

AGREEMENT

between

BOARD OF EDUCATION

OF

BOROUGH OF ALLENDALE

and

ALLENDALE EDUCATION ASSOCIATION

Covering School Years

2023-2024

2024-2025

and

2025-2026

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**ARTICLE I:**

**RECOGNITION**

- A. The Board of Education of the Borough of Allendale (hereinafter referred to as "the Board") recognizes the Allendale Education Association (hereinafter referred to as "the Association") as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for all teaching staff members, secretarial/clerical personnel and custodial/maintenance personnel with the exception of administrative personnel, Supervisor of Buildings and Grounds, the confidential secretary to the Superintendent and the Administrative Assistant to the Board Secretary.
  
- B. Unless otherwise indicated, when used hereinafter in this Agreement, the term "employees" shall refer to all employees, the term "teachers" shall refer to all teaching staff members, the term "secretaries" shall refer to all secretarial/clerical personnel and the term "custodians" shall refer to all custodial/maintenance personnel in the negotiation unit as above defined.

**ARTICLE II:**

**NEGOTIATIONS PROCEDURE**

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws of New Jersey, concerning terms and conditions of employment. Negotiations shall begin within thirty (30) days of a request by either party, but not earlier than December 1 of the final year of this Agreement. Proposals shall be mutually exchanged by the parties at the first negotiations session.

**ARTICLE III:**

**INSURANCE PROTECTION**

For employees hired before May 21, 2010, the Board will provide for each permanent employee working twenty (20) or more hours per week and his/her eligible dependents, if any, the following:

- A. The New Jersey School Employees Health Benefits Program NJ Direct 10 Plan or any other option available to employees.
- B. Dental Premium Plan - Maximum benefit \$1,500.00 per individual per year.

Employees hired on or after May 21, 2010, must work twenty-five (25) or more hours per week to be eligible to receive the above insurance protection.

Notwithstanding anything contained in this Agreement to the contrary, the insurance protection provided under this Article may also include an HMO and/or PPO option and shall be subject to requirements imposed by law.

Effective July 1, 2017 employees shall contribute towards the cost of health insurance either one and one-half percent (1.5%) of their annual base salary or the percentage of premium established in accordance with Tier 4 of Chapter 78, P.L. 2011, whichever is greater, except that the employee's maximum contribution shall be twenty-six percent (26%) of the premium.

**ARTICLE IV:**

**NON-TEACHING DUTIES**

- A. The Board has the right to assign middle school teachers and specialists to supervise the playground and/or the lunch room up to three (3) times in a ten (10) day cycle, inclusive of administrator assigned detentions. Assignments shall be determined by the grade level team, or if no determination is made, on a rotational basis.
- B. Kindergarten through fifth grade homeroom teachers shall not be assigned playground and/or lunch duty.
- C. Any staff who receive more than the minimum amount of preparation time as defined in Article XX and are not responsible for a homeroom may be assigned to an indoor before school duty beginning no earlier than 8:30 a.m. on a rotational basis.

## **ARTICLE V:**

### **GRIEVANCE PROCEDURE**

#### **A. Definitions**

Grievances shall be defined as follows:

1. A "grievance" is a claim by an employee or the Association based upon the interpretation, application, or violation of this Agreement, policies or administrative decisions affecting the terms and conditions of employment of an employee, a group of employees or the Association.
2. A grievance based upon the violation of the expressed, written terms of this contract, if not resolved, shall terminate in final and binding arbitration.
3. A grievance based upon the interpretation, application or violation of board policies or administrative decision affecting the terms and conditions of employment, if not resolved at the Board level shall proceed to advisory arbitration. If the grievance is still not resolved either party may appeal to the administrative agency having jurisdiction in said matter.
4. A grievance based upon the interpretation, application, or violation of terms and conditions of employment established by statute or administrative rules or regulations shall be processed through Level Four of this procedure and may be appealed only to the appropriate administrative agency having jurisdiction in said matters. Any disagreement with respect to the agency having proper jurisdiction for said matter shall be determined by the Public Employment Relations Commission (PERC).
5. A grievant is the person or persons making the claim or on whose behalf the Association is making the claim.
6. "Days" when used herein shall mean days when schools are in session, unless said grievance is presented at such time as to carry over into the summer months. In such case the grievance shall be pursued to completion as expeditiously as possible.

#### **B. Purpose**

1. The purpose of this procedure is to resolve disputes that arise involving the interpretation, application, or violation of this Agreement, policies or administrative decisions affecting the terms and conditions of employment of an employee, a group of employees, or the Association. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.



2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement.

C. Procedure

1. Time Limits

The number of days indicated at each level is a maximum and every effort should be made to expedite the process. The time limits specified may, however, be modified by mutual agreement.

2. Limitations on Filing

A grievance shall be initiated at Level One of this procedure within fifteen (15) school days of the date of the incident or occurrence giving rise to the grievance.

3. Level One - Principal or Immediate Superior

An employee with a grievance shall first discuss it with his principal or immediate superior, either directly or through the Association's designated representative, with the objective of resolving the matter informally.

4. Level Two - Principal

If the grievance is not resolved informally to the satisfaction of the grievant, or if no response has been given by the principal or immediate superior within five (5) school days after the informal discussion, then the grievant shall file the grievance in writing with his principal or immediate supervisor within five (5) school days after the principal or immediate superior's response or ten (10) school days after the informal discussion, whichever is sooner.

5. Level Three - Superintendent

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within five (5) school days after the presentation of the grievance at Level Two, he may file the grievance in writing to the Superintendent within five (5) school days after the decision at Level Two or ten (10) school days after the grievance was presented, whichever is sooner.

6. Level Four - Board

If the aggrieved person is not satisfied with the disposition of his grievance at Level Three, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, he may, within five (5) school days after a decision by the Superintendent or fifteen (15) school days after the grievance was delivered to the Superintendent, whichever is sooner, file the grievance in writing to the Board. The Board or a committee thereof shall review the grievance and may, at its discretion, hold a hearing with the employee and will render a decision in writing within thirty (30) school days of receipt of the grievance by the Board.

7. Level Five - Arbitration

- a. If the aggrieved person is not satisfied with the disposition of his grievance at Level Four, or if no decision has been rendered within thirty (30) school days after the grievance was delivered to the Board, he may, within five (5) school days after a decision by the Board or thirty-five (35) school days after the grievance was delivered to the Board, whichever is sooner, request in writing that the Association submit the grievance to arbitration. If the Association determines that the grievance is meritorious, it may submit the grievance to arbitration within five (5) school days after receipt of a request by the aggrieved person.
- b. Within ten (10) school days after such written notice of submission to arbitration, the Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the Public Employment Relations Commission (PERC) by either party. The parties shall then be bound by the rules and procedures of the Public Employment Relations Commission.
- c. The arbitrator shall be limited to the issues submitted to him and shall not add to, subtract from, or modify the terms of the Agreement.
- d. Arbitration meetings will be held at times other than the regular school day.
- e. Each party shall pay its own costs for arbitration preparation. The parties shall share equally the fee and the expense of the arbitrator and arbitration proceedings.

D. Rights of Employees to Representation

1. Employee and Association

Any aggrieved person may be represented at all stages of the grievance procedure by himself, or at his option by representative(s) selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

E. Miscellaneous

1. Group Grievance

If, in the judgment of the Association, a grievance affects a group or class of employees, the Association may submit such grievance in writing to the Superintendent directly. The processing of such grievance shall be commenced at Level Three.

2. Meetings and Hearings

All meetings and hearings under this procedure shall be conducted in private and shall include only such parties in interest and their designated or selected representatives.

3. Written Decision

Decisions rendered at Levels Two, Three, and Four of this grievance procedure shall be in writing setting forth the decision and the reasons therefor and shall be transmitted promptly to all parties in interest and to the Association. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step.

4. Waiver of Grievance

Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance by the aggrieved of the decision rendered at that step.

5. Grieve-Work Rule

It is understood that all employees, including the grievant, shall during and notwithstanding the pendency of any grievance, continue to observe all directives and assignments and applicable rules and regulations of the Board and its administrators until such grievance and any effect thereof shall have been fully resolved.

GRIEVANCE FORM

Grievant's Name \_\_\_\_\_ Grievance. No. \_\_\_\_\_

Work Location \_\_\_\_\_

Job Title and Grade \_\_\_\_\_

Immediate Supervisor \_\_\_\_\_

Description of Alleged Violation: \_\_\_\_\_

\_\_\_\_\_

Date of Occurrence of Alleged Violation: \_\_\_\_\_

Remedy \_\_\_\_\_

\_\_\_\_\_

Date of Level One Informal Discussion: \_\_\_\_\_

\_\_\_\_\_  
I am not satisfied with the outcome at Level One and wish to proceed to Level Two

Grievant's Signature: \_\_\_\_\_ Date \_\_\_\_\_

\_\_\_\_\_  
Level Two: Principal or Supervisor

Date Received: \_\_\_\_\_

Date Answered: \_\_\_\_\_

Disposition: Denied \_\_\_\_\_ Granted \_\_\_\_\_

Reason: \_\_\_\_\_

\_\_\_\_\_

Principal or Supervisor's Signature: \_\_\_\_\_ Date \_\_\_\_\_

I am not satisfied with the outcome at Level Two and wish to proceed to Level Three

Grievant's Signature \_\_\_\_\_ Date \_\_\_\_\_

Level Three: Superintendent

Date Received: \_\_\_\_\_

Date Answered: \_\_\_\_\_

Disposition: Denied \_\_\_\_\_ Granted \_\_\_\_\_

Reason: \_\_\_\_\_

\_\_\_\_\_  
Superintendent's Signature: \_\_\_\_\_ Date \_\_\_\_\_

I am not satisfied with the outcome at Level Three and wish to proceed to Level Four

Grievant's Signature \_\_\_\_\_ Date \_\_\_\_\_

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Level Four: School Board

Date Received: \_\_\_\_\_

Board Hearing Date: \_\_\_\_\_

Date Answered: \_\_\_\_\_

Disposition: Denied \_\_\_\_\_ Granted \_\_\_\_\_

Reason: \_\_\_\_\_

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I am not satisfied with the outcome at Level Four and wish to proceed to Level Five

Grievant's Signature \_\_\_\_\_ Date \_\_\_\_\_

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Level Five: The grievant is not satisfied with the outcome at Level Four and the Association wishes to proceed to arbitration.

AEA Officer's Signature \_\_\_\_\_ Date \_\_\_\_\_

**ARTICLE VI:**

**SICK LEAVE**

1. Sick Days

All regularly employed ten-month full-time personnel shall be entitled to ten (10) days sick leave per year with full pay and all regularly employed twelve-month personnel shall be entitled to twelve (12) days sick leave per year with full pay. Personnel employed after September 1 will be granted sick leave pro-rated by the number of months remaining in the school year of employment at the rate of one (1) sick day per month. All unused sick days shall be cumulative.

2. Extended Absence Due to Illness

N.J.S.A. 18A:30-1 et seq. and 30-6; 30-7 will govern all actions of the Board in matters of extended absences. When an absence due to illness extends beyond the accumulated sick leave, at its discretion the Board may pay the employee's full pay less the cost of a substitute for any length of time it determines, whether or not a substitute is employed.

3. Administration of Sick Leave Policy

Records of accumulated sick leave will be maintained by the Office of the School Business Administrator and be available upon request by the employee or his designated representative.

## ARTICLE VII:

### MATERNITY/PATERNITY LEAVE OF ABSENCE

The Board shall upon request grant maternity leave without pay to any pregnant employee. For tenured employees, the leave shall be a maximum period of two (2) years unless extended by the Board. For non-tenured employees, the leave shall be a maximum period of one (1) year unless extended by the Board. The Board is not obligated to grant a leave beyond the school year for non-tenured employees.

Maternity leave shall be granted subject to the following conditions:

1. Notification of pregnancy must be made to the Board no later than the end of the fourth (4th) month; however, it is suggested that notification be made as soon as it is medically confirmed.
2. Where there exists a concern by the Superintendent of Schools, the employee shall furnish a certification from her physician that she is medically able to continue to work.
3. A statement from a physician certifying that the employee is physically able to return to duty shall be furnished to the Board before an employee is permitted to return from maternity leave.
4. Terminal dates for maternity leaves and reasonable requests for extensions or reductions in leave time may be granted so long as they do not substantially interfere with the administration of the school year. To preserve the continuity of instruction, and minimize the disruption to students, the Board reserves the exclusive right to determine the return date from the childrearing portion of the maternity leave. Requests for a leave of absence beyond a school year shall be made no later than March 1. Failure to make a timely request may result in the denial of an extension of maternity leave.
5. Except as provided above, no employee shall be barred from returning to duty after the birth of her child solely on the ground that there has not been sufficient time lapse between the birth of her child and her desired date of return.
6. No employee on maternity leave shall, on the basis of said leave, be denied the opportunity to substitute on the provisions applied to a substitute teacher in the Allendale School District in the area of certification of competence.
7. Employees who become disabled as a result of their pregnancy are eligible to utilize accumulated sick leave. A statement from a physician confirming disability shall be furnished prior to a request for the use of disability leave before and/or after delivery. Emergency conditions beyond the control of the employee and acceptable to the Superintendent shall be granted.
8. Any employee adopting a child shall upon request receive similar leave which shall commence upon receiving de facto custody of said child.

9. All applicable portions of this maternity leave article shall also apply to paternity leaves of absence.



**ARTICLE VIII:**

**EXTENDED LEAVE OF ABSENCE**

The Board, upon the recommendation of the Superintendent of Schools, may grant a maximum of two (2) years leave of absence, without pay or insurance, to any tenured teacher.

Application for extended leave of absence will be made in writing to the Board, through the Superintendent, and a written reply will be returned to the applicant by the Board. Application for said leave shall be made at least six (6) months in advance of leave date except in emergency situations beyond the control of the teacher.

An extended leave of absence for personal reasons shall be granted to teachers with ten (10) or more years of service in the Allendale School District. Each teacher is entitled to one (1) such leave during his/her teaching career in the District. This leave shall be granted without pay.

Extended leave of absence shall be granted to employees in cases where home care is needed for a husband, wife, child, or parent and where a written physician's statement is provided affirming such need. A similar leave will be considered in home care cases for other close relatives.

The teacher's date of return to the classroom should take into account the continuity of effective teaching and the least amount of disruption to the students. The date of return shall not be approved by the Superintendent of Schools if it interferes with the continuity of instruction.

**ARTICLE IX:**

**TEMPORARY LEAVE OF ABSENCE**

A. The Superintendent of Schools may grant to any regularly employed teacher or regularly employed noninstructional personnel up to a total of ten (10) days emergency leave, with pay, per year, for the following reasons:

1. Death in the immediate family: three (3) consecutive work days plus an additional two (2) non-consecutive work days which must be used within thirty (30) days of the date of death. Immediate family shall be defined as:

- Spouse
- Domestic partner\*
- Child
- Parent
- Mother-in-law or Father-in-law
- Sister or Brother
- Sister-in-law or Brother-in-law
- Grandparent
- Grandchild

\* "Domestic partner" shall be defined as a person in a relationship that satisfies the definition of a domestic partnership as set forth in N.J.S.A. 26:8A-4(b).

2. Death of a relative, not a member of the immediate family: two (2) consecutive work days.
3. Serious illness or injury of a parent, spouse, domestic partner, or child: five (5) consecutive work days.
4. Abrupt illness of a child, spouse, domestic partner, or parent: one (1) work day per illness. Any employee using leave under this Article IX(A)(4) must provide medical certification to obtain said leave before or after a school holiday or recess period.
5. Personal Leave

Up to four (4) days, without loss of pay, for legal, family or personal business that is not related to employment outside of the District or does not result in financial remuneration, which necessitates the staff's absence on a school day. Personal leave shall, however, not be granted during the first week of the academic year. Requests for personal leave which only serve to extend a weekend, holiday or vacation shall be denied. In the event that a regularly employed staff uses one or less personal days during a school year, he/she may roll over up to three (3) personal days into his/her accumulated sick leave (not to exceed fifteen (15) days annually). Except in instances beyond the staff's control,

written notice shall be given to the Superintendent two (2) days in advance of such leave. With regard to requests for personal days during the last week of the academic year, before or after a weekend, holiday or vacation, request for approval, together with the reasons therefor, shall be given to the Superintendent two (2) days in advance of such leave.

6. For purposes of subsection one (1) only, only the first death in the immediate family shall count towards the maximum number of ten (10) days emergency leave.

B. Each teaching staff employee shall receive an award for attendance following the conclusion of the school year based on the following criteria:

1. Zero absences - \$500

2. One absence - \$375

3. Two absences - \$250

4. Three Absences - \$125

Absences are defined as, any absence from work, including for illness and personal days, with the exception of a death in the immediate family, death of a relative, or jury duty.

**ARTICLE X:**

**PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT**

1. The Board will pay for registration fees and other expenses, which must be approved by the Superintendent in advance and in accordance with applicable law, for all employee attendance at approved in-service courses, workshops and other educational programs.
2. The Superintendent of Schools may grant teachers up to two (2) days for the purpose of visiting other schools or attending meetings or conferences of an educational nature which will directly benefit this school system.

## ARTICLE XI:

### PROFESSIONAL INCENTIVE COMPENSATION

A certified teacher who elects to continue his/her professional studies will be eligible for tuition reimbursement by the Board in accordance with applicable law.

1. Tuition (credit hours, times rate) for a maximum of twelve (12) credit hours per fiscal year, July 1 to June 30, will be reimbursed at a rate not exceeding the per-credit charge of Rutgers University.
2. Reimbursement shall be contingent on continued employment and shall be made in the following manner unless the maximum dollar amount has been received:

The total money available each year shall be divided by the total number of credits taken by all faculty who received a final grade of "B" or better during the relevant school year. The equal, pro-rata portion each teacher shall receive will be determined, and reimbursed, at the end of each school year. This amount shall be consistent with, and subject to, the restrictions designated in Paragraph 1 of Article XI.

3. Official course transcript shall be submitted to the Superintendent of Schools.
4. The Board's maximum annual liability under this Article for each school year shall be \$62,500.
5. Notice seeking reimbursement of course work should be filed with the Board no later than August 1 to receive reimbursement for the prior year's courses.
6. An update shall be provided to the Association at the conclusion of each of the Summer, Fall and Spring semesters, which shall include a general summary of credits taken thus far by each teacher.
7. The President of the Association shall be provided with a roster of individuals who took courses during the previous Summer, Fall and Spring semesters no later than June 30 of each year.

## **ARTICLE XII:**

### **MISCELLANEOUS PROVISIONS**

In accordance with State Law - Senate, No. 1087 - amending P.L. 1968 (C 303) - 11-53.

1. Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are established.

2. Statutory Clause

Nothing contained herein shall be construed to deny or restrict to the employees or the Board such rights as either may have under New Jersey School Laws (including Chapters 123 and 303). The rights granted hereunder shall be deemed to be in addition to those provided by New Jersey School Laws.

3. Separability

If any provision of this Agreement or any application of this 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 and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

4. Waiver

The failure of either party to exercise any right it may have under this Agreement shall not constitute a waiver of that right.

5. Modification

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.

**ARTICLE XIII:**

**NOTIFICATION OF VACANCIES**

1. The Superintendent shall deliver to the Association and the Association shall post in all faculty rooms a list of known employee vacancies which occur during the current school year or for the following school year.
2. Applications from employees received after a period of fourteen (14) calendar days need not be considered.
3. If a vacancy occurs during the summer months or the Holiday, Winter, or Spring Recesses, the Superintendent shall notify the Association President by e-mail or telephone, and shall attempt to notify all qualified personnel.
4. For all stipended extra-curricular activity positions except spring sports, the Board shall, by May 1, post in each school building a list of positions which shall occur for the following year. Postings for spring sports shall occur by September 15 of the following school year. Postings shall include the salary for each position.

**ARTICLE XIV:**

**CAREER DEVELOPMENT LEAVE**

1. A teacher who has successfully completed seven (7) full-time consecutive years of teaching in the Allendale School District, upon recommendation by the Superintendent, may be granted a leave of absence by the Board of one (1) year's duration for either graduate study or professional development in the area of the teacher's assignment.
2. Application for a leave beginning in the Fall must be made by November 1 of the preceding year. All applications must be made on the standard "Career Development" forms, which include an outline detailing the proposed program. A Board decision will be made within two (2) months of the date of application.
3. Only one (1) teacher may be on leave during any year and selection will be based upon the following:
  - A. Purpose of the leave.
  - B. Teacher's performance.
  - C. Needs of the District.
  - D. Availability of budgetary funds.
4. A teacher on leave shall receive one-half (1/2) the normal yearly salary less authorized deductions and shall receive all benefits normally received, except for personal leave and sick leave. Upon return to the District, a teacher shall be advanced on the salary guide to the next step, so long as the leave's purpose was successfully completed.
5. Every two (2) months during the leave, the teacher must complete a standard report form, available from the Superintendent, describing progress. All official transcripts must be submitted as soon as available.
6. Upon return, the teacher agrees to remain in the employ of the District for at least two (2) years, unless discharged by the Board. Failure to fulfill this obligation will require that the teacher repay the Board all, or a proportionate ratio, of the salary received while on leave.
7. No teacher may be granted more than one (1) career development leave while in the employ of the District.



APPLICATION FOR CAREER DEVELOPMENT LEAVE

\_\_\_\_\_, 20\_\_

TO THE BOARD OF EDUCATION OF ALLENDALE:

I hereby apply for career development leave for the purpose of \_\_\_\_\_

from \_\_\_\_\_, 20\_\_ to \_\_\_\_\_, 20\_\_.

I have read the regulations of the Board of Education concerning career development leave and agree, if this application is granted, to comply with these regulations. If granted such leave, I shall continue in the service of the Allendale Public Schools for a period of at least two (2) years after the expiration of such leave. If I fail to continue in service, I shall repay to the Board of Education a sum bearing the same ratio to the amount of salary received while on leave that the unfulfilled portion of the two (2) subsequent years of service bears to the full two (2) years, unless I am incapacitated or discharged.

Purpose of the leave:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I have served as a \_\_\_\_\_ for \_\_\_\_\_ years, and have served the Allendale School as a \_\_\_\_\_ for \_\_\_\_\_ years.

\_\_\_\_\_

Signature

Approved:

\_\_\_\_\_

Superintendent

**ARTICLE XV:**

**REPRESENTATION FEE**

The Board recognizes that under New Jersey State Law, the Association has the right to request a representation fee to be deducted from the salaries of all employees currently under contract who are not members of the Association. The purpose of this fee will be to adequately offset by the per capita cost of services rendered by the Association as majority representative. Employees hired on a part-time basis shall pay an amount proportionate to that fraction of said member's salary as based on the salary schedule.

Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by nonmembers will be determined by the Association in accordance with the law.

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee on the aforementioned list of nonmembers during the remainder of the membership year. Deductions will begin with the first paycheck. The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this Article, provided that:

- a. The Board will surrender to the Association full responsibility for the defense of such claim, demand, suit or other form of liability.
- b. The Board will provide the Association with timely written notice of any such claim, demand, suit or other form of liability and shall cooperate fully with the Association counsel in the preparation of its defense.

**ARTICLE XVI:**

**PAY FOR ACCUMULATIVE SICK LEAVE**

- A. The following pay for accumulated sick leave plan shall be provided for teachers:
1. Eligibility shall be based upon the completion of fifteen (15) years of teaching service in the District.
  2. Teachers shall be entitled to receive said benefit upon retirement or resignation.
  3. Payment shall be at the rate of seventy dollars (\$70.00) per accumulated sick day.
  4. The maximum number of days to be compensated shall not exceed two hundred fifty (250).
  5. Teachers shall be entitled to receive said benefit if they retire or resign at the end of the school year, provided written notice is given the Board no later than December 15 of the school year in question. Payment shall be made in July unless an alternative arrangement is made between the Board and the teacher. Failure to give the Board timely notice of an intent to retire or resign will result in the delay of payment for one (1) year, except where the teacher can demonstrate to the Superintendent's satisfaction that due to emergent reasons, timely notice could not be given.
- B. The following pay for accumulated sick leave plan shall be provided for secretaries and custodians with fifteen (15) years or more service to the Allendale School District upon retirement from the Allendale School District:
1. Only sick days accumulated in Allendale will be compensated.
  2. The rate of reimbursement shall be seventy dollars (\$70.00) per accumulated day to a maximum of two hundred fifty (250) days.
  3. Secretaries and custodians shall be entitled to receive said benefit if they retire at the end of the school year, provided written notice is given the Board no later than December 15 of the school year in question. Payment shall be made in July unless an alternative arrangement is made between the Board and the secretary or custodian. Failure to give the Board timely notice of an intent to retire will result in the delay of payment for one (1) year, except where the secretary or custodian can demonstrate to the Superintendent's satisfaction that due to emergent reasons, timely notice could not be given.

**ARTICLE XVII:**

**WORK YEAR**

A. Teacher Work Year

1. The teacher work year shall contain a maximum of one hundred eighty-five (185) days, two (2) of which shall be set aside for use as professional days. The work year shall be scheduled between the dates of September 1 and June 30.
2. Teachers who work for the District during the summer months in B.S.I., special projects, pre-kindergarten program, or curriculum work shall be compensated at the hourly rate of forty dollars (\$40.00) for a guaranteed minimum of one (1) hour effective July 1, 2017. This paragraph shall not apply to enrichment programs for which a fee will be charged.

B. Secretary Work Year

1. Twelve-month secretaries shall follow the teacher calendar during the time that school is in session and shall be entitled to the following additional holidays and vacation:
  - a. Independence Day and Labor Day shall be for twelve (12) month secretaries.
  - b. After the first year of employment, twelve (12) month secretaries shall receive two (2) weeks of vacation.

For each additional year of employment, they shall be entitled to one (1) additional day of vacation, to a maximum of four (4) weeks.

Secretaries shall take no more than five (5) consecutive days of vacation when students are present.

C. Custodian Work Year

1. All custodians shall work twelve (12) months and shall be entitled to fourteen (14) holidays annually as follows:

Independence Day	January 1 and the preceding day
Labor Day	Winter Recess - one day*
NJEA Convention (Thursday & Friday)	Good Friday
Thanksgiving (Thursday & Friday)	Spring Recess - one day*
Memorial Day	Christmas Day and the preceding day

\* One (1) day during each of these vacation periods as mutually agreed to by the custodians and the Superintendent of Schools.

If any of the above holidays should occur on a weekend, custodians shall be entitled to one (1) comp day per weekend holiday to be scheduled by the supervisor, no later than December 15, either the week before or the week after the weekend, unless the supervisor determines that the holiday should be taken at a different time. In that event, the holiday shall be mutually scheduled by the supervisor and custodian. Not all of the custodians' comp days shall be scheduled on the same day unless otherwise determined by the Superintendent.

2. Vacation benefits with pay are provided as follows:
  - a. up to one (1) year - one (1) working day per month after two (2) months of service up to a maximum of ten (10) days.
  - b. after one (1) year or more - ten (10) working days plus two (2) additional vacation day per year employed up to twenty-four (24) days.

## **ARTICLE XVIII:**

### **WORK DAY**

#### **A. Teacher Work Day**

1. The teacher work day begins at 8:30 a.m. and concludes at 3:30 p.m.  
Teachers may leave school at 3:15 p.m. on Fridays, before school holidays and vacations, or upon approval of the Building Administrator.
2. Teachers shall be dismissed at 1:00 p.m. prior to the Thanksgiving and Holiday Recesses.
3. Teachers participating in pupil field trips which last more than twelve (12) hours shall receive a seventy-five dollar (\$75.00) stipend. Teachers participating in overnight pupil field trips shall receive a one hundred seventy-five dollar (\$175) stipend per night.
4. Teachers who perform curriculum work beyond the regular school day shall be compensated at the rate of forty dollars (\$40.00).
5. Each teacher shall be required to attend up to two (2) evening duties per school year, not to exceed 2.5 hours per event, at the administration's request. Evening duties are defined as an evening parent conference, back to school night, or any other presentation or school meeting. Teachers shall be dismissed at the close of the formal school day on the day of these two evening events.
6. Teachers shall attend professional development meetings twenty (20) days per year at sixty (60) minutes, exclusive of Safe Schools Training, and no more than two (2) scheduled days per month. There shall be no restrictions on the content of the meetings and they may begin at the conclusion of the student day provided they conclude by 4:30 p.m. Attendance at the in-service sessions shall be used toward a teacher's continuing education requirement if permitted by the applicable statutory provisions and administrative regulations.
7. Part-time teachers who remain to teach for the afternoon or morning shall be paid at the hourly curriculum rate.
8. For teaching staff members whose professional organizations routinely conduct professional development opportunities outside of the contractual work day, the Board shall pay the cost of any registration fees associated therewith. In the event that a particular professional development opportunity is provided at no cost to the teaching staff member, the Board shall compensate the teaching staff member at the curriculum rate for the time actually spent in attendance. The Board assumes no financial obligation under either scenario with regard to the teaching staff member's travel time. In addition, these professional

development hours shall count toward the teaching staff member's 20 after school professional development hours (e.g. a two (2) hour class shall be recognized as two (2) one (1) hour professional development meetings).

B. Secretary Work Day

1. All full-time secretaries shall work from 8:00 a.m. to 4:00 p.m. with one (1) hour for lunch during the school year, and for five (5) days before the start of the student school year and for three (3) days after the end of the student school year. For the remainder of the summer, all secretaries shall work from 8:00 a.m. to 2:45 p.m. with a half (1/2) hour lunch break four (4) days per week.
2. Secretaries shall be dismissed at 1:00 p.m. on the day before the Thanksgiving and Holiday Recesses.
3. Secretaries shall be dismissed at 3:30 p.m. on Fridays.
4. Secretaries who are on duty shall be permitted one (1) hour off from work, with pay, each month to attend Association meetings.

C. Custodian Work Day

1. Custodians shall be assigned to one (1) of the following three (3) shifts: 1.) 6:30 a.m. to 3:30 p.m. with a one (1) hour lunch period; 2.) 10:30 a.m. to 7:00 p.m. with a one (1) hour lunch/dinner period; 3.) 3:00 p.m. to 11:00 p.m. with a one-half (1/2) hour lunch/dinner period. These hours also apply to school holidays and vacations.
2. The first shift assignments that are made under the three-shift schedule set forth in Paragraph 1 shall provide employees with fourteen (14) calendar days' notice, following which this notice provision shall be eliminated.
3. Custodians who are on duty shall be permitted one (1) hour off from work, with pay, each month to attend Association meetings. If, however, an administrator with a black seal license is not available to cover his/her respective school, one (1) custodian will be required on a rotating basis to remain at work in the building where the meeting is not being held.
4. First shift custodians shall work from 7:00 a.m. to 1:00 p.m. on the day before Thanksgiving and Holiday Recesses, and second shift custodians shall work from 1:00 p.m. to 6:00 p.m. on the same days when aftercare is present in the buildings. If aftercare is not present, second shift custodians shall remain until such time as all rooms are either vacuumed or swept, all garbage is removed from the buildings, and any assigned tasks are completed. All other custodians will report at 1:00 p.m. (or later by agreement of those custodians in each building) on the

day before Thanksgiving and Holiday Recesses and remain until such time as all rooms are either vacuumed or swept, as applicable, and all garbage is removed from the building.

5. Summer hours for all custodians shall consist of a shift from 7:00 a.m. to 3:30 p.m. with a one-half (1/2) hour lunch period. When the needs of the District as determined by the Superintendent or his or her designee, including, but not limited to, when the District's facilities are in use beyond 3:00 p.m., require the presence of one or more custodians for their shift pursuant to Article XVIII.C.1., the custodians shall be required to work the regular shift. The custodians will be provided at least five days' notice of their assignment, except in cases of unforeseen circumstances or emergencies. In the case of an unforeseen circumstance or emergency, the Superintendent or his or her designee shall first request a volunteer (or volunteers), which will be on a rotating basis, and if there are no volunteers, shall assign one or more custodian(s), which shall be on a rotating basis.
6. Custodians shall be permitted two (2) snow days per school year to be used when district schools are closed due to inclement weather provided the Board continues to contract for snow removal.



**ARTICLE XIX:**

**LUNCH PERIOD**

All teachers working more than five (5) hours, with the exception of kindergarten, on any given day shall receive a forty (40) minute duty-free lunch period, except on delayed openings. All kindergarten teachers, on any given day shall receive a forty-five (45) minute duty free lunch period except on delayed openings. On delayed openings, the teachers' lunch period shall be the same length of time as a student lunch. Any alteration to the length of said lunch period must be negotiated with the Association.

All secretaries shall be entitled to a one (1) hour duty-free lunch period.

All custodians shall be entitled to a one (1) hour duty-free lunch period, except that custodians scheduled to work from 3:00 p.m. to 11:00 p.m. shall receive a one-half (1/2) hour duty-free lunch/dinner period.

## **ARTICLE XX:**

### **PREPARATION TIME**

The Association and the Board agree to continue to discuss the flexibility of Hillside K-3 teachers to implement schedules to provide supervision during playground and lunch. Neither party waives their rights concerning this assignment.

All teachers assigned a period(s) of playground/cafeteria supervision as set forth in Article IV shall be guaranteed a minimum of eight (8) preparation periods, inclusive of team planning meetings, per six-day cycle.

Schedules shall be arranged so as to guarantee a minimum of the following preparation periods:

- (1) Fifteen (15) prep periods per ten (10) day cycle for sixth (6<sup>th</sup>) through (8<sup>th</sup>) grade core teachers and specialists.
- (2) Fourteen (14) prep periods per ten (10) day cycle for fourth (4<sup>th</sup>) and fifth (5<sup>th</sup>) grade teachers.
  - a. Fourth (4<sup>th</sup>) and fifth (5<sup>th</sup>) grade teachers would receive an additional prep when their students attend LEGOS class, provided the LEGOS instructor is present and providing instruction. If the LEGOS instructor is absent or unavailable for any reason, a teacher is not eligible to receive the additional prep.
- (3) Fourteen (14) prep periods per ten (10) day cycle for first (1<sup>st</sup>) through third (3<sup>rd</sup>) grade teachers.
- (4) Twelve (12) prep periods per ten (10) day cycle for pre-school and kindergarten teachers.
- (5) Team planning meetings shall be limited to two (2) per ten (10) day cycle and shall be defined as meetings scheduled by the administration for the entire grade level team and shall not apply to any other meetings.
- (6) The number or preparation periods per ten (10) day cycle is inclusive of school closings during that cycle period.

Schedules are to be arranged so as to provide a minimum of one (1) preparation period during each school day, which shall be the length of a full period.

Staff members whose positions permit a flexible scheduling arrangement may be required to relinquish this guarantee based on the needs of the students in the District and the demands of their particular position. Such arrangements shall be made cooperatively between the affected staff and the school administration.

Teachers shall be compensated for class coverage at the rate of twenty-five dollars (\$25.00) per period whether voluntary or assigned, only when such class coverage results in the loss of a preparation period. A list of volunteers shall first be sought

based on the teachers' availability during preparation periods and their desire to be considered as volunteers to cover classes. This list shall also be provided to the Association. This twenty-five-dollar (\$25.00) stipend shall also be paid for double class coverage.

Any decrease in existing preparation time shall be discussed in advance by the school administration with all affected staff members. A representative of the Association shall be present at the discussion.

**ARTICLE XXI:**

**CREDIT UNION DEDUCTIONS**

When requested to do so by an employee, the Board will make payroll deductions for payment to the Visions Federal Credit Union.

**ARTICLE XXII:**

**TAX-SHELTERED ANNUITY PLAN**

A Tax-Sheltered Annuity Plan is available to all employees who file a written request to participate in such a plan in accordance with the provisions of N.J.S.A. 18A:66-127, 128 and 26 U.S.C. § 403(b). An employee's salary shall be reduced by the amount of his/her elected contribution. The employee's contribution shall not exceed the limits set forth in 26 U.S.C. § 403(b). Participation in the Tax-Sheltered Annuity Plan may be terminated upon written notice by either party. The Association agrees to indemnify, defend and save the Board harmless against any and all claims, demands, suits or other forms of liability, involving reasonable attorneys' fees which may arise out of or by class of action taken by the Board in complying with the provisions of this Article.

**ARTICLE XXIII:**

**CUSTODIAL WORKING CONDITIONS**

- A. The State license fee for all employees holding a Black Seal License shall be reimbursed by the Board. Additionally, any employee holding said license shall receive a stipend of one thousand dollars (\$1,000) for each year of the contract. This stipend shall be paid so that it is pension eligible and shall be prorated for any partial year.
- B. Employees will receive the following uniforms in the Fall:
1. Five (5) work shirts and five (5) pairs of pants in the first year of employment.
  2. Any combination of pants/shirts/shorts up to ten (10) items in each subsequent year of employment.
  3. One (1) winter coat in the first year of employment and one (1) winter coat every third year thereafter.
  4. One (1) pair of work shoes every year.
  5. One (1) rain jacket and one (1) pair of rain pants in the year of employment to be replaced as needed.
- C. Employees shall be entitled to one and one-half (1-1/2) their straight time when they return for callback duty, for a minimum period of two (2) hours, on any regular workday. Employees shall be entitled to two (2) times their straight time when they return for callback duty, for a minimum period of two (2) hours, on Sundays or holidays.
- D. No overtime shall be worked without the prior approval of the Supervisor of Buildings and Grounds or a central office administrator. Overtime shall be paid at the rate of one and one-half (1-1/2) times the regular hourly rate when approved for time worked in excess of forty (40) hours per week.
- Time worked on a Sunday or holiday shall be compensated at two (2) times the employee's regular hourly rate.
- Overtime shall be offered to all custodians on a rotational basis.
- E. Any custodian using his/her own vehicle for work-related activities approved by the Supervisor of Buildings and Grounds or a central office administrator shall be reimbursed for said use at the rate in effect on July 1 of each year as set forth by the New Jersey Department of Treasury's Office of Management and Budget.
- F. In lieu of E above, custodians using their own vehicles to deliver lunch and/or mail shall be paid an additional ten dollars (\$10.00) per day.

- G. When it is determined by the Board that a reduction-in-force shall take place, the employee(s) affected thereby and the Association shall be notified thereof within five (5) calendar days and the affected employees shall be given at least sixty (60) days' termination notice.

**ARTICLE XXIV:**

**SECRETARIAL NOTICE**

When it is determined by the Board that a reduction-in-force shall take place, the employee(s) affected thereby and the Association, shall be notified thereof within five (5) calendar days and the affected employees shall be given at least sixty (60) days termination notice.



**ARTICLE XXV:**

**COMMUNICATION**

The Board shall notify the Association of all meetings and work sessions and shall provide copies of agendas and approved board minutes to the Association.

The Board Policy Manual shall be available online.

**ARTICLE XXVI:**

**PRIVATIZATION OF UNIT SERVICES**

In the event that the Board decides to contract out or subcontract any work performed by employees covered by this Agreement, the Board shall notify the Association at least sixty (60) days prior to the date of the subcontracting.

**ARTICLE XXVII:**

**SUPPORT STAFF EVALUATION PROCEDURES**

Support staff employees shall receive an annual written evaluation report and have an annual evaluation conference with the employee's immediate supervisor. The employee shall be given a copy of his/her written evaluation prior to the annual summary conference.

**ARTICLE XXVIII:**

**SUPPORT STAFF HONORARIUM**

Upon retirement from the Allendale School District, secretaries and custodians with twenty (20) years or more service to the Allendale School District shall receive an honorarium equal to one (1) month's salary. Payment will be based on the final full year's salary.

**AGREEMENT**

The undersigned parties, having negotiated in good faith to the end of formalizing a written agreement concerning the terms and conditions of employment in the Allendale School District, do hereby affirm and agree that the attached represents the agreements and understandings of both parties and shall constitute the binding terms and conditions of employment for the school years 2023-2024, 2024-2025, and 2025-2026.

Attest:

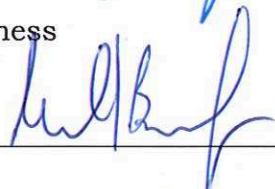


MARIA ENGELEIT  
Board Secretary

DATED: 6/21/2023



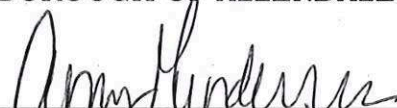
Witness



Witness

DATED: 6/22/23

BOARD OF EDUCATION OF THE  
BOROUGH OF ALLENDALE



AMY GUNDERSEN  
President

DATED: 6/21/2023

ALLENDALE EDUCATION  
ASSOCIATION



SHANNON RUTOWSKI  
Co-President



JENNIFER JACOBSEN  
Co-President

DATED: 6-22-23

**APPENDIX A-1:**

**TEACHERS SALARY GUIDES 2023-2024**

<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>
<b>1</b>	62,740	66,565	70,365
<b>2-3</b>	63,840	67,665	71,465
<b>4-5</b>	64,940	68,765	72,565
<b>6</b>	66,040	69,865	73,665
<b>7</b>	67,140	70,965	74,765
<b>8</b>	68,340	72,165	75,965
<b>9</b>	69,540	73,365	77,165
<b>10</b>	71,540	75,365	79,165
<b>11-12</b>	74,040	77,865	81,665
<b>13-14</b>	76,540	80,365	84,165
<b>15</b>	79,040	82,865	86,665
<b>16</b>	81,840	85,665	89,465
<b>17-18</b>	85,240	89,065	92,865
<b>19</b>	88,740	92,565	97,065
<b>20</b>	93,225	96,175	101,175
<b>21</b>	-	101,125	107,115

**LONGEVITY**

Effective July 1, 2012, teachers shall be eligible for non-cumulative longevity compensation after the following years of service in the district:

After twenty (20) years of service = \$1,500

After twenty-five (25) years of service = \$3,000

After thirty (30) years of service = \$4,500

After thirty-five (35) years of service = \$6,000

Teachers already receiving longevity compensation in the 2011–2012 school year shall continue to receive the amount to which they were entitled under the terms of the prior collective negotiations agreement. Thereafter, any entitlement to additional longevity compensation shall be based on the above schedule. Such additional longevity compensation shall be limited to the difference between the scheduled amount and the amount received in the 2011–2012 school year and shall require that the teacher has the required years of service in the district corresponding to that amount.

**APPENDIX A-2:**

**TEACHERS SALARY GUIDES 2024-2025**

<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>
<b>1</b>	63,215	67,040	70,840
<b>2</b>	64,365	68,190	71,990
<b>3-4</b>	65,515	69,340	73,140
<b>5-6</b>	66,665	70,490	74,290
<b>7</b>	67,815	71,640	75,440
<b>8</b>	69,065	72,890	76,690
<b>9</b>	70,315	74,140	77,940
<b>10</b>	72,515	76,340	80,140
<b>11</b>	75,015	78,840	82,640
<b>12-13</b>	77,515	81,340	85,140
<b>14-15</b>	80,225	84,050	87,850
<b>16</b>	83,225	87,050	90,850
<b>17</b>	86,725	90,550	94,350
<b>18-19</b>	90,475	94,300	98,800
<b>20</b>	94,975	97,925	102,925
<b>21</b>	-	102,875	108,865

**LONGEVITY**

Effective July 1, 2012, teachers shall be eligible for non-cumulative longevity compensation after the following years of service in the district:

After twenty (20) years of service = \$1,500

After twenty-five (25) years of service = \$3,000

After thirty (30) years of service = \$4,500

After thirty-five (35) years of service = \$6,000

Teachers already receiving longevity compensation in the 2011–2012 school year shall continue to receive the amount to which they were entitled under the terms of the prior collective negotiations agreement. Thereafter, any entitlement to additional longevity compensation shall be based on the above schedule. Such additional longevity compensation shall be limited to the difference between the scheduled amount and the amount received in the 2011–2012 school year and shall require that the teacher has the required years of service in the district corresponding to that amount.

**APPENDIX A-3:**

**TEACHERS SALARY GUIDES 2025-2026**

<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>
<b>1</b>	64,518	68,343	72,143
<b>2</b>	65,668	69,493	73,293
<b>3</b>	66,818	70,643	74,443
<b>4-5</b>	67,968	71,793	75,593
<b>6-7</b>	69,118	72,943	76,743
<b>8</b>	70,368	74,193	77,993
<b>9</b>	71,618	75,443	79,243
<b>10</b>	73,818	77,643	81,443
<b>11</b>	76,318	80,143	83,943
<b>12</b>	78,918	82,743	86,543
<b>13-14</b>	81,718	85,543	89,343
<b>15-16</b>	84,918	88,743	92,543
<b>17</b>	88,475	92,300	96,100
<b>18</b>	92,225	96,050	100,550
<b>19-20</b>	96,725	99,675	104,675
<b>21</b>	-	104,625	110,615

**LONGEVITY**

Effective July 1, 2012, teachers shall be eligible for non-cumulative longevity compensation after the following years of service in the district:

After twenty (20) years of service = \$1,500

After twenty-five (25) years of service = \$3,000

After thirty (30) years of service = \$4,500

After thirty-five (35) years of service = \$6,000

Teachers already receiving longevity compensation in the 2011–2012 school year shall continue to receive the amount to which they were entitled under the terms of the prior collective negotiations agreement. Thereafter, any entitlement to additional longevity compensation shall be based on the above schedule. Such additional longevity compensation shall be limited to the difference between the scheduled amount and the amount received in the 2011–2012 school year and shall require that the teacher has the required years of service in the district corresponding to that amount.



**APPENDIX A-4:**

**TEACHERS COLUMN ADVANCEMENT**

<b>Base Year 2022-2023</b>	<b>Year One 2023-2024</b>	<b>Year Two 2024-2025</b>	<b>Year Three 2025-2026</b>
			<b>1</b>
		<b>1</b>	<b>2</b>
	<b>1</b>	<b>2</b>	<b>3</b>
<b>1-2</b>	<b>2-3</b>	<b>3-4</b>	<b>4-5</b>
<b>3-4</b>	<b>4-5</b>	<b>5-6</b>	<b>6-7</b>
<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>10-11</b>	<b>11-12</b>	<b>12-13</b>	<b>13-14</b>
<b>12-13</b>	<b>13-14</b>	<b>14-15</b>	<b>15-16</b>
<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>
<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
<b>19</b>	<b>20</b>	<b>21</b>	<b>21</b>
<b>20</b>	<b>21</b>	<b>21</b>	<b>21</b>
<b>21</b>	<b>21</b>	<b>21</b>	<b>21</b>

### Definition of Columns

For teachers hired on or before June 30, 2017:

Column A: Represents the teacher with a B.S. or B.A. Degree.

Column B: Represents a teacher with a B.S. or B.A. plus thirty (30) graduate credits.

Column C: Represents a teacher with a B.S. or B.A. and sixty (60) graduate credits including a Master's degree.

A total of eight (8) of these sixty (60) credits may be other than graduate credits if approved by the Superintendent of Schools.

Credits earned in addition to the thirty (30) required for Column B may be applied to the required number for Column C.

For teachers hired on or after July 1, 2017:

Column A: Represents the teacher with a B.S. or B.A. Degree.

Column B: Represents a teacher with a M.A. Degree.

Column C: Represents a teacher with a M.A. plus thirty (30) graduate credits.

A total of eight (8) of these sixty (60) credits may be other than graduate credits if approved by the Superintendent of Schools.

Credits to advance to Column C must be earned after completing a M.A.

Anticipation of column advancement must be made in writing to the Superintendent of Schools by October 15th of the year preceding said advancement, and said advancement shall take place in September of the following year.

Each teacher will advance to the next step on the salary guide upon recommendation of the Superintendent of Schools. Whenever a person shall accept a teaching position, his or her initial place on the salary guide shall be in accordance with State Law, N.J.S.A. 18A:28-5.

Withholding of increments or the adjustment increment or both will be in accordance with State Law, N.J.S.A. 18A:29-14.

**APPENDIX B-1:**

**SECRETARIAL SALARY GUIDE 2023-2024**

<b>Step</b>	<b>Salary</b>
<b>1</b>	50,481
<b>2</b>	51,570
<b>3</b>	52,690
<b>4</b>	53,841
<b>5</b>	55,024
<b>6</b>	56,241
<b>7</b>	57,492
<b>7A</b>	59,065
<b>8</b>	60,638

Full-time 10-month secretary - .86 of appropriate step

Effective July 1, 2012, secretaries shall be eligible for non-cumulative longevity compensation after the following years of service in the district:

After nine (9) years of service = \$1,100

After twelve (12) years of service = \$2,200

After fifteen (15) years of service = \$3,300

After eighteen (18) years of service = \$4,400

Secretaries already receiving longevity compensation in the 2011-2012 school year shall continue to receive the amount to which they were entitled under the terms of the prior collective negotiations agreement. Thereafter, any entitlement to additional longevity compensation shall be based on the above schedule. Such additional longevity compensation shall be limited to the difference between the scheduled amount and the amount received in the 2011-2012 school year and shall require that the secretary has the required years of service in the district corresponding to that amount.

**APPENDIX B-2:**

**SECRETARIAL SALARY GUIDE 2024-2025**

<b>Step</b>	<b>Salary</b>
<b>1</b>	52,073
<b>2</b>	53,162
<b>3</b>	54,282
<b>4</b>	55,433
<b>5</b>	56,616
<b>6</b>	57,833
<b>7</b>	59,084
<b>7A</b>	60,657
<b>8</b>	62,230

Full-time 10-month secretary - .86 of appropriate step

Effective July 1, 2012, secretaries shall be eligible for non-cumulative longevity compensation after the following years of service in the district:

After nine (9) years of service = \$1,100

After twelve (12) years of service = \$2,200

After fifteen (15) years of service = \$3,300

After eighteen (18) years of service = \$4,400

Secretaries already receiving longevity compensation in the 2011-2012 school year shall continue to receive the amount to which they were entitled under the terms of the prior collective negotiations agreement. Thereafter, any entitlement to additional longevity compensation shall be based on the above schedule. Such additional longevity compensation shall be limited to the difference between the scheduled amount and the amount received in the 2011-2012 school year and shall require that the secretary has the required years of service in the district corresponding to that amount.

**APPENDIX B-3:**

**SECRETARIAL SALARY GUIDE 2025-2026**

<b>Step</b>	<b>Salary</b>
<b>1</b>	53,646
<b>2</b>	54,735
<b>3</b>	55,855
<b>4</b>	57,006
<b>5</b>	58,189
<b>6</b>	59,406
<b>7</b>	60,657
<b>7A</b>	62,230
<b>8</b>	63,803

Full-time 10-month secretary - .86 of appropriate step

Effective July 1, 2012, secretaries shall be eligible for non-cumulative longevity compensation after the following years of service in the district:

After nine (9) years of service = \$1,100

After twelve (12) years of service = \$2,200

After fifteen (15) years of service = \$3,300

After eighteen (18) years of service = \$4,400

Secretaries already receiving longevity compensation in the 2011-2012 school year shall continue to receive the amount to which they were entitled under the terms of the prior collective negotiations agreement. Thereafter, any entitlement to additional longevity compensation shall be based on the above schedule. Such additional longevity compensation shall be limited to the difference between the scheduled amount and the amount received in the 2011-2012 school year and shall require that the secretary has the required years of service in the district corresponding to that amount.

**APPENDIX C-1:**

**CUSTODIAL SALARY GUIDE 2023-2024**

<b>Step</b>	<b>Salary</b>
<b>1</b>	46,468
<b>2-3</b>	46,868
<b>4-5</b>	47,268
<b>6</b>	47,668
<b>7</b>	48,963
<b>8</b>	50,308
<b>9-10</b>	51,703
<b>11-12</b>	53,296
<b>13</b>	54,890
<b>14</b>	56,483
<b>15-16</b>	58,076

Effective July 1, 2012, custodians not previously eligible shall be eligible for non-cumulative longevity compensation after the following years of service in the district:

After fifteen (15) years of service = \$1,500

After eighteen (18) years of service = \$3,000

After twenty-one (21) years of service = \$4,500

After twenty-four (24) years of service = \$6,000

Custodians already receiving longevity compensation in the 2011-2012 school year shall continue to receive the amount to which they were entitled under the terms of the prior collective negotiations agreement. Thereafter, any entitlement to additional longevity compensation shall be based on the above schedule. Such additional longevity compensation shall be limited to the difference between the scheduled amount and the amount received in the 2011-2012 school year and shall require that the custodian has the required years of service in the district corresponding to that amount.

Custodians working the 3:00 p.m. to 11:00 p.m. shift shall receive a pay differential of six hundred dollars (\$600) per year.

**APPENDIX C-2:**

**CUSTODIAL SALARY GUIDE 2024-2025**

<b>Step</b>	<b>Salary</b>
<b>1</b>	48,426
<b>2</b>	49,176
<b>3-4</b>	49,926
<b>5-6</b>	50,676
<b>7</b>	51,876
<b>8</b>	53,076
<b>9</b>	54,276
<b>10-11</b>	55,476
<b>12-13</b>	56,676
<b>14</b>	57,876
<b>15-16</b>	59,076

Effective July 1, 2012, custodians not previously eligible shall be eligible for non-cumulative longevity compensation after the following years of service in the district:

After fifteen (15) years of service = \$1,500

After eighteen (18) years of service = \$3,000

After twenty-one (21) years of service = \$4,500

After twenty-four (24) years of service = \$6,000

Custodians already receiving longevity compensation in the 2011-2012 school year shall continue to receive the amount to which they were entitled under the terms of the prior collective negotiations agreement. Thereafter, any entitlement to additional longevity compensation shall be based on the above schedule. Such additional longevity compensation shall be limited to the difference between the scheduled amount and the amount received in the 2011-2012 school year and shall require that the custodian has the required years of service in the district corresponding to that amount.

Custodians working the 3:00 p.m. to 11:00 p.m. shift shall receive a pay differential of six hundred dollars (\$600) per year.

**APPENDIX C-3:**

**CUSTODIAL SALARY GUIDE 2025-2026**

<b>Step</b>	<b>Salary</b>
<b>1</b>	50,126
<b>2</b>	50,876
<b>3</b>	51,626
<b>4-5</b>	52,376
<b>6-7</b>	53,476
<b>8</b>	54,576
<b>9</b>	55,676
<b>10</b>	56,776
<b>11-12</b>	57,876
<b>13-14</b>	59,076
<b>15-16</b>	60,276

Effective July 1, 2012, custodians not previously eligible shall be eligible for non-cumulative longevity compensation after the following years of service in the district:

After fifteen (15) years of service = \$1,500

After eighteen (18) years of service = \$3,000

After twenty-one (21) years of service = \$4,500

After twenty-four (24) years of service = \$6,000

Custodians already receiving longevity compensation in the 2011-2012 school year shall continue to receive the amount to which they were entitled under the terms of the prior collective negotiations agreement. Thereafter, any entitlement to additional longevity compensation shall be based on the above schedule. Such additional longevity compensation shall be limited to the difference between the scheduled amount and the amount received in the 2011-2012 school year and shall require that the custodian has the required years of service in the district corresponding to that amount.

Custodians working the 3:00 p.m. to 11:00 p.m. shift shall receive a pay differential of six hundred dollars (\$600) per year



**APPENDIX D:**

**EXTRA CURRICULAR SALARY GUIDE 2023-2026**

	<b><u>2023-2024</u></b>	<b><u>2024-2025</u></b>	<b><u>2025-2026</u></b>
Athletic Director	\$ 6,400	\$ 6,450	\$ 6,500
Intramurals (2)	\$ 1,100	\$ 1,200	\$ 1,300
Math Counts	\$ 1,100	\$ 1,200	\$ 1,300
Yearbook Co-Advisors (2)	\$ 2,700	\$ 2,750	\$ 2,800
Digital School Newspaper Co-Advisors (2)	\$ 2,700	\$ 2,750	\$ 2,800
Law Adventure Advisor	\$ 1,100	\$ 1,200	\$ 1,300
TREP\$ Facilitator	\$ 1,100	\$ 1,200	\$ 1,300
Leo Club Advisor	\$ 1,200	\$ 1,300	\$ 1,400
BTV Advisor	\$ 2,300	\$ 2,350	\$ 2,400
Photography Club Advisor	\$ 1,100	\$ 1,200	\$ 1,300
Lego Team Advisor	\$ 1,500	\$ 1,600	\$ 1,700
Lego Team Advisor Assistant	\$ 700	\$ 800	\$ 900
Student Council Advisor	\$ 2,300	\$ 2,350	\$ 2,400
School Store Advisor	\$ 2,300	\$ 2,350	\$ 2,400
Choreographer	\$ 1,500	\$ 1,600	\$ 1,700
Hillside Ecology Center Coordinator	\$ 3,600	\$ 3,650	\$ 3,700
Brookside Ecology Center Coordinator	\$ 3,600	\$ 3,650	\$ 3,700
Table Tennis	\$ 1,100	\$ 1,200	\$ 1,300
Fall Play Advisor	\$ 1,900	\$ 2,100	\$ 2,300
Mentor (not NJDOE-required for certification); will be compensated at same rate as specified in NJ Provisional Teacher Process if greater than rate specified herein	\$ 550	\$ 550	\$ 550
Academic Support (40-minute period before contractual start time, 1 day per week (38 sessions))	\$ 2,000	\$ 2,100	\$ 2,200
Coaching	\$ 3,600	\$ 3,650	\$ 3,700
Boys Soccer			
Girls Soccer			
Boys/Girls Track			
Boys/Girls Cross Country			
Boys Basketball			
Girls Basketball			
Baseball			
Softball			
Girls Volleyball			
Wrestling			

All new clubs and/or sports and their stipends shall be mutually agreed upon between the Allendale Board of Education and the Allendale Education Association.

**Music Stipends**

	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>
<u>Vocal Music</u>			
A Capella Choir Director	\$ 3,100	\$ 3,200	\$ 3,300
Director of Play	\$ 1,900	\$ 2,100	\$ 2,300
Musical Director of Play	\$ 1,900	\$ 2,100	\$ 2,300
<u>Instrumental Music – Upper Grades</u>			
Producer of Play (Inclusive of Instrumental Music – Upper Grades Stipend)	\$ 1,900	\$ 2,100	\$ 2,300
Instrumental Music – Middle Grades	\$ 4,300	\$ 4,400	\$ 4,500

Instrumental music – Upper Grades shall include students in Grades 6, 7 and 8 who participate in band, the wind ensemble, and one (1) additional ensemble, such as the string ensemble or the brass ensemble, which shall each hold meetings and rehearsals after the conclusion of the formal school day.

Instrumental music – Middle Grades shall include students in Grades 4 and 5 who participate in band and one (1) additional ensemble, such as the jazz band, which shall each hold meetings and rehearsals before the start of the formal school day.

Vocal Music shall include the A Cappella choir and the Spring Musical, as well as the position of Spring Musical Director, who shall assume the responsibility for all students who participate in the Spring Musical. Students participating in the Spring Musical and the A Cappella choir shall hold meetings and rehearsals before the start and after the end of the formal school day.

If the vocal music and/or instrumental music positions are reorganized to require the performance of duties during the workday, the stipends shall be adjusted in an amount to be negotiated by the President of the Association and the Board.

## **APPENDIX E:**

### **STATUTORY PROVISIONS**

**The following statutory provisions may be applicable to and should be reviewed in connection with the terms of this collective negotiations agreement:**

**N.J.S.A. 18A:6-8.5. Requirements for receipt of employee tuition assistance, additional compensation**

In order for a board of education to provide to an employee tuition assistance for coursework taken at an institution of higher education or additional compensation upon the acquisition of additional academic credits or completion of a degree program at an institution of higher education:

- a) The institution shall be a duly authorized institution of higher education as defined in section 3 of P.L.1986, c.87 (C.18A:3-15.3);
- b) The employee shall obtain approval from the superintendent of schools prior to enrollment in any course for which tuition assistance is sought. In the event that the superintendent denies the approval, the employee may appeal the denial to the board of education.

In the case of a superintendent, the approval shall be obtained from the board of education; and

- c) The tuition assistance or additional compensation shall be provided only for a course or degree related to the employee's current or future job responsibilities.

**N.J.S.A. 18A:30-3.6. Cap on compensation for unused sick leave from board of education**

Notwithstanding any law, rule or regulation to the contrary, a board of education, or an agency or instrumentality thereof, shall not pay supplemental compensation to any officer or employee for accumulated unused sick leave in an amount in excess of \$ 15,000. Supplemental compensation shall be payable only at the time of retirement from a State-administered or locally-administered retirement system based on the leave credited on the date of retirement. This provision shall apply only to officers and employees who commence service with the board of education, or the agency or instrumentality thereof, on or after the effective date [May 21, 2010] of P.L.2010, c.3. This section shall not be construed to affect the terms in any collective negotiations agreement with a relevant provision in force on that effective date.