

**DOVER BOARD OF
EDUCATION
&
DOVER EDUCATION
ASSOCIATION

AGREEMENT**

July 1, 2023 - June 30, 2028

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THIS AGREEMENT, entered into as of the first day of July, 2023 by and between the BOARD OF EDUCATION OF THE TOWN OF DOVER, NEW JERSEY, hereinafter called the "Board," and the DOVER EDUCATION ASSOCIATION, hereinafter, called the 'ASSOCIATION.'" This contract shall be in effect from July 1, 2023 through June 30, 2028.

ARTICLE I

RECOGNITION

- A. The Board of Education of the Town of Dover hereby recognizes the Dover Education Association as the exclusive representative for collective negotiations, as defined by the New Jersey Public Employer-Employee Relations Act, N.J.S.A. 34:13A-1, et seq., for all non-supervisory certificated personnel, security guards, teacher aides and instructional assistants under contract to, or on leave from the Board of Education of the Town of Dover, collectively referred to as "covered staff members," but references to specific job titles refer only to individuals in those positions.

Part-time teachers shall be entitled to their pro rata share of salary and insurance benefits as set forth herein as permitted under N.J. statutes.

ARTICLE II

NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations in accordance with the New Jersey Public Employer-Employee Relations Act, N.J.S.A. 34:13A-1, et seq., in a good faith effort to reach agreement on all matters concerning the terms and conditions of covered staff members' employment. Neither party is required to negotiate any item after this agreement is signed. Negotiations for the successor agreement shall begin as per PERC starting date. Any Agreement so negotiated shall, after ratification, apply to all covered staff members , as defined in Article I, be reduced to writing, be signed by the Board President and the Association President.
- B. During the negotiation, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counter proposals. The Board shall make available to the Association pertinent public records and public information of the Dover School District as reasonably requested by the Association.

ARTICLE III

GRIEVANCE PROCEDURE

- A. **DEFINITION:**

A "Grievance" shall mean a complaint by the Association as majority representative on behalf of an employee of the Dover Board of Education that there has been to such employee a

personal loss or injury affecting terms and conditions of employment as a result of the misinterpretation, inequitable application, or violation by the Board or its Administrators, of a policy, agreement, or administrative decision affecting him or her, except that the term "Grievance" shall not apply to: (a) any matter which according to law is either beyond the scope of the Board authority or which according to law is limited to unilateral action by the Board alone; (b) a complaint of a non-tenured employee which arises by reason of his or her not being re-employed; (c) or a complaint by any employee occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required; (d) any rule or regulation of the Commissioner of Education or the State Board of Education. A grievance to be considered under this procedure must be initiated by the Association as representative of the employee within thirty (30) school days of its occurrence.

B. PROCEDURE:

1. (a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit shall permit the aggrieved employees to proceed to the next step. 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 employee of the decision rendered at that step.

(b) It is understood that employees shall, during and notwithstanding the pendency of any grievances, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

(c) When the resolution of a grievance affects more than the employee who filed the grievance, then such resolution shall apply to all affected employees identified by the Association as soon as possible during the grievance process and confirmed by the Board as affected.

(d) An aggrieved employee is to be present at all stages of the grievance procedure and may be represented at all stages of the grievance procedure by him/herself or, at his/her option, by a representative selected by him/her. When the Association does not represent an aggrieved employee, the Association shall have the right to be present and to state its views commencing at the Superintendent's level.
2. Any employee who has a grievance shall first discuss it with the Principal or immediate Supervisor, where appropriate, individually or through the Association, in an attempt to resolve the matter informally at that level.
3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days, the grievance shall be set forth in writing within

ten (10) school days of the date of discussion, to the Principal or Supervisor specifying:

- (a) The nature of the grievance
- (b) The date of the incident giving rise to the grievance
- (c) The date the grievance was filed
- (d) The specific contract provision and/or Board Policy allegedly violated
- (e) The nature and extent of the injury or loss
- (f) The results of previous discussions
- (g) His or her dissatisfaction with decisions previously rendered
- (h) Relief sought
- (i) All relevant documents should be attached as soon as possible
- (j) Identify all affected employees as soon as possible.

The Principal or Supervisor, too, must communicate his/her decision to the employee in writing within five (5) school days of receipt of the written grievance.

4. The employee, not later than five (5) school days after receipt of the Principal or Supervisor's decision, may appeal the Principal or Supervisor's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing reciting the matter submitted to the Principal as specified above and his or her dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible but within a period not to exceed ten (10) school days. The Superintendent of Schools shall communicate his decision in writing to the employee and the Principal.
5. If the grievance is not resolved satisfactorily, the Association may appeal the decision to the Board of Education within ten (10) school days of receiving the Superintendent's decision.
6. All requests to the Board of Education shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the Board of Education. The Board or a committee thereof, shall review the grievance and shall, at the written request of the grievant, hold a hearing with the employee and render a decision, in writing, within twenty-five (25) school days of the receipt of the grievance by the Board or of the date of the hearing with the employee, whichever comes later.

7. If the employee is dissatisfied with the decision of the Board of Education, the Association may request the appointment of an arbitrator, such request to be made known to the Superintendent no later than ten (10) school days after the decision, in writing, of the Board of Education was made known.

The following procedure will be used to secure the services of an arbitrator:

(a) A request will be made to the Public Employment Relations Commission (PERC) to submit a roster of persons qualified to function as an arbitrator in the dispute in question.

(b) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the Public Employment Relations Commission to submit a second roster of names.

(c) If the parties are unable to determine, with ten (10) school days of the initial request for arbitration a mutually satisfactory arbitrator from the second submitted list, the Public Employment Relations Commission may be requested by either party to designate an arbitrator. The arbitrator shall limit himself/herself to issues submitted to him/her, and shall consider nothing else. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasons and conclusions of the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law, or which is violative of the terms of this Agreement. The arbitrator shall have no power or authority to add to, nor to subtract from nor to modify any of the terms of this Agreement or any Policy of the Board of Education. The arbitrator may recommend a monetary award; however, the arbitrator shall have no power or authority to make recommendations to change Schedules "A", "B", "C", or "D" or any other fixed monetary rate or schedule set forth in this Agreement. The decision of the arbitrator shall be final and binding. Only the Board of Education and the aggrieved and his/her representative shall be given copies of the arbitrator's report of findings and recommendations.

8. Costs:

(a) Each party will bear the total cost incurred by itself.

(b) The fees and expenses of the arbitrator are the only costs, which will be shared. Such costs will be shared equally between the Board of Education and the Association.

(c) If time is lost by any employee due to arbitration proceedings necessitating the retention of a substitute, the Board of Education will pay only the cost of the substitute. The time lost by the employee must either be without pay or charged to personal time.

ARTICLE IV

EMPLOYEE ABSENCE

A. SICK LEAVE:

1. Sick leave is hereby defined to mean the absence from his or her post of duty, of any person because of personal disability due to illness or injury, or because he or she has been excluded from school by the school district's medical authorities on account of a contagious disease or of being quarantined for such disease in his or her immediate household.
2. Employees shall be entitled to ten (10) sick days leave per year without loss of pay.
3. An employee whose contract is effective after the beginning of the school year shall be allowed one (1) day of sick leave for each remaining month of the contract period.
4. All unused sick leave time shall accumulate, without limit.
5. Accumulation of sick leave allowance shall be based on consecutive years of service. An employee shall be considered as rendering consecutive service as long as he/she does not retire, nor is terminated by the Board.
6. A leave of absence does not constitute an interruption of service but during a leave of absence there shall be no accumulation of sick leave.
7. Compensation for unused sick leave to be received as follows:
 - (a) Upon retirement as defined by Teachers' Pension and Annuity Fund rules and regulations, tenured teachers shall be compensated at the rate of one half ($\frac{1}{2}$) the initial substitute pay for each day of unused sick leave up to a maximum of ten thousand (\$10,000) dollars. Notice of retirement must be provided to the Board by December 31st of the school year in which the member plans to retire. If timely notice is not provided, payment for unused sick leave will be made within 12 months of retirement. Such notice can be waived by the Board for a good reason acceptable to the Board. Payment shall be made in one lump sum during the month following retirement or in an alternate manner mutually acceptable to both the retiree and the Board.

(b) In the event a tenured employee should die prior to retirement, the sick leave benefit as computed in Paragraph 7(a) of Article IV shall be paid to the beneficiary previously designated as such in writing by the employee, or, if there has been no such designation, then to the employee's Estate.

B. PROFESSIONAL LEAVE:

1. The purpose of professional leave shall be for the improvement of instruction and/or for professional staff development in the Dover Public Schools.
2. Employees may receive, at the discretion of the Principal and with concurring approval from the Superintendent of Schools, leave without loss of pay for visiting and observing in other schools, attending professional conferences, workshops, and/or seminars.
3. Professional leave applications shall be made in writing to the respective building principal for approval or denial. Employees shall submit applications no less than fifteen (15) school days, nor more than forty-five (45) school days, before the date requested. The principal shall forward all such applications to the Superintendent. The building principal shall return a copy of the application form to the applying employee within ten (10) school days of receipt of the application by the principal.

C. PERSONAL LEAVE WITH PAY:

1. Employees shall be entitled to three (3) days leave per year. These days shall be without reason unless any leave falls immediately before or after a school holiday, a recess or vacation period, or the start or end of the student school year. A Friday and a Monday cannot be combined, without a reason, to extend a weekend. During these times, employees shall be entitled to such leave days only for any of the reasons listed below:

- Religious Holiday
- Court Subpoena
- Marriage of employee or member of immediate family
- Illness in immediate family
- Emergencies
- Moving of employee's household
- Employee's mortgage closing
- Settlement of Estate
- Death of family member or friend not covered in IV.C.2. or C.3
- College graduation of child, self or spouse

Employees seeking personal leave with pay shall request same via the District's absence reporting system at least three (3) school days prior to the date requested. With the exception of leave for religious purposes or a stated emergency reason,

personal leave with pay shall be limited to ten percent (10%) of the professional staff per school, per day. Shared staff will not be counted in the computation for the 10% limitation.

In the event an employee seeking personal leave with pay fails to make a timely request at least three (3) school days prior to the date requested, such leave request shall be deemed an "emergency" request for which a reason is required.

An individual request for an extension of personal leave in excess of three (3) days and/or the 10% professional staff limitation may be granted at the sole discretion of the Superintendent whose decision shall be final and cannot be grieved.

2. Employees shall be entitled to up to five(5) working days leave per occurrence, in the event of death in the immediate family. NOTE "Immediate Family" shall mean: father, mother, domestic partner, spouse, child, stepchild, brother, sister, mother or father-in-law, brother-in-law, sister-in-law, grandparent, grandchild, or any member of the employee's immediate household. Staff members who experience a miscarriage shall be entitled to up to three (3) working days per occurrence.
3. Employees shall be entitled to one (1) working day leave per occurrence, in the event of death of an aunt, uncle, cousin, niece, nephew or ex-spouse.
4. Personal leave is not cumulative. However, personal leave days provided for in Section C.1., above, which are unused as of June 30th, shall be added to each covered staff member's accumulated sick leave each June 30th.
5. For any employees who must take an emergency personal day, an administrator must be contacted as soon as possible and the absence will be noted in the on-line absence reporting system.

Employees returning to work after an emergency personal day must make an appropriate entry in the on-line absence reporting system

6. Effective July 1, 2023, all employees (teachers, paraprofessionals, and security staff) shall receive two (2) family illness days per year. Only one (1) of the family illness days shall be converted to a sick day if unused by the end of the school year.

D. JURY DUTY:

1. Employees called to jury duty shall be excused at full pay less the stipend paid by the court. Proof of jury service is required.

E. CHILD BIRTH AND CHILD REARING LEAVE:

1. Only the period of doctor certified disability connected with childbirth will be charged to the employee's accumulated paid sick leave, if available.
2. If requested, tenured teachers shall be granted child care leave without pay for the remainder of the contract year in which the birth occurs, or in the case of adoption, de facto custody is obtained, or sooner if necessary to fulfill requirements of the adoption.
3. If requested, tenured teachers shall be granted child care leave without pay for the full academic year immediately following the year of the birth or adoption of the employee's child provided the employee gives written notice to the Board of the request prior to April 15th of the year of the birth or adoption, or within thirty (30) days of the birth or adoption if it occurs after April 15th.
4. Child rearing leaves as provided for in paragraphs 2 and 3 are included within the rights provided by the New Jersey and Federal Family Leave Acts and may not be used to extend the time allowed in paragraphs 2 and 3 above.

F. ASSOCIATION LEAVE DAY:

The Association may receive six (6) days leave during any contract year for the purpose of having any covered staff member appear in litigation pending before the New Jersey Public Employment Relations Commission, arbitration, and matters of a similar nature. The Association agrees to pay for the cost of any substitute for a covered staff member using any such Association leave day. Association leave days shall not accumulate from year to year.

G. HALF DAYS

Sick and personal days (paragraphs A and C of this Article) may be taken in half day increments by covered staff members.

H. HEALTH INSURANCE CONTRIBUTIONS

Employees taking a leave of absence will be responsible for contributing to their health insurance premium beginning on the 1st of the month following the start of the leave, provided a minimum of 15 days from the start of the leave have elapsed. Otherwise, the payment will begin the following month.

ARTICLE V

SALARIES

1. Salary Schedules A, B, C, D, E, F, and G are attached. Salary Schedules A and G represent increases of 3.1% each year, effective July 1, 2023 through June 30, 2028. Salary Schedule F

represents an increase of 5.5%, effective July 1, 2023 and increases of 4.25% each year thereafter, effective July 1, 2024 through June 30, 2028. The rates for salary schedules B, C, D and E are noted therein and will remain fixed for the duration of the contract.

Part-time teachers shall receive their pro-rata share of the amounts set forth above.

2. Advancement on Salary Guides is contingent upon satisfactory performance as determined through administrative evaluation.
3. The Board agrees to implement an electronic direct deposit program to wire employee's payroll checks to the bank designated by each employee, including Visions Federal Credit Union.

ARTICLE VI

INSURANCE PROTECTION

1. All eligible employees shall have the option of choosing the Educator Health Plan (Chapter 44) or the Garden State Health Plan. Eligible employees may also choose to remain in the Chapter 78 insurance plan. The Board shall make available to all eligible employees and their dependents, group coverage equal to or greater than that provided by the Public and School Employees Health Benefit Act of the State of New Jersey.

Effective February 1, 2023, instructional aides who are regularly scheduled to work 25 to 29 hours per week, exclusive of lunch, will be eligible for single-only medical benefits with the benefits provided by the District to other eligible employees. Plan enrollment and premium contributions for the eligible aides will be in accordance with their date of hire and applicable law. Eligible aides may purchase coverage for dependents by paying 100% of the difference in premium between single only and the level of coverage they select (for example: family, 2 adult, parent/child). This provision applies only to instructional aides that are regularly scheduled to work 25 to 29 hours per week and to no other less than full time employees.

Instructional aides may also waive health insurance coverage in accordance with Article VI Number 4 of this CBA.

Insurance carriers are as follows:

Horizon Blue Cross/Blue Shield or CIGNA Healthcare (HMO Choice)

The Board shall pay the full cost of this insurance protection for all eligible staff and any dependents.

Office visits shall be a \$15.00 co-pay in both health plans.

Deductibles shall be 200/400 in both health plans.

Part-time eligible employees receiving a prorated share of payment for benefits may pay for dependent insurance protection through employee contributions to a Board established 125 Cafeteria Plan.

2. A Dental Plan will be provided and paid for by the Board, for eligible employees only, up to the agreed upon maximum annual premium cost of six hundred (\$600) per employee. Upon notification from the insurance carrier of any increase in such costs during the term of this Agreement, the maximum annual premium cost specified herein will be adjusted to reflect such increase. Should the current carrier of dental insurance permit now, or for the duration of this contract, employee payment of dependent coverage, this service will be made available. Employees may elect dependent dental coverage through employee contributions to a Board established 125 Cafeteria Plan. Employees electing to change dental coverage may do so only one time per year at a time to be established by the Board. The carrier for this dependent dental coverage will be selected by the Dover Board of Education with Dover Education Association input. The Board shall pay the prorated amount for part-time employees in the amounts described above.
3. The Board may change insurance carriers providing equivalent coverage is maintained and the Board will give the Association sufficient notification of any intended change.
4. Each school year, covered staff members may choose to "opt-out" of insurance benefits. Members choosing to "opt-out" will be required to sign a release indicating that their dependents are covered under another health benefit program. Covered staff members shall be told how to re-enroll in health benefits if needed, and members are responsible for informing the Board Secretary of any changes in circumstances regarding health benefits. Employees who are not employed during the full year (September 1 – August 31) and choose the waiver shall have their payments prorated accordingly. This applies to new hires after September 1 and any employment termination that is effective prior to August 31. Employees who choose the waiver and are on unpaid leave of absence without medical benefits shall have their payments prorated as well.

Each school year, the Board shall pay covered staff members for the "opt-out" as follows: 25% of the employer savings for that employee, or \$5,000, whichever is less.
5. Employees shall contribute to health insurance at 90% of the Chapter 78 Tier IV deductions/rates, effective January 1, 2019. Contributions at this deduction/rate shall continue until a different formula is negotiated between the parties.

ARTICLE VII

DEDUCTIONS FROM SALARY

1. The Board agrees to deduct from the salaries of its teachers, security guards, teacher aides and instructional assistants, dues for the Dover Education Association, the Morris County Council of Education Associations, the New Jersey Education Association, and the National Education Association, as said covered staff members individually and voluntarily authorize. Said monies, together with current records of any changes, shall be transmitted to such person as may be designated by the Dover Education Association, by the 15th of each month following the monthly pay period in which deductions were made.
2. Each of the Associations named above shall certify to the Board in writing, the current rate of its membership dues by July 1st, for the school year beginning that September 1st.
3. The Association shall indemnify, defend, and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall rise out of or by reason of action taken by the Board in reliance upon payroll deduction authorization cards submitted by the Association to the Board.
4. Subject to law, the Board agrees to purchase a tax-sheltered annuity on behalf of any teacher who individually and voluntarily agrees to a deduction from his or her salary for such purpose, which tax sheltered annuity program shall be with a company chosen by the Association.
5. Subject to law, the Board agrees that any deduction from salary made pursuant to a summer payment plan shall be deposited with Visions Federal Credit Union.

ARTICLE VIII

TUITION/WORKSHOP REIMBURSEMENT

A. **TUITION REIMBURSEMENT:**

To provide the opportunity for continued and additional growth in areas of study which should result in benefits to the educational program, a full-time teacher possessing a lifetime New Jersey teaching license and pursuing graduate study shall be entitled to full or partial reimbursement for all or part of the cost of accredited courses as detailed below taken between July 1 and June 30 under following conditions:

1. Reimbursement is limited to courses for which a grade of A or B has been earned, or a grade of Pass under a Pass-Fail System, as determined by an official transcript or grade report.

2. Each fully licensed teacher is limited to six (6) credit hours per school year, reimbursed at up to the current in-state rate of tuition at Rutgers University for that academic year. Costs of late fees, non-subject area textbooks, travel expenses and other associated expenses are not subject to reimbursement. Textbooks in the specific subject area taught by the teacher shall be reimbursed, and remanded to the school professional library.
3. All courses must be taken at a fully accredited college or university.
4. In order to receive reimbursement, the applicant must be in the employ of the District at the time the reimbursement is to be made and must present a receipt of payment from the college or university, together with an official transcript or letter from the Registrar's Office and claim form. The Registrar's letter must be followed with the official transcript or grade report. An applicant who wishes to be reimbursed for graduate credits taken during the spring or summer of any given year must be granted and have accepted an employment contract for the following year.
5. Notification of intent to take specific courses shall be submitted to the Principal and approval received prior to registration. Approval of courses shall be the prerogative of the Superintendent.
6. The Board will make every effort to have payment made within sixty (60) days from the date of receipt of complete documentation.
7. Employees who voluntarily leave the District's employ within two years of receiving tuition reimbursement must repay the District 50% of the payment received. Employees who voluntarily leave the District's employ within one year of receiving tuition reimbursement must repay the District 100% of the payment received.

B. WORKSHOP COURSES:

1. Where course credit is not given, reimbursement or travel costs are to be decided individually by the Board of Education. In an emergency case, the decision is to be left to the Superintendent of Schools. Travel mileage reimbursement shall be paid at the IRS or OMB rates, as mandated at the specific time by the State of New Jersey, and shall be calculated from Dover. Each July 1st, the mileage reimbursement rate shall be adjusted to reflect the then current rate. The reimbursement rate for attendance at no-credit workshops shall be one hundred dollars (\$100.00).
2. There shall be no per diem or other reimbursement for attendance at the NJEA Convention.

3. If the district requires a teacher to attend summer Professional Development or a workshop course during summer recess, the district will pay for registration, and pay per diem salary of \$110/day.

C. BOARD SPONSORED COURSES:

The Board sponsors the following courses and programs of study for teachers and paraprofessionals ("Board Sponsored Courses"): an Orton Gillingham program at Fairleigh Dickinson University, a Bilingual/ESL program at The College of New Jersey, and a Special Education program at Centenary University.

1. Board Sponsored Courses taken by teachers at the institutions listed above will not be subject to the six (6) credit hours per year limit in Article VIII, Section A (2).
2. The six (6) credit hours per year limit will remain in effect for all non-Board Sponsored Courses taken by full-time teachers for which reimbursement is sought pursuant to Article VIII.
3. Paraprofessionals may take Board Sponsored Courses and are not limited to six (6) credit hours per year for such courses, but they are not otherwise eligible for tuition assistance pursuant to Article VIII.
4. Other than the credit hour limit, all of the requirements of Article VIII apply to the Board Sponsored Courses taken by teachers and paraprofessionals and continue to apply to other accredited graduate courses taken by full-time teachers.
5. If Board sponsorship for any or all of the Board Sponsored Courses is terminated, this Section C will no longer apply to the terminated courses or programs of study. However, in the event board sponsorship for a particular course is terminated while the course is in-session, any teacher or paraprofessional enrolled in and actively taking that class will be permitted to complete it.

ARTICLE IX

TEACHER WORK YEAR

The teacher work year shall consist of one hundred eighty-nine (189) days, including four (4) snow days. If the snow days are not used, the school year shall be reduced accordingly. The Board retains the right to respond to an emergency after the winter months and implement unused snow days as needed. Teacher reporting days shall be 185 and student-teacher contact days shall be 180. Five (5) days are to be used for in-service programs, at least two of which are to be jointly developed with DEA input. The District shall retain the ability to plan single session days for Professional Development throughout the school year to complete Vector training or any other state mandated trainings that are required.

The last day of school for students and staff shall be a full day for teachers and a half day for students.

Teachers shall have a ½ day before the Christmas break.

Effective July 1, 2023, there shall be one single session day for students per semester to be scheduled by the Administration, not connected with a faculty meeting, for mandatory data compilation, and for:

- Student Growth Objective
- Vector Training

with the standard early dismissal time for students, a standard lunch period and a full day dismissal time for staff.

Teachers new to the District may be required to attend two (2) additional orientation days in their first year of service. Session dates will be provided at convocation at the beginning of the school year. Sessions shall not exceed two (2) hours in length, and will be held once per semester. Any employee hired after March 1st will only be required to attend one (1) session.

The DEA and the Board agree to comply with applicable laws and regulations concerning professional development committees.

ARTICLE X

WORK HOURS AND WORKLOAD

- A. The in-school work day shall not exceed the following times which shall include for full-time teachers, a daily duty-free lunch period. The teacher lunch period will match the time provided to the students for lunch, and will not be less than 30 minutes in length.
1. In the high school, seven hours and twenty minutes;
 2. In the middle school, seven hours and five minutes;
 3. In the elementary schools, seven hours.

The arrival and departure times will be determined at the sole discretion of the Board. However, teachers shall be permitted to leave five (5) minutes after student dismissal time only on the following dates provided they have completed their professional obligations:

1. On the day the Pre-K – 6 teachers perform morning duty assignment.
 2. On the day the teacher has evening conferences scheduled on a school-wide basis, or any day teachers are required to return in the evening.
 3. On the day preceding any recess or holiday.
- B. 1. Subject to Paragraph C of this Article and to the provisions of this Agreement:

(a) High School teachers shall have one (1) daily preparation period equal in length to an instructional period. In addition, for so long as the school day consists of eight (8) periods or more, High School teachers shall have one (1) daily "on call" period.

(b) High School teachers assigned to a sixth teaching assignment shall be relieved of their duty assignment and shall not be assigned an "on-call" period.

(c) Middle School teachers shall receive one (1) daily preparation period equal in length to a period as defined by the bell schedule for Dover Middle School.

(d) Middle School teachers assigned to a sixth (6th) teaching assignment shall be relieved of their duty assignment.

(e) Effective July 1, 2005, on single session days, elementary schools shall have a thirty (30) minute guaranteed preparation period.

The last two (2) student school days each in June shall be single-session days.

Teachers without a substitute teacher, certificated paraprofessional, or instructional assistant, who are assigned three (3) hours or more of uninterrupted student contact time; shall be relieved for ten (10) minutes during that contact time.

All elementary teachers (Early Childhood - Grade 6) shall be guaranteed a forty (40) minute uninterrupted preparation period per day. In the event an elementary teacher loses a preparation period because of the absence of a specialist or other class coverage; he/she shall be paid twenty-eight (\$28.00) dollars for each such period lost. That part of the teacher's work day, which is prior to the start of the student day and which is after the end of the student day, shall not be considered as preparation period for the purpose of the foregoing guarantee.

(f) Teaching staff members may be required to stay for staff meetings no more than two (2) times per month. The meetings shall have a maximum duration of forty-five (45) minutes beyond the close of the teachers' work day.

(g) Middle school teachers shall attend two (2) daytime conferences and two (2) evening conferences per year. Elementary teachers shall attend two (2) daytime and two (2) evening conferences per year. These shall occur on single session days. Teachers assigned to more than one (1) building may be required to attend conferences in each building but will not work more than the number of conferences listed above.

(h) Teachers may be assigned to a "zero period" prior to the start of the day. This period shall commence no earlier than the length of one (1) class period or a maximum of forty-five (45) minutes before the starting time in that building. Attendance at mandatory meetings shall be contiguous with the end of the individual's workday. The length of the workday shall remain as specified in Article X, A.

2. Preparation period or "on call" time as used herein is unassigned time utilized for lesson preparation, parent conferences, observation/evaluation conferences, curriculum related activities, student conferences, and other such activities and functions beneficial to the educational program. During the school year, teachers who are assigned six (6) classes will not be given on "on-call" period. Teachers with five (5) periods will have an "on-call" period, a preparation period and a duty.

3. Teachers are not to be taken from preparation or "on-call" periods to cover non-emergency absences. Teachers shall continue to provide class coverage during their "on-call" time in those instances when a teacher leaves after the start of the school day without having given prior notice so as to have enabled the administration to hire a substitute.

- C. Teachers shall continue to meet their obligations, in accordance with current practice, regarding before and after school duty assignments, staff meetings, evening conferences and meetings and similar responsibilities occurring outside the regular school day. These obligations vary among the different schools.
- D. Curriculum writing positions will be posted reflecting the type of assignment to be completed, either curriculum creation or revision. A curriculum revision shall be paid at the rate of \$500, while creation of a new curriculum shall be paid at the rate of \$1,000.
- E. The Board of Education shall make every effort to ensure that a teacher shall relocate his/her classroom no more than one (1) time per year.

ARTICLE XI

MISCELLANEOUS

- A. All provisions of Chapter 303, P.L. 1968, governing working conditions shall be fully complied with.
- B. Vacancies will be posted in accordance with Board Policy.
- C. If any provision of this Agreement or any application of this Agreement to any covered staff member or group of covered staff members 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.
- D. Individual covered staff members' contracts shall comply with and be consistent with the terms of this Agreement. Where discrepancies exist, the Agreement shall prevail.
- E. A teaching staff member desiring to resign his/her position, shall give the Board of Education at least sixty (60) days prior written notice. The Board of Education shall give at least thirty (30) days written notice prior to termination of the contract of a non-tenured teaching staff member, except for end of year non-renewals.

- F. One Certificated Staff member in each elementary building shall be reimbursed at a rate of \$520 per year for development of the school yearbook.
- G. All employees who receive a stipend, shall be paid no more than thirty (30) days after their season/program has concluded and within 30 days of submission of a time sheet to Human Resources.
- H. H1B Visa Candidates
1. The Board will only consider the hiring of H1-B visa candidates when it is unable to fill a position with a qualified candidate through the normal hiring process.
 2. The Dover Schools will facilitate and fund the processing fees and attorney payments necessary to secure the H1-B Visa.
 3. The H1-B candidate must possess or be qualified for the NJDOE teacher certification that matches the position for which they are hired.
 4. Upon successful hire, the District will provide the teacher with an itemized list of expenses associated with the processing of their visa. There will be no charge to the teacher for these fees with the following exceptions:
 5.
 - If the teacher is renewed by the District but chooses to resign after one year of employment, 75% of the itemized fees will be repaid by the teacher to the District;
 - If the teacher is renewed by the District but chooses to resign after two years of employment, 50% of the itemized fees will be repaid by the teacher to the District;
 - If the teacher is renewed by the District but chooses to resign after three years of employment, 25% of the itemized fees will be repaid by the teacher to the District.
 -
 6. Repayment of fees shall not apply if the District does not renew the teacher after the first, second, or third year of employment.
 7. Repayment of fees shall not apply if the teacher chooses to resign after completing four years of employment.

ARTICLE XII

ASSOCIATION RIGHTS

- A. The Association will have ten (10) minutes on the agenda of the district-wide staff meeting held on the first day of the teacher work year in September.

- B. Each school shall be provided with a faculty room in which Association members may work and eat lunch apart from the students.
- C. The Board shall furnish each faculty room with local-area-access-only telephone for the use of employees.

ARTICLE XIII

MANAGEMENT RIGHTS

- A. The Board, subject to the provisions of this Agreement, reserves to itself the right and responsibilities of management of the School District and full jurisdiction and authority to make and revise policy, rules, regulations and practices in furtherance thereof.
- B. By way of illustration and not by way of limitation of the rights and responsibilities reserved to the Board are the right to exclusive management and administrative control of the school system and its properties and facilities and employees; to adopt or modify through negotiations with the Association and to post rules and regulations governing working conditions; to hire, assign, promote, transfer and retain employees covered by this Agreement, or to suspend, demote, discharge or take other disciplinary action against employees; to relieve employees from duties because of lack of work or for other legitimate reasons; to decide upon the methods and means of instruction and the duties, responsibilities and assignments of employees with respect thereto; to create, abolish, fill or fail to fill any position; to maintain the thoroughness and efficiency of the School District operations entrusted to it; to introduce new or improved methods and facilities; to contract out such goods and services as it deems proper; and to take whatever other actions may be necessary to accomplish the mission of the school District in any situation.

ARTICLE XIV

PARAPROFESSIONALS AND SECURITY GUARDS

- A. **LENGTH OF WORKDAY**
 - 1. Full time security guards and front lobby guard: 8-hour day, exclusive of 30-minute unpaid lunch.
 - 2. Pre-K and Kindergarten Paraprofessionals: 6.5-hour day with 30-minute unpaid lunch.
 - 3. Special Education Paraprofessionals: Based on student needs, but typically 5.5-hours per day, with 30-minute unpaid lunch.
 - 4. Security guards will be provided one (1) fifteen (15) minute duty-free break daily, in addition to their thirty (30) minute unpaid lunch.

B. WORK YEAR

1. Full time security guards and front lobby guard: follow the school calendar for teachers.
2. Paraprofessionals shall follow the same calendar year as the teaching staff, including Professional Development days.
3. During work hours, non-certificated paraprofessionals shall not be removed from their classroom assignment to supervise students alone in other classrooms, nor to provide R&R breaks to teaching staff members that had their prep period canceled.

C. SICK DAYS

1. Security guards, front lobby guards and paraprofessionals shall be entitled to ten (10) sick days annually.
2. Unused sick days shall accumulate annually. If one of the aforementioned staff members is hired mid-year, that employee shall receive one (1) sick day per each month of employment during the remainder of the school year.

D. PERSONAL DAYS

Security guards, front lobby guards and paraprofessionals shall be entitled to three (3) personal days annually.

E. FAMILY ILLNESS DAYS

Effective July 1, 2023, security guards, front lobby guards and paraprofessionals shall receive two (2) family illness days per year. Only one (1) of the family illness days shall be converted to a sick day if unused by the end of the school year.

F. BEREAVEMENT DAYS

1. Employees shall be entitled to up to five (5) working days leave per occurrence, in the event of death in the immediate family. NOTE "Immediate Family" shall mean: father, mother, domestic partner, spouse, child, stepchild, brother, sister, mother or father-in-law, brother-in-law, sister-in-law, grandparent, grandchild, or any member of the employee's immediate household. Staff members who experience a miscarriage shall be entitled to up to three (3) working days per occurrence.

2. Employees shall be entitled to one (1) working day leave per occurrence, in the event of death of an aunt, uncle, cousin, niece, nephew or ex-spouse.

G. HEALTH INSURANCE

All full-time employees (30 or more hours per week) are eligible for coverage under the District plan. However, Aides initially hired after May 14, 2014 are only entitled to individual coverage.

H. UNIFORMS

a. At the time of hiring, security guards are provided with: one (1) lightweight quarter-zip pullover, two (2) polo shirts, and one (1) heavy jacket for outdoors.

b. Security staff shall be reimbursed up to \$110 annually, after the 1st year of hire, for work related attire. Paid receipts must be saved & submitted to receive reimbursement.

I. REQUIRED CERTIFICATION

SORA License fee shall be reimbursed to applicable employees.

J. MISCELLANEOUS

Paraprofessionals shall be notified of their assignment for the upcoming school year on or before August 15th to the extent possible.

K. REGISTERED BEHAVIORAL TECHNICIANS

Registered Behavioral Technicians (“RBT”) shall be full time positions with a work schedule of seven (7) hours per day. RBTs will be paid a rate of twenty-three dollars (\$23.00) per hour for the 2022-23 school year. As full-time employees RBTs shall be eligible for health insurance. The District will cover the following certification costs for new RBTs:

- Classwork consisting of approximately forty (40) hours of training at an estimated cost of \$500.00.
- Certification exam fee of approximately \$95.00.

If an RBT leaves the District within 2 years of receiving their certification, the RBT will reimburse the District for certification costs incurred on the RBT’s behalf as follows:

- In Year 1 following receipt of certification - 100% of all costs of the training and examination.
- In Year 2 following receipt of certification- 50% of all costs of the training and examination.

Repayment shall not apply if the District does not renew the RBT after the first year of employment in the position.

Repayment shall not apply if the RBT chooses to resign after completing two years of employment in the position.

ARTICLE XV

DURATION

This contract shall be effective from July 1, 2023 through June 30, 2028. It is agreed that all items dealing with monetary remuneration (including but not limited to the implementation of schedules A-G) will be effective July 1, 2023, unless specified otherwise.

SCHEDULE A – SALARY GUIDES

2023-24

YEAR 1						
2023-24	Dover					
Salary Guide						
Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	56,515	57,090	58,815	61,115	61,690	62,265
2	57,015	57,590	59,315	61,615	62,190	62,765
3	58,005	58,580	60,305	62,605	63,180	63,755
4-5	58,995	59,570	61,295	63,595	64,170	64,745
6	60,000	60,575	62,300	64,600	65,175	65,750
7-8	61,075	61,650	63,375	65,675	66,250	66,825
9	63,175	63,750	65,475	67,775	68,350	68,925
10	66,125	66,700	68,425	70,725	71,300	71,875
11-12	69,360	69,935	71,660	73,960	74,535	75,110
13	73,265	73,840	75,565	77,865	78,440	79,015
14-15	77,320	77,895	79,620	81,920	82,495	83,070
16	81,525	82,100	83,825	86,125	86,700	87,275
17	85,880	86,455	88,180	90,480	91,055	91,630
18	90,385	90,960	92,685	94,985	95,560	96,135
19	92,635	93,210	94,935	97,235	97,810	98,385

Longevity

Longevity increases shall be paid as follows:

An increase of	\$791, after a teacher completes	15 years in the district; an
Additional	\$434, after completing	20 years in the district; an
Additional	\$816, after completing	25 years in the district; an
Additional	\$714, after completing	30 years in the district; an
Additional	\$561, after completing	35 years in the district; an

A maximum longevity increase not to exceed a total of \$3,316.

NOTE: Advancement on this guide is contingent upon satisfactory performance by the teacher as determined through administrative evaluation.

2024-25

YEAR 2						
2024-25	Dover					
Salary Guide						
Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1-2	58,530	59,105	60,830	63,130	63,705	64,280
3	59,030	59,605	61,330	63,630	64,205	64,780
4	60,020	60,595	62,320	64,620	65,195	65,770
5-6	61,020	61,595	63,320	65,620	66,195	66,770
7	62,095	62,670	64,395	66,695	67,270	67,845
8-9	64,205	64,780	66,505	68,805	69,380	69,955
10	67,345	67,920	69,645	71,945	72,520	73,095
11	70,685	71,260	72,985	75,285	75,860	76,435
12-13	74,225	74,800	76,525	78,825	79,400	79,975
14	77,965	78,540	80,265	82,565	83,140	83,715
15-16	81,905	82,480	84,205	86,505	87,080	87,655
17	86,045	86,620	88,345	90,645	91,220	91,795
18	90,385	90,960	92,685	94,985	95,560	96,135
19	92,635	93,210	94,935	97,235	97,810	98,385
20	93,385	93,960	95,685	97,985	98,560	99,135

Longevity

Longevity increases shall be paid as follows:

An increase of	\$791, after a teacher completes	15 years in the district; an
Additional	\$434, after completing	20 years in the district; an
Additional	\$816, after completing	25 years in the district; an
Additional	\$714, after completing	30 years in the district; an
Additional	\$561, after completing	35 years in the district; an

A maximum longevity increase not to exceed a total of \$3,316.

NOTE: Advancement on this guide is contingent upon satisfactory performance by the teacher as determined through administrative evaluation.

2025-26

YEAR 3						
2025-26	Dover					
Salary Guide						
Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	60,615	61,190	62,915	65,215	65,790	66,365
2-3	61,115	61,690	63,415	65,715	66,290	66,865
4	61,615	62,190	63,915	66,215	66,790	67,365
5	62,615	63,190	64,915	67,215	67,790	68,365
6-7	63,690	64,265	65,990	68,290	68,865	69,440
8	65,745	66,320	68,045	70,345	70,920	71,495
9-10	68,665	69,240	70,965	73,265	73,840	74,415
11	71,785	72,360	74,085	76,385	76,960	77,535
12	75,105	75,680	77,405	79,705	80,280	80,855
13-14	78,625	79,200	80,925	83,225	83,800	84,375
15	82,345	82,920	84,645	86,945	87,520	88,095
16-17	86,265	86,840	88,565	90,865	91,440	92,015
18	90,385	90,960	92,685	94,985	95,560	96,135
19	92,635	93,210	94,935	97,235	97,810	98,385
20	94,235	94,810	96,535	98,835	99,410	99,985

Longevity

Longevity increases shall be paid as follows:

An increase of	\$791, after a teacher completes	15 years in the district; an
Additional	\$434, after completing	20 years in the district; an
Additional	\$816, after completing	25 years in the district; an
Additional	\$714, after completing	30 years in the district; an
Additional	\$561, after completing	35 years in the district; an

A maximum longevity increase not to exceed a total of \$3,316.

NOTE: Advancement on this guide is contingent upon satisfactory performance by the teacher as determined through administrative evaluation.

2026-27

<i>Year 4</i>						
<i>2026-27</i>	<i>Dover</i>					
Salary Guide						
Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1-2	63,335	63,910	65,635	67,935	68,510	69,085
3-4	63,835	64,410	66,135	68,435	69,010	69,585
5	64,835	65,410	67,135	69,435	70,010	70,585
6	65,835	66,410	68,135	70,435	71,010	71,585
7-8	67,845	68,420	70,145	72,445	73,020	73,595
9	70,465	71,040	72,765	75,065	75,640	76,215
10-11	73,285	73,860	75,585	77,885	78,460	79,035
12	76,305	76,880	78,605	80,905	81,480	82,055
13	79,525	80,100	81,825	84,125	84,700	85,275
14-15	82,945	83,520	85,245	87,545	88,120	88,695
16	86,565	87,140	88,865	91,165	91,740	92,315
17-18	90,385	90,960	92,685	94,985	95,560	96,135
19	92,635	93,210	94,935	97,235	97,810	98,385
20	94,235	94,810	96,535	98,835	99,410	99,985
21	95,285	95,860	97,585	99,885	100,460	101,035

Longevity

Longevity increases shall be paid as follows:

An increase of	\$791, after a teacher completes	15 years in the district; an
Additional	\$434, after completing	20 years in the district; an
Additional	\$816, after completing	25 years in the district; an
Additional	\$714, after completing	30 years in the district; an
Additional	\$561, after completing	35 years in the district; an

A maximum longevity increase not to exceed a total of \$3,316.

NOTE: Advancement on this guide is contingent upon satisfactory performance by the teacher as determined through administrative evaluation.

2027-28

Year 5						
2027-28	Dover					
Salary Guide						
Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	67,020	67,595	69,320	71,620	72,195	72,770
2-3	67,520	68,095	69,820	72,120	72,695	73,270
4-5	68,020	68,595	70,320	72,620	73,195	73,770
6	68,520	69,095	70,820	73,120	73,695	74,270
7	70,520	71,095	72,820	75,120	75,695	76,270
8-9	72,895	73,470	75,195	77,495	78,070	78,645
10	75,435	76,010	77,735	80,035	80,610	81,185
11-12	78,125	78,700	80,425	82,725	83,300	83,875
13	80,965	81,540	83,265	85,565	86,140	86,715
14	83,955	84,530	86,255	88,555	89,130	89,705
15-16	87,095	87,670	89,395	91,695	92,270	92,845
17	90,385	90,960	92,685	94,985	95,560	96,135
18-19	92,635	93,210	94,935	97,235	97,810	98,385
20	94,410	94,985	96,710	99,010	99,585	100,160
21	96,610	97,185	98,910	101,210	101,785	102,360

Longevity

Longevity increases shall be paid as follows:

An increase of	\$791, after a teacher completes	15 years in the district; an
Additional	\$434, after completing	20 years in the district; an
Additional	\$816, after completing	25 years in the district; an
Additional	\$714, after completing	30 years in the district; an
Additional	\$561, after completing	35 years in the district; an

A maximum longevity increase not to exceed a total of \$3,316.

NOTE: Advancement on this guide is contingent upon satisfactory performance by the teacher as determined through administrative evaluation.

SCHEDULE B – COACHING STIPENDS 2023-2028

(Any coach currently on the agreed upon 6+ step will remain at that step until they resign their coaching position OR will earn the new stipend amount agreed to in this CBA whichever is higher)

Stipend amounts listed below are to be used for new coaching hires

DHS Head Coaches

Football \$10,542

Basketball/Wrestling/Baseball/Softball/Soccer/Volleyball/Winter Track/Spring Track \$8,665

Cross Country \$7,510

Bowling \$6,135

Cheerleading Fall/Winter/Competition \$5,354

DHS Assistant Coaches

Football \$7,041

Basketball/Wrestling/Baseball/Softball/Soccer/Volleyball \$6,001

Winter Track & Spring Track \$5,883

Cross Country & Bowling \$4,775

Cheerleading \$4,185

DMS Head Coaches

Football \$6,903

Basketball/Wrestling/Baseball/Softball/Soccer/Spring Track \$5,883

Cross Country, Winter Track \$4,775

Cheerleading \$4,269

DMS Assistant Coaches

Football/Basketball/Wrestling/Baseball/Softball/Soccer \$4,185

Cross Country/Winter Track, Spring Track \$3,378

Cheerleading \$3,000

Non-Coaching Athletic Stipends

Athletic Trainer Fall Season \$4,750

Athletic Trainer Winter Season \$5,100

Athletic Trainer Spring Season \$4,250

Equipment Custodian Football \$3,896

ASSISTANT COACHES ASSIGNED TO THE MIDDLE SCHOOL SHALL WORK THE SAME SEASON AS HIGH SCHOOL ASSISTANT COACHES AND SHALL REPORT TO THE HEAD COACH FOR THAT RESPECTIVE SPORT.

SCHEDULE C - TEAM LEADERS 2023-2028

TITLE
TEAM LEADERS

ADDITIONAL STIPEND
\$1439

SCHEDULE D – CO-CURRICULAR SALARY GUIDE 2023-2028

JOB TITLE	2023-2028
FORENSICS, DEBATING AND GRADUATION SPEAKERS	3089
HIGH SCHOOL ACCOUNTS	4530
BAND DIRECTOR	8340
BAND ASSISTANT DIRECTOR	3881
BAND PERCUSSION DIRECTOR	1432
BAND COLOR GUARD DIRECTOR	3505
SPRING PLAY PRODUCER	1651
SPRING PLAY DIRECTOR	3164
SPRING PLAY MUSIC DIRECTOR	2299
SPRING PLAY SCENERY DIRECTOR	1767
SPRING PLAY LIGHT AND SOUND DIRECTOR	898
SPRING PLAY CHOREOGRAPHY DIRECTOR	1150
SPRING PLAY COSTUME DIRECTOR	611
SPRING PLAY MAKEUP	249
SPRING PLAY PIANO ACCOMPANIST	1571
SPRING PLAY VOCAL MUSIC	1581
SPRING PLAY PROFESSIONAL MUSICIAN (4 MAXIMUM)	252
SPRING PLAY STAGE MANAGER	840
YEARBOOK ADVISOR - DHS	3589
YEARBOOK ASSISTANT ADVISOR	1761
INTERACT CLUB ADVISOR	1500
FALL PLAY STAGE MANAGER	840

FALL PLAY DIRECTOR	2567 for 2023-24, 3067 thereafter
FALL PLAY LIGHTS AND SOUND DIRECTOR	840
FALL PLAY SCENERY DIRECTOR	1615
LEAD NURSE	1200
DUNGEONS AND DRAGONS CLUB	700
SCRAP AND CRAFT	700
DANCE CLUB	700
ENVIRONMENTAL SCIENCE	700
ROBOTICS ADVISOR	3164
ROBOTICS ASSISTANTS (2 MAXIMUM)	500
MIDDLE SCHOOL YEARBOOK ADVISOR	2160
JUNIOR CLASS ADVISOR	2114
SENIOR CLASS ADVISOR	2698
FRESHMAN CLASS ADVISOR	1500
SOPHOMORE CLASS ADVISOR	1673
GRADUATION-CAPS AND GOWNS COORDINATOR	318
STUDENT COUNCIL ADVISOR (DHS) – 2 Positions	1500 each
PLAY DIRECTOR MIDDLE SCHOOL	2215
NEWSPAPER ADVISOR (HIGH SCHOOL)	3089
NEWSPAPER ADVISOR (MIDDLE SCHOOL)	1500
KEY CLUB ADVISOR	1000
BUILDERS' CLUB ADVISOR	933
MIDDLE SCHOOL STUDENT GOVERNMENT ADVISOR	2414

MATH TEAM ADVISOR	668
SCIENCE TEAM ADVISOR	668
ACCOMPANIST (MIDDLE SCHOOL)	288
EIGHTH GRADE TRIPS COORDINATOR	581
NATIONAL HONOR SOCIETY ADVISOR HIGH SCHOOL	1186
NATIONAL HONOR SOCIETY ADVISOR MIDDLE SCHOOL	1186
JAZZ BAND DIRECTOR (HIGH SCHOOL)	2075
LATIN MIX PERFORMERS DIRECTOR	701
TECH LIAISON	627
JAZZ BAND DIRECTOR (MIDDLE SCHOOL)	1179
MIDDLE SCHOOL GRADUATION COORDINATOR	295
PERFECT STEPS PERFORMERS DIRECTOR	701
ELEMENTARY YEARBOOK ADVISOR	520
FILM/VIDEO VARSITY FOOTBALL	100 per event
SCOREBOARD OPERATOR	40 per level
FOOTBALL PUBLIC ADDRESS ANNOUNCER	85 per game
Dover Holiday Varsity Wrestling Tournament:	
TABLE SCORERS/TIMERS	135
TICKET SELLERS/TAKERS	145
TOURNAMENT DIRECTOR	165
TOURNAMENT ANNOUNCER	175
TOURNAMENT TECHNICIAN/CLERK/CHARTS	160
ATHLETIC TRAINERS	200

Other Athletic Events:

Event Worker Track & Field/Cross Country- (Timer, Scorer, Course Attendant)	55 per event
Event Worker- Track & Field/Cross Country- Starter	60 per event
Event Worker Sub Varsity Football (Chain Crew Attendant)	55
Crowd Control	55
Scoreboard Operator	35 (per level)
Ticket Sellers/Takers	55
Middle School Site Manager	Varsity Official Pay (Specific to Sport)

Having a listed stipend does not guarantee a club will run and only co-curricular stipended activities that are operational shall be paid.

SCHEDULE E – HOURLY PAID ACTIVITIES

The hourly rate amount for all activities (including but not limited to detention hall, morning/afternoon hall duty, intramurals, security/extra services, driver education, education programs (extra services), Saturday detention, forensic debate advisor, and homework center teacher) shall be paid at the following rates, with the exception of Summer School and Home Instruction:

2023-2024 - \$38.00

2024-2025 - \$38.00

2025-2026 - \$38.00

2026-2027- \$40.00

2027-2028- \$40.00

Summer School & Home Instruction shall be paid at the following rates:

2023-2024 - \$40.00

2024-2025 - \$40.00

2025-2026 - \$40.00

2026-2027- \$42.00

2027-2028- \$42.00

One hour of paid prep time will also be provided to staff participating in the Extended School Year.

Staff members who are requested by Administration to make presentations at official Board of Education meetings, shall be compensated at the hourly rate for the presentation and also for one (1) hour of prep time.

Schedule F - Security Guards

Step	Salary				
	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
1	47,071	48,388	49,741	51,317	52,943
2	47,821	49,138	50,491	52,067	53,693
3	48,661	49,978	51,331	52,907	54,533
4	49,556	50,873	52,226	53,802	55,428
5	50,506	51,823	53,176	54,752	56,378
6	51,506	52,823	54,176	55,752	57,378
7	52,556	53,873	55,226	56,802	58,428

Schedule G - Instructional Aides

2023-2024					
5 Hour Guide (185 Days)			6 Hour Guide (185 Days)		
Step	Hourly	Salary	Step	Hourly	Salary
1	22.38	20,701.50	1	22.38	24,841.80
2	22.77	21,062.25	2	22.77	25,274.70
3	23.16	21,423.00	3	23.16	25,707.60
4	23.55	21,783.75	4	23.55	26,140.50
5	23.94	22,144.50	5	23.94	26,573.40
6	24.33	22,505.25	6	24.33	27,006.30

The Hourly Rates Listed Shall Be Used For Hours Above / Below the 5 hr and 6 hr Guides

2024-2025					
5 Hour Guide (185 Days)			6 Hour Guide (185 Days)		
Step	Hourly	Salary	Step	Hourly	Salary
1	23.27	21,524.75	1	23.27	25,829.70
2	23.66	21,885.50	2	23.66	26,262.60
3	24.05	22,246.25	3	24.05	26,695.50
4	24.44	22,607.00	4	24.44	27,128.40
5	24.83	22,967.75	5	24.83	27,561.30
6	25.22	23,328.50	6	25.22	27,994.20

The Hourly Rates Listed Shall Be Used For Hours Above / Below the 5 hr and 6 hr Guides

2025-2026					
5 Hour Guide (185 Days)			6 Hour Guide (185 Days)		
Step	Hourly	Salary	Step	Hourly	Salary
1	24.27	22,449.75	1	24.27	26,939.70
2	24.67	22,819.75	2	24.67	27,383.70
3	25.07	23,189.75	3	25.07	27,827.70
4	25.47	23,559.75	4	25.47	28,271.70
5	25.87	23,929.75	5	25.87	28,715.70
6	26.27	24,299.75	6	26.27	29,159.70

The Hourly Rates Listed Shall Be Used For Hours Above / Below the 5 hr and 6 hr Guides

2026-2027					
5 Hour Guide (185 Days)			6 Hour Guide (185 Days)		
Step	Hourly	Salary	Step	Hourly	Salary
1	25.39	23,485.75	1	25.39	28,182.90
2	25.79	23,855.75	2	25.79	28,626.90
3	26.19	24,225.75	3	26.19	29,070.90
4	26.59	24,595.75	4	26.59	29,514.90
5	26.99	24,965.75	5	26.99	29,958.90
6	27.39	25,335.75	6	27.39	30,402.90


The Hourly Rates Listed Shall Be Used For Hours Above / Below the 5 hr and 6 hr Guides

2027-2028					
5 Hour Guide (185 Days)			6 Hour Guide (185 Days)		
Step	Hourly	Salary	Step	Hourly	Salary
1	26.55	24,558.75	1	26.55	29,470.50
2	26.95	24,928.75	2	26.95	29,914.50
3	27.35	25,298.75	3	27.35	30,358.50
4	27.75	25,668.75	4	27.75	30,802.50
5	28.15	26,038.75	5	28.15	31,246.50
6	28.55	26,408.75	6	28.55	31,690.50

The Hourly Rates Listed Shall Be Used For Hours Above / Below the 5 hr and 6 hr Guides

SIGNATURE PAGE

THE DOVER BOARD OF EDUCATION AND THE DOVER EDUCATION ASSOCIATION DO HEREBY AGREE TO THE PROCEDURES AND THE CONDITIONS SET FORTH IN THE 30 PAGE DOCUMENT ENTITLED "AGREEMENT BETWEEN THE DOVER BOARD OF EDUCATION AND THE DOVER EDUCATION ASSOCIATION COVERING THE PERIOD OF JULY 1, 2023 THROUGH JUNE 30, 2028."




DOVER BOARD OF EDUCATION
PRESIDENT
21 BELMONT AVENUE, DOVER, NEW JERSEY 07801



CHAIRPERSON
21 BELMONT AVENUE, DOVER, NEW JERSEY 07801

DATE: _____



DOVER EDUCATION ASSOCIATION
PRESIDENT
21 BELMONT AVENUE, DOVER, NEW JERSEY 07801



SECRETARY
21 BELMONT AVENUE, DOVER, NEW JERSEY 07801

DATE: 2/7/24