION 2 - CHILD CARE LEAVE**

A. An employee may apply for a child-rearing leave of absence to commence upon termination of the period of actual disability and conclude on September 1, at the end of the first marking period, or January 1. This period of child-rearing leave shall not exceed eighteen working months, including the period of both medical disability and child-rearing leave. Any change in the duration of the initial request, but not in excess of the eighteen working months, shall be at the discretion of the Board. Requests for such child-rearing leave shall be made ninety calendar days prior to the commencement of the child-rearing leave and are at the discretion of the Board. Exceptions will be considered on an individual basis. Decisions by the Board will be final and will not be construed as precedent setting or a "past practice." Child Care Leave will be applied for and approved in accordance with all prevailing state and federal laws, regulations and procedures.

B. No employee on child care leave shall, on the basis of said leave, be denied the opportunity to substitute in the Hampton Township School District in the area of his or her certification or competence.

C. Any employee adopting an infant child may receive similar leave which shall commence upon his or her receiving de facto custody of said child, or earlier, if necessary, to fulfill the requirements of adoption.

### **SECTION 3 - SALARY INCREMENT**

To be eligible for a salary increment certified teaching staff must work more than ninety (90) working days in the school year that the leave commences or terminates.

### **ARTICLE 12 - HEALTH BENEFITS**

A. A health benefits program in the School Employees Health Benefits Program, with the Direct 15 being the base plan, shall be available to employees and their dependents, at the Board's expense. Employees will contribute towards the premium costs in accordance with either Chapter 78 Tier 4, or Chapter 44, as dictated by the employee's selection of insurance plans.

B. The following stipend schedule will apply to all years of this agreement. The HTEA will submit the final stipend schedule to the Board office by November 15. All stipend payments are final and will be disbursed in two (2) equal payments in December and June to the staff members who contribute towards health insurance:

- i. Years 1 \$12,500
- ii. Years 2 \$12,500
- iii. Years 3 \$12,500

C. The Board shall provide dental insurance for employees and their dependents, at a benefit level comparable to the dental plan in effect during 2013-2016. The Board of Education will contribute a maximum of \$1,500 per employee, per year; provided, however, that any cost increases resulting from increases in benefits shall be shared on a 50/50 basis between the Board and employee after the current employee share of \$67.80 in the 2021/2022 benefit year.

Effective July 1, 2022-

- Increase the individual annual cap from \$1,000 to \$1,250
- Increase the orthodontic lifetime cap to \$1,000

Effective July 1, 2023-

Increase the individual annual cap from \$1,250 to \$1,500

Increase the orthodontic lifetime cap to \$1,500

Effective July 1, 2024-

Increase the individual annual cap from \$1,500 to \$1,750

D. Commencing July 1, 1998, all newly hired employees of the district must be contracted and employed to work a minimum of thirty (30) hours per week in order to be awarded health and medical benefits programs congruent to other HTEA members within the bargaining unit. All employees currently employed by the district and continued to be employed by the Board of Education prior to June 30, 1998, without interruption or break in active service to the district will be awarded health and medical benefits programs congruent to other HTEA members within the bargaining unit once they are contracted and employed to work a minimum of twenty (20) hours per week.

E. Sick Leave Bank Program

#### OVERVIEW

The Board and the Association agree to establish and implement a sick leave bank utilizing voluntary donations of sick days to assist employees who experience a catastrophic illness, hospitalization or serious health condition which prevents them from reporting for work for extended periods of time. This program is established pursuant to Public Law 2007, Chapter 223. A committee shall be established to administer the sick leave bank. The committee shall be comprised of six members; three appointed by the Association and three appointed by the Board. The committee shall establish standards and procedures as it deems necessary and appropriate for the operation of the sick leave bank. These shall include, but not be limited to, eligibility requirements for participation in the sick leave bank and the conditions under which an employee may draw days from the sick leave bank. Decision making authority for all aspects of the sick leave bank shall rest exclusively with the committee. The determination to grant days from the sick leave bank shall be made on the basis of objective criteria as established by the committee.

The nature of the disability shall be determined by a health care professional who shall document the nature of the disability in writing.

Only Hampton Education Association members may participate in the sick bank. Employees who wish to participate in the sick leave bank shall submit a written notice of such intent to the committee prior to the start of each school year on a form provided by the committee. Only employees who participate in the sick leave bank may be eligible to draw days from the bank.

## GUIDELINES

Each participant shall donate a minimum of one (1) day per year by October 15th annually. Donated days may be sick days or personal days. The donation of days is irrevocable. After the October 15 deadline, Hampton members are not eligible to participate in the Sick Bank Program for that school year regardless of past participation. All new employees who begin work after October 15th of each year are also eligible to participate provided they donate days to the bank within 30 days after the first day of work. The Association will be responsible for notifying the Hampton members of the need for donations to the Sick Leave Bank and provide it to the Business Office by the appropriate deadlines.

The maximum number of days an individual employee may draw from the sick leave bank shall be one hundred fifty (150) days per year.

The maximum number of days in the Sick Leave Bank shall be 500 days.

The sick leave bank shall run from September 1 through August 30 of each school year and is not cumulative from year to year. Before days can be drawn from the sick leave bank, the employee must have exhausted their individual accumulated sick days and/or personal days.

The duration of the disability for which additional sick days are requested must be at least ten (10) consecutive working days.

The Board reserves the right to request an independent evaluation by a health care professional selected by the board, at the board's expense, prior to a final determination of eligibility.

The Secretary of the HTEA shall be responsible for maintaining official records of the days transferred into and out of the Sick Leave Bank in conjunction with the official district personnel records maintained by the Secretary to the Superintendent.

Upon separation from the district, for the purpose of calculating unused sick days, the district will deduct the total number of days received from the Sick Leave Bank from any days accrued since the end of the illness/injury. This will insure that the district not pay for days that were received from the Sick Leave Bank. However, if the employee has not accrued an equal or greater number of days than were received from the Sick Leave Bank, the employee will not be held responsible for deducting the days.

No outside employment will be allowed while on sick leave and utilizing days from the Sick Leave

Bank.

Employees requesting days from the sick leave bank shall submit Forms A and B, to be found on the District web site, to the Superintendent, or designee, for processing. The Superintendent shall make a recommendation to approve or reject the request. If the recommendation is to reject the request for sick leave days, the request shall then be submitted to the Sick Leave Bank Committee for formal consideration. The Committee's determination shall be guided by the criteria on Form C.

#### HOLD HARMLESS

The Association agrees that it will not file, on its own behalf or on the behalf of any association member, any grievance, claim or lawsuit of any kind related to any request or use of any leave from the Sick Leave Bank.

The Association agrees to defend, indemnify, and hold harmless the District from any loss or damages arising from the implementation of this provision.

Nothing in these provisions should be construed as a guarantee of any set amount of donation of days of or to any Association member. Neither the Association nor the District will be held liable for the number of sick days or personal days donated or the result of a donation made.

No part of this agreement is intended to imply that the application of the Sick Leave Bank outlined above will be retroactive except that the use of Sick Leave Bank days may be applied to the first day of illness/injury as outlined in this agreement.

Any alleged abuse or misuse of the Sick Leave Bank shall be investigated by either or both parties. If the investigation results in findings of wrongdoing, the member shall repay all sick leave and personal days donated to the Bank, return the monies paid to the Board and be subject to such disciplinary action as deemed appropriate by the District.

This Agreement shall not be modified in whole or part by the parties, except by a written addendum duly executed by both parties.



## ARTICLE 13 - STAFF DEVELOPMENT

The Board and the Association accept the present system of staff development workshop experiences. The Board and the Administration will continue to encourage and pay for staff development workshops within budgetary limitations. They are subject to the prior approval of the Superintendent within those limitations.

### A. STAFF- GRADUATE AND UNDERGRADUATE CREDITS

1. Teaching and support staff members will be reimbursed up to 9 graduate or undergraduate credits each year at the Rutgers University, New Brunswick Graduate rate upon successful completion of the course. The district shall provide \$18,000.00 for graduate and undergraduate course reimbursement. Reimbursement will initially be based on \$450 per credit. Reimbursement shall take place at three times throughout the school year at September 30 for summer coursework, January 30 for fall coursework, and June 15 for spring coursework. All paperwork must be submitted to the Superintendent at least 30 days prior to reimbursement dates. Any monies not distributed throughout the year will be equally redistributed among members who have not been fully reimbursed. No amount shall be carried over from one school year to the next.

2. Reimbursement for graduate and undergraduate courses will only be made if funds are available as indicated in Article VI (5) and VII (3).

### B. STAFF- PROFESSIONAL DEVELOPMENT

1. The courses included in the Hampton Township Professional Development Program shall be pre-approved by the Superintendent in consultation with the School Improvement Panel.

a. All salary adjustments will be made only in September and must be filed according to the regulations in the Staff Handbook with the Superintendent no later than August 15.

b. State mandated training or other required training shall occur during unit meetings or grade level meetings with pre-approval from administration.

### C. STAFF- ATTENDANCE AT CONFERENCES, WORKSHOPS AND OTHER TYPES OF PROFESSIONAL DEVELOPMENT ACTIVITIES

1. The Board will pay for staff attendance within budgetary limitations, at professional workshops outside the school district. Attendance must be approved by the Superintendent in advance. The Board will pay only for the conference fee, which may include meals, but will not pay for any overnight expenses unless the Superintendent recommends the same and the Board approves the same prior to attending the professional workshop.

2. The Board of Education will reimburse all staff members travel expenses as recommended and approved by the state established rate which is set by the OMB Circular.

## **ARTICLE 14 - SEPARABILITY**

If any provision of this Agreement or any application of the Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid or subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

## **ARTICLE 15 - YEAR AND TIMES OF WORK**

### **Section 1 CERTIFIED TEACHING STAFF**

A. The school year shall be 183 days: 180 student days, one full professional development day and from 8:00-11:30 professional development time on the second day which will include the medical concerns meeting with the nurse. These two days will be for teachers before students arrive. The third teacher reporting day will be for a regional workshop.

- i. Teacher Reporting Day 8:00am - 3:15 p.m.
- ii. Student Instructional Day 8:30 a.m. - 3:00 p.m.
- iii. Student Contact Time 8:15 am - 3:15 p.m.

B. Commencing July 1, 2004, all part-time certified staff members' length of day will be based upon the Full Time Equivalent of the 7.5 hours per day currently in the contract. (According to past practice and for payroll/benefit purposes, the FTE will continue to be based upon a 6.5 hour day including a duty free lunch.)

C. The full day (FTE) is based upon the following times:

8:00 am Full day teacher/certified employee reports to school building.

8:00- 8:15 Professional time for full day teacher/certified employee. This begins the teacher reporting day.

8:15 am- 3:00 pm Student instruction time for full day/certified employee which includes a thirty (30) minute duty free lunch. This is defined as Student Instructional Day.

3:00 pm- 3:15 pm Professional time for full time/certified employee.

Employees who work a full day will follow the above schedule.

D. Part-time employees who work part of the day will base their day on a prorated portion of Student instructional (6.5 hours) and professional time (1 hour).

Example: A teacher is hired to work Monday –Friday as a .5 FTE. If their first class begins at 8:45 am, their Instructional Day would end at 12:00 pm. (.5 of 6.5 = 3.25 or 3 hours 15 minutes). They may depart at the end of their instructional class. Their Reporting Day begins 30 minutes prior to their instructional day. (.5 of 1 hour professional time = 30 minutes).

Part-time teachers or certified employees who work 3.25 hours or more per day and their instructional day ends beyond 12:15 pm will be scheduled for a thirty-minute duty free lunch during their instructional time.

E. The Administration will make every effort to provide a pro-rated part-time certified staff member a prep period commencing 8:45 am through 3:00 pm or the instructional day. In the event that the arrangement cannot be accommodated, the administration will provide a pro-rated prep and extend the part-time employees part time status appropriately.

F. In the event that a reoccurring need arises following student contact time (barring emergency situations), a staff member will be offered compensation at the activity rate. The mechanism for triggering this clause will be notification of the administration by the teacher.

G. Homeroom teachers shall be permitted a daily duty free period

- a. Every effort shall be made by the administration to see that all teachers are scheduled with a minimum of, but not limited to, five uninterrupted planning periods per week. In the event that a staff member misses a prep period during a week's time due to testing, an IEP meeting, or scheduled workshop(s), then the administration will be informed by the staff member and a prep period will be scheduled at a mutually acceptable time.
- b. Grade level meetings will be held only as a substitute for monthly meetings i.e. faculty meetings or even post faculty meetings if there is time left after once the meeting ends. They can also take place on any 1/2 day schedule that is a full day for staff when time permits.

H. The RTI Coordinators shall receive three (3) periods per week of release time

I. Upon board approval, RTI Coordinators shall be paid for summer work at their per diem rate of pay

J. The staff may leave the school grounds on the last day of the week following the

departure of the school buses.

K. Additional meetings will be scheduled on Mondays, with the following recommended guidelines:

- Week 1 – Staff Meeting (3:00 - 4:00 p.m.)
- Week 2 – SSC Meetings (3:10 – 4:30 p.m.)
- Week 3 – Unit Meeting (3:10 – 4:00 p.m.)
- Week 4 – Committee Meeting (3:10 – 3:45 p.m.)

Any changes to these meeting schedules will be mutually agreed upon by the administration and the affected staff members.

L. The following early dismissal days will be built into the calendar:

1. Parent Conferences (2 in the Fall; 2 in the Spring)

Conferences will be held using the times as follows:

Day 1 begin at 1:30 pm and completed at 4:30 pm ; begin again at 6:00 pm and completed at 8:00 pm

Day 2 begin at 1:30 pm and completed at 4:30 pm

Teachers without conferences may leave at their contractual time.

2. Day before Thanksgiving
3. Day before Winter Break
4. The last 2 days of the school year
5. Teachers will stay their contracted hours on the day before the last day of school and may leave with students on the last day of school.

M. The safety and security of our staff and students is a primary concern and essential to the safe operation of the school district. An essential aspect of the safety and security program is electronic surveillance. All formal classroom observations of a staff member shall be conducted openly and with full knowledge of the staff member. The use of eavesdropping, public address, surveillance cameras or other safety devices is strictly prohibited. The administration reserves the right to utilize surveillance devices in the investigation of inappropriate/criminal/improper behavior of any employee.

N. The administration is committed to providing a safe and secure workplace. As such, all employees shall notify the proper administrator of any potentially unsafe or dangerous work environment that may exist. The administration is committed to investigating and researching any such situation that may be uncovered, as well as providing the proper correction.

## **Section 2 SUPPORT STAFF**

A. The school year shall be 183 days.

B. Full Time Paraprofessionals shall work six (6) hours per day excluding one half hour for lunch and shall attend four (4) staff meetings. They shall work the same year as the certified teaching staff. The aide reporting day is 8:30 a.m. – 3:00 p.m.

C. Part Time Paraprofessionals compensation shall be based on the six-hour work day of the full time paraprofessionals for salary and benefit purposes.

D. The agreement includes the position, job description, and responsibilities for Paraprofessionals In the absence of the paraprofessional the School Nurse will assume the personal-care responsibilities of the student/s, including, but not limited to, toileting, feeding, and grooming needs. If the circumstances require a paraprofessional to assume the duties that include personal hygiene needs, this individual shall be remunerated at a rate of an additional \$2.00 per hour.

E. Maintenance/custodians shall work an eight (8) hour day excluding one half hour for lunch/dinner and shall be twelve month employees. The minimum hours per day for part time custodians shall be 4.5 hours per day.

- When school is closed to students due to snow, the day and night custodians/maintenance person will report to work as soon as possible, as determined by the Superintendent, and will clear the entrances and sidewalks. Upon completion of satisfactory work, the Superintendent will dismiss them for the day.
- When weather conditions for the evening shift cause the night custodians concern, they may opt not to come to work. If they choose this option, they will be charged with one vacation day. If they come in, the Superintendent, at his/her discretion, may send them home early.
- When the night shift is canceled by the Superintendent due to unsafe road conditions, the night custodians shall not report to work, and will not lose pay or vacation time.
- If the weather improves later in the evening, the Superintendent shall call in the night custodians to work, at his/her discretion, but they shall not be required to stay beyond midnight.

F. Two daily ten-minute breaks are permitted for all support staff.

G. Twelve-month employees are entitled to twelve (12) holidays as determined by the officially adopted twelve-month district calendar, and two (2) floating holidays. Twelve-month employees shall be entitled to vacation days as follows:

After the 1st to the conclusion of the 5th year 10 days  
After the 5th to the conclusion of the 10th year 15 days  
After the 10th to the conclusion of the 20th year 20 days.

A majority of vacation days shall be taken when students are not in school. Vacation days requested during days when students are in school are at the discretion of the Superintendent and subject to his/her advance approval. Twelve-month employees shall limit their carryover of vacation days equal to a one-year amount.

H. When a custodial staff member is called to work in emergent situations, they will be paid a minimum number of hours as follows: alarm reset – 1 hour minimum; snow removal – 2 hour minimum.

I. Any full or part-time HTEA member required to work on a Sunday or a holiday shall be paid at double his/her hourly rate.

J. The Hourly rate for all Saturday Events for Custodians shall be:  
2022-2023 - 35 Dollars Per Hour  
2023-2024 - 36 Dollars Per Hour  
2024-2025 - 38 Dollars Per Hour

K. The Board will reimburse current employees/paraprofessionals for the application to become a certified substitute teacher for the Hampton Township School District.

L. Paraprofessionals shall be permitted to run a before and after school club at the appropriate rate of pay, \$40 per hour

## **ARTICLE 16 – EMPLOYEE STUDENT ENROLLMENT**

The Hampton Township Board of Education will allow current staff members' children to attend, free of charge, the Marian E. McKeown School so long as it is not financially burdensome to the school district. Financial burden is defined as "excess costs beyond our regular education per student cost". All out of district staff students must stay in good standing with the district and have no excess disciplinary/attendance issues. Transportation will be the responsibility of the staff member.

## **ARTICLE 17 - REOPENER**

The Board of Education or the HTEA may each request to open negotiations to discuss any one article

in this contract that is causing significant problems to either party. Both the HTEA and the Board of Education have to agree mutually to the same article to discuss said article. Both the Board of Education and the HTEA will meet at a mutually agreeable date and time for this purpose. All requests to discuss any article must be made in writing by one party to the other only during the period of March 1 through March 31. Meetings will commence no later than April 10th to begin discussions unless both parties agree to extend the meeting date. In so far as possible, the members of the HTEA and the Board of Education committees who meet to discuss any item under this article are to be the members of the original negotiating committee convened in 2019.

WITNESS:

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THIS AGREEMENT TO BE SIGNED BY THE PRESIDENT AND SECRETARY OF THE HAMPTON TOWNSHIP EDUCATION ASSOCIATION, AND THE BOARD HAS CAUSED THIS AGREEMENT TO BE SIGNED BY THE PRESIDENT, ATTESTED TO BY THE BOARD SECRETARY, AND ITS CORPORATE SEAL PLACED THEREON, ALL ON THE DAY AND YEAR FIRST WRITTEN IN THIS AGREEMENT.

ASSOCIATION

BY: Carolyn See  
Carolyn See, President

BY: Kaitlyn Campbell  
Kaitlyn Campbell, President

BY: Gina Bradley  
Gina Bradley, Secretary

DATE: 5/19/2023

BOARD OF EDUCATION

BY: Joseph Santora  
Joseph Santora, President 4-5-23

BY: Kate Fedge  
Kate Fedge, BA 3-29-2023

DATE: \_\_\_\_\_



HTEA - Certified Staff

Year 1: 2022-2023

Step	BA	BA15	BA30	BA45/MA	BA60/MA15	BA75/MA30	MA45	MA60/PhD
1								
2	\$ 53,800	\$ 54,638	\$ 55,476	\$ 56,418	\$ 57,361	\$ 58,409	\$ 59,456	\$ 60,608
3	\$ 55,000	\$ 55,838	\$ 56,676	\$ 57,618	\$ 58,561	\$ 59,609	\$ 60,656	\$ 61,808
4	\$ 56,200	\$ 57,038	\$ 57,876	\$ 58,818	\$ 59,761	\$ 60,809	\$ 61,856	\$ 63,008
5	\$ 57,400	\$ 58,238	\$ 59,076	\$ 60,018	\$ 60,961	\$ 62,009	\$ 63,056	\$ 64,208
6	\$ 58,600	\$ 59,438	\$ 60,276	\$ 61,218	\$ 62,161	\$ 63,209	\$ 64,256	\$ 65,408
7	\$ 59,800	\$ 60,638	\$ 61,476	\$ 62,418	\$ 63,361	\$ 64,409	\$ 65,456	\$ 66,608
8	\$ 61,000	\$ 61,838	\$ 62,676	\$ 63,618	\$ 64,561	\$ 65,609	\$ 66,656	\$ 67,808
9	\$ 62,200	\$ 63,038	\$ 63,876	\$ 64,818	\$ 65,761	\$ 66,809	\$ 67,856	\$ 69,008
10	\$ 63,400	\$ 64,238	\$ 65,076	\$ 66,018	\$ 66,961	\$ 68,009	\$ 69,056	\$ 70,208
11	\$ 64,600	\$ 65,438	\$ 66,276	\$ 67,218	\$ 68,161	\$ 69,209	\$ 70,256	\$ 71,408
12	\$ 65,800	\$ 66,638	\$ 67,476	\$ 68,418	\$ 69,361	\$ 70,409	\$ 71,456	\$ 72,608
13	\$ 67,000	\$ 67,838	\$ 68,676	\$ 69,618	\$ 70,561	\$ 71,609	\$ 72,656	\$ 73,808
14	\$ 68,500	\$ 69,338	\$ 70,176	\$ 71,118	\$ 72,061	\$ 73,109	\$ 74,156	\$ 75,308
15	\$ 70,000	\$ 70,838	\$ 71,676	\$ 72,618	\$ 73,561	\$ 74,609	\$ 75,656	\$ 76,808
16	\$ 71,500	\$ 72,338	\$ 73,176	\$ 74,118	\$ 75,061	\$ 76,109	\$ 77,156	\$ 78,308
17	\$ 73,000	\$ 73,838	\$ 74,676	\$ 75,618	\$ 76,561	\$ 77,609	\$ 78,656	\$ 79,808
18	\$ 74,800	\$ 75,638	\$ 76,476	\$ 77,418	\$ 78,361	\$ 79,409	\$ 80,456	\$ 81,608
19	\$ 76,600	\$ 77,438	\$ 78,276	\$ 79,218	\$ 80,161	\$ 81,209	\$ 82,256	\$ 83,408
20	\$ 78,600	\$ 79,438	\$ 80,276	\$ 81,218	\$ 82,161	\$ 83,209	\$ 84,256	\$ 85,408
21	\$ 80,600	\$ 81,438	\$ 82,276	\$ 83,218	\$ 84,161	\$ 85,209	\$ 86,256	\$ 87,408
22	\$ 82,600	\$ 83,438	\$ 84,276	\$ 85,218	\$ 86,161	\$ 87,209	\$ 88,256	\$ 89,408
23	\$ 85,100	\$ 85,938	\$ 86,776	\$ 87,718	\$ 88,661	\$ 89,709	\$ 90,756	\$ 91,908
24	\$ 87,600	\$ 88,438	\$ 89,276	\$ 90,218	\$ 91,161	\$ 92,209	\$ 93,256	\$ 94,408
25	\$ 90,100	\$ 90,938	\$ 91,776	\$ 92,718	\$ 93,661	\$ 94,709	\$ 95,756	\$ 96,908
26	\$ 92,600	\$ 93,438	\$ 94,276	\$ 95,218	\$ 96,161	\$ 97,209	\$ 98,256	\$ 99,408
27	\$ 95,600	\$ 96,438	\$ 97,276	\$ 98,218	\$ 99,161	\$ 100,209	\$ 101,256	\$ 102,408
OG	\$ 98,654	\$ 99,220	\$ 100,882	\$ 101,798	\$ 102,714	\$ 103,730	\$ 103,993	\$ 105,204

HTEA - Certified Staff  
 Year 2: 2023-2024

Step	BA	BA15	BA30	BA45/MA	BA60/MA15	BA75/MA30	MA45	MA60/PhD
1								
2								
3	\$ 55,874	\$ 56,712	\$ 57,550	\$ 58,492	\$ 59,435	\$ 60,483	\$ 61,530	\$ 62,682
4	\$ 57,074	\$ 57,912	\$ 58,750	\$ 59,692	\$ 60,635	\$ 61,683	\$ 62,730	\$ 63,882
5	\$ 58,274	\$ 59,112	\$ 59,950	\$ 60,892	\$ 61,835	\$ 62,883	\$ 63,930	\$ 65,082
6	\$ 59,474	\$ 60,312	\$ 61,150	\$ 62,092	\$ 63,035	\$ 64,083	\$ 65,130	\$ 66,282
7	\$ 60,674	\$ 61,512	\$ 62,350	\$ 63,292	\$ 64,235	\$ 65,283	\$ 66,330	\$ 67,482
8	\$ 61,874	\$ 62,712	\$ 63,550	\$ 64,492	\$ 65,435	\$ 66,483	\$ 67,530	\$ 68,682
9	\$ 63,074	\$ 63,912	\$ 64,750	\$ 65,692	\$ 66,635	\$ 67,683	\$ 68,730	\$ 69,882
10	\$ 64,274	\$ 65,112	\$ 65,950	\$ 66,892	\$ 67,835	\$ 68,883	\$ 69,930	\$ 71,082
11	\$ 65,474	\$ 66,312	\$ 67,150	\$ 68,092	\$ 69,035	\$ 70,083	\$ 71,130	\$ 72,282
12	\$ 66,674	\$ 67,512	\$ 68,350	\$ 69,292	\$ 70,235	\$ 71,283	\$ 72,330	\$ 73,482
13	\$ 67,874	\$ 68,712	\$ 69,550	\$ 70,492	\$ 71,435	\$ 72,483	\$ 73,530	\$ 74,682
14	\$ 69,374	\$ 70,212	\$ 71,050	\$ 71,992	\$ 72,935	\$ 73,983	\$ 75,030	\$ 76,182
15	\$ 70,874	\$ 71,712	\$ 72,550	\$ 73,492	\$ 74,435	\$ 75,483	\$ 76,530	\$ 77,682
16	\$ 72,374	\$ 73,212	\$ 74,050	\$ 74,992	\$ 75,935	\$ 76,983	\$ 78,030	\$ 79,182
17	\$ 73,874	\$ 74,712	\$ 75,550	\$ 76,492	\$ 77,435	\$ 78,483	\$ 79,530	\$ 80,682
18	\$ 75,674	\$ 76,512	\$ 77,550	\$ 78,292	\$ 79,235	\$ 80,283	\$ 81,330	\$ 82,482
19	\$ 77,474	\$ 78,312	\$ 79,150	\$ 80,092	\$ 81,035	\$ 82,083	\$ 83,130	\$ 84,282
20	\$ 79,474	\$ 80,312	\$ 81,150	\$ 82,092	\$ 83,035	\$ 84,083	\$ 85,130	\$ 86,282
21	\$ 81,474	\$ 82,312	\$ 83,150	\$ 84,092	\$ 85,035	\$ 86,083	\$ 87,130	\$ 88,282
22	\$ 83,474	\$ 84,312	\$ 85,150	\$ 86,092	\$ 87,035	\$ 88,083	\$ 89,130	\$ 90,282
23	\$ 85,974	\$ 86,812	\$ 87,650	\$ 88,592	\$ 89,535	\$ 90,583	\$ 91,630	\$ 92,782
24	\$ 88,474	\$ 89,312	\$ 90,150	\$ 91,092	\$ 92,035	\$ 93,083	\$ 94,130	\$ 95,282
25	\$ 90,974	\$ 91,812	\$ 92,650	\$ 93,592	\$ 94,535	\$ 95,583	\$ 96,630	\$ 97,782
26	\$ 93,474	\$ 94,312	\$ 95,150	\$ 96,092	\$ 97,035	\$ 98,083	\$ 99,130	\$ 100,282
27	\$ 96,474	\$ 97,312	\$ 98,150	\$ 99,092	\$ 100,035	\$ 101,083	\$ 102,130	\$ 103,282
OG	\$ 99,754	\$ 100,320	\$ 101,982	\$ 102,898	\$ 103,814	\$ 104,830	\$ 105,093	\$ 106,304

HTEA - Certified Staff  
 Year 3: 2024-2025

Step	BA	BA15	BA30	BA45/MA	BA60/MA15	BA75/MA30	MA45	MA60/PhD
1								
2								
3	\$ 56,820	\$ 57,658	\$ 58,496	\$ 59,438	\$ 60,381	\$ 61,429	\$ 62,476	\$ 63,628
4	\$ 58,020	\$ 58,858	\$ 59,696	\$ 60,638	\$ 61,581	\$ 62,629	\$ 63,676	\$ 64,828
5	\$ 59,220	\$ 60,058	\$ 60,896	\$ 61,838	\$ 62,781	\$ 63,829	\$ 64,876	\$ 66,028
6	\$ 60,420	\$ 61,258	\$ 62,096	\$ 63,038	\$ 63,981	\$ 65,029	\$ 66,076	\$ 67,228
7	\$ 61,620	\$ 62,458	\$ 63,296	\$ 64,238	\$ 65,181	\$ 66,229	\$ 67,276	\$ 68,428
8	\$ 62,820	\$ 63,658	\$ 64,496	\$ 65,438	\$ 66,381	\$ 67,429	\$ 68,476	\$ 69,628
9	\$ 64,020	\$ 64,858	\$ 65,696	\$ 66,638	\$ 67,581	\$ 68,629	\$ 69,676	\$ 70,828
10	\$ 65,220	\$ 66,058	\$ 66,896	\$ 67,838	\$ 68,781	\$ 69,829	\$ 70,876	\$ 72,028
11	\$ 66,420	\$ 67,258	\$ 68,096	\$ 69,038	\$ 69,981	\$ 71,029	\$ 72,076	\$ 73,228
12	\$ 67,620	\$ 68,458	\$ 69,296	\$ 70,238	\$ 71,181	\$ 72,229	\$ 73,276	\$ 74,428
13	\$ 68,820	\$ 69,658	\$ 70,496	\$ 71,438	\$ 72,381	\$ 73,429	\$ 74,476	\$ 75,628
14	\$ 70,320	\$ 71,158	\$ 71,996	\$ 72,938	\$ 73,881	\$ 74,929	\$ 75,976	\$ 77,128
15	\$ 71,820	\$ 72,658	\$ 73,496	\$ 74,438	\$ 75,381	\$ 76,429	\$ 77,476	\$ 78,628
16	\$ 73,320	\$ 74,158	\$ 74,996	\$ 75,938	\$ 76,881	\$ 77,929	\$ 78,976	\$ 80,128
17	\$ 74,820	\$ 75,658	\$ 76,496	\$ 77,438	\$ 78,381	\$ 79,429	\$ 80,476	\$ 81,628
18	\$ 76,620	\$ 77,458	\$ 78,496	\$ 79,238	\$ 80,181	\$ 81,229	\$ 82,276	\$ 83,428
19	\$ 78,420	\$ 79,258	\$ 80,096	\$ 81,038	\$ 81,981	\$ 83,029	\$ 84,076	\$ 85,228
20	\$ 80,420	\$ 81,258	\$ 82,096	\$ 83,038	\$ 83,981	\$ 85,029	\$ 86,076	\$ 87,228
21	\$ 82,420	\$ 83,258	\$ 84,096	\$ 85,038	\$ 85,981	\$ 87,029	\$ 88,076	\$ 89,228
22	\$ 84,420	\$ 85,258	\$ 86,096	\$ 87,038	\$ 87,981	\$ 89,029	\$ 90,076	\$ 91,228
23	\$ 86,920	\$ 87,758	\$ 88,596	\$ 89,538	\$ 90,481	\$ 91,529	\$ 92,576	\$ 93,728
24	\$ 89,420	\$ 90,258	\$ 91,096	\$ 92,038	\$ 92,981	\$ 94,029	\$ 95,076	\$ 96,228
25	\$ 91,920	\$ 92,758	\$ 93,596	\$ 94,538	\$ 95,481	\$ 96,529	\$ 97,576	\$ 98,728
26	\$ 94,420	\$ 95,258	\$ 96,096	\$ 97,038	\$ 97,981	\$ 99,029	\$ 100,076	\$ 101,228
27	\$ 97,420	\$ 98,258	\$ 99,096	\$ 100,038	\$ 100,981	\$ 102,029	\$ 103,076	\$ 104,228
OG	\$ 100,954	\$ 101,520	\$ 103,182	\$ 104,098	\$ 105,014	\$ 106,030	\$ 106,293	\$ 107,504

Paraprofessionals

Year 1: 2022-2023

	0	36	72	108
1	20,375	20,775	21,075	21,825
2	20,575	21,075	21,575	22,325
3	20,825	21,575	21,825	22,575
4	21,175	21,825	22,325	23,075
5	21,675	22,325	22,575	23,325
6	21,925	22,825	23,075	23,575
7	22,275	23,075	23,575	23,825
8	22,575	23,325	23,825	24,325
9	22,824	23,575	24,075	24,845
10	23,115	23,825	24,575	25,075
11	23,325	24,075	24,725	25,575
12	23,825	24,725	25,325	26,075
13	24,325	25,025	26,075	26,575
14	25,125	25,725	26,825	27,275
15	25,575	26,075	27,845	29,955

Year 2: 2023-2024

	0	36	72	108
1	20,937	21,337	21,637	22,387
2	21,137	21,637	22,137	22,887
3	21,387	22,137	22,387	23,137
4	21,737	22,387	22,887	23,637
5	22,237	22,887	23,137	23,887
6	22,487	23,387	23,637	24,137
7	22,837	23,637	24,137	24,387
8	23,137	23,887	24,387	24,887
9	23,386	24,137	24,637	25,407
10	23,677	24,387	25,137	25,637
11	23,887	24,637	25,287	26,137
12	24,387	25,287	25,887	26,637
13	24,887	25,587	26,637	27,137
14	25,687	26,287	27,387	27,837
15	26,137	26,637	28,407	30,517

Year 3: 2024-2025

	0	36	72	108
1	21,492	21,892	22,192	22,942
2	21,692	22,192	22,692	23,442
3	21,942	22,692	22,942	23,692
4	22,292	22,942	23,442	24,192
5	22,792	23,442	23,692	24,442
6	23,042	23,942	24,192	24,692
7	23,392	24,192	24,692	24,942
8	23,692	24,442	24,942	25,442
9	23,941	24,692	25,192	25,962
10	24,232	24,942	25,692	26,192
11	24,442	25,192	25,842	26,692
12	24,942	25,842	26,442	27,192
13	25,442	26,142	27,192	27,692
14	26,242	26,842	27,942	28,392
15	26,692	27,192	28,962	31,072