

## EASC Negotiations 2022 - 2025

1. A three-year agreement, July 1, 2022, through June 30, 2025, retroactive to July 1, 2022.
2. Total Salary Amount (Scattergram – Working base) increase of:

Year 1:	3%
Year 2:	3.3%
Year 3:	3.4%
Total:	9.7%
3. The hourly stipend shall increase by 9.7% over the 3 years of the agreement as follows:

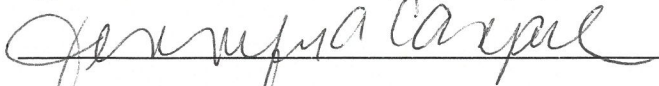
2022-2023	3%
2023-2024	3.3%
2024-2025	3.4%
4. Health Insurance –Effective July 1, 2022, and through June 30, 2025, individual member contributions to health care coverage shall be discounted in accordance with the schedules by the following:

2022-2023	10% Discount
2022-2024	8% Discount
2024-2025	5% Discount
5. Testing - Shared duty between Vice Principal and Guidance Counselor. A shared duty is defined as the following:  
Start Strong & NJSLA will be assigned to Vice Principals  
ACCESS for ELLs will be assigned to Guidance Counselors
6. Promotional Guide – Adopt the 2005 Promotion Guide with modifications. Convert 10-month VP salary to 12 months VP salary and add \$5,000 and find the nearest highest salary. 12 Month VP/Supervisor will have \$5,000 added to their existing salary and find nearest highest salary.
7. Easter Break Days off (Tuesday – Friday) – 4 days in Easter will be granted as “non-impact days”. The 4 days will constitute 2 days in August to be taken the Monday following the High School Summer Program and graduation. Easter break will apply to all P/VP/Supervisors. Vacations days: 22 total, 10 to be taken in July & August, **2 additional days to be taken in August. Mandatory attendance at Welcome Back Administrator Meeting**
8. \$3,000 Stipend for emergencies to be defined – Bulletin to be crafted.
9. Sick Bank – Current language will be incorporated into the CBA
10. The salary guide will be adjusted to reflect the following:

2022-2023	Salary guide will be adjusted from 16 steps to 14 Certified & Approved
2023-2024	Salary guide will be adjusted from 14 steps to 13 (Pending)
2024-2025	Salary guide will be adjusted from 13 steps to 12 (Pending)
11. The EASC will reserve the right to mutually reopen negotiations in the areas of salary percent (%) and health insurance percent (%) immediately following the conclusion of negotiations with the EEA.

Review Date with membership: July 25, 2022

Approved via email vote on July 27, 2022, by EASC Membership.

  
Jennifer A. Campel, President

  
Nichol Comas, Vice President

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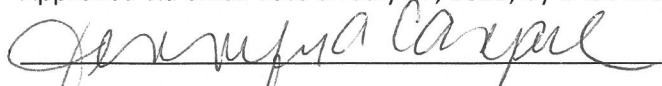
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Jennifer A. Campel, President



Nichol Comas, Vice President

**MEMORANDUM OF AGREEMENT**

**between the**

**ELIZABETH BOARD OF EDUCATION**

**and the**

**ELIZABETH ADMINISTRATIVE AND SUPERVISORY COUNCIL**

**(July 2022 – June 2025)**

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**WHEREAS**, the parties have reached a tentative settlement which has been ratified by the Elizabeth Administrative and Supervisory Council and approved at the July 27, 2022 meeting of the Elizabeth Board of Education.

**WHEREAS**, the parties have mutually reopened negotiations in the areas of salary percent (%) and health insurance contribution (%) under Chapter 78 reflecting updated negotiations with the Elizabeth Association which have been ratified by the Elizabeth Administrative and Supervisory Council.

**NOW, THEREFORE, BE IT RESOLVED**, that the Elizabeth Board of Education approves and ratifies the modified Memorandum of Agreement and authorizes the modification of the Memorandum of Agreement.

**ADDENDUM TO**  
**MEMORANDUM OF AGREEMENT**  
**BETWEEN THE**  
**ELIZABETH BOARD OF EDUCATION**  
**AND THE**  
**ELIZABETH ADMINISTRATIVE AND SUPERVISORY COUNCIL**  
**(July 2022 - June 2025)**

This is an Addendum to the Memorandum of Agreement between the Elizabeth Board of Education and the Elizabeth Administrative and Supervisory Council which commenced on July 1, 2022 and concludes on June 30, 2025.

The parties agree to modify the Agreement as follows:

**Salary Amount**

School Year 2022-2023

Salary adjustments of 4% for the 2022-2023 school year.

School Year 2023-2024

Salary adjustments of 3.9% for the 2023-2024 school year.

School Year 2024-2025

Salary adjustments of 3.75% for the 2024-2025 school year.

**Hourly Stipend**

School Year 2022-2023

Stipend adjustments of 4% for the 2022-2023 school year.

School Year 2023-2024

Stipend adjustments of 3.9% for the 2023-2024 school year.

School Year 2024-2025

Stipend adjustments of 3.75% for the 2024-2025 school year.

**Health Insurance**

The parties further agree and acknowledge that effective January 1, 2023 and thereafter the individual member contributions to health care coverage shall be based on Tier 4 of the Chapter 78 tables without discount.

**Agreed and Acknowledged:**

By: Jennifer A. Campel 1/18/23  
Jennifer A. Campel. Date  
President

By: [Signature] 1/25/2023  
Olga Hugelmeyer, Superintendent Date  
Elizabeth Board of Education

By: Nichol Comas 1/18/23  
Nichol Comas Date  
Vice President

By: [Signature] 1/25/2023  
Harold E. Kennedy, Jr. Business Administrator Date  
Elizabeth Board of Education