

AGREEMENT
BETWEEN

NORTHFIELD BOARD OF EDUCATION

AND

NORTHFIELD EDUCATION ASSOCIATION

Effective

July 1, 2016

through

June 30, 2019

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AGREEMENT

THIS AGREEMENT, made this ___ day of July, 2017, by and between the NORTHFIELD BOARD OF EDUCATION, hereinafter referred to as "Board", and the NORTHFIELD EDUCATION ASSOCIATION, hereinafter referred to as "the Association;"

WITNESSETH:

IN CONSIDERATION of the mutual covenants and conditions contained herein, it is hereby agreed by and between the parties hereto as follows:

ARTICLE I
RECOGNITION

A. Recognition

The Board hereby recognizes the Northfield Education Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for certified teachers and support personnel, as hereinafter defined.

B. Definition of Teacher

Unless otherwise indicated, the term "teacher(s)," when used in this Agreement, shall refer to all professional employees represented by the Association, including teachers, school nurses, librarians, guidance counselors, but excluding the Superintendent of Schools, Business Administrator, principals, confidential personnel which by law are not included in the unit, Support Staff, Maintenance and Custodial Staff, and substitute teachers. (Professional employees must hold current certificates). References to male teachers also includes female teachers.

C. Definition of Support Staff

The term "support staff" when used hereinafter in this Agreement shall refer to non-certificated personnel, including Technology Technician, receptionist and part-time Clerk but excluding part-time non-instructional aides, confidential personnel which by law are not included in a unit, Maintenance Supervisor and substitutes.

D. Definition of Maintenance and Custodial Staff

The term "Maintenance and Custodial Staff" when used hereinafter in this agreement, shall refer to all employees who perform those duties that are related to Maintenance and Custodial functions and who are represented by the Association in the negotiating unit as defined above.

E. Definition of Technology Technician

The term "Technology Technician" when used hereinafter in this agreement, shall refer to all employees who perform the duties of the Technology Technician and are represented in the negotiating unit as defined above.

F. Definition of Employee

Unless otherwise indicated, the term employee when used in this agreement shall refer to all employees represented by the Association in the negotiating unit referenced in Paragraph A and defined in Paragraphs B, C, D and E. References to male employees shall include female employees.

Within the Agreement, summer school staff is excluded from this definition.

ARTICLE II
NEGOTIATION OF SUCCESSOR AGREEMENT

A. Deadline Date

The parties agree to enter into collective negotiation over a successor Agreement in accordance with Chapter 123, Public Laws 1974 in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment. Such negotiations shall begin in accordance with the rules and regulations of the Public Employment Relations Commission. Subsequent to ratification by the Board and the Association, any Agreement so negotiated shall apply to all Employees in the unit, be reduced to writing, and be signed by the Board and by the Association. Written notification of readiness to negotiate shall be tendered by both parties, no later than November 1st of the final year of the Agreement.

B. Modification

This Agreement incorporates the entire understanding of the parties and shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A "grievance" is a claim by an Employee or Employees that he or she has suffered harm based upon the interpretation, application, or violation of the Agreement, administrative decisions or policies, as pertains to terms and conditions of employment.

2. Aggrieved Person

An "aggrieved person" is the Employee, Employees or the Association making the claim.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems affecting employees which may from time-to-time arise. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Procedure

1. Time Limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. A grievance must be instituted within 10 (ten) school days of occurrence or when grievant reasonably knew of occurrence.

2. Year End Grievances

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein may be exhausted prior to the end of the school year, or as soon thereafter as is practical.

3. Levels

a. Level One

An employee with a grievance shall first discuss it with the principal or immediate superior with the objective of resolving the matter informally.

b. Level Two

If, as a result of the discussion, the matter is not resolved to the satisfaction of the employee within five (5) school days, the employee shall set forth the grievance, in writing, to the principal or business administrator, specifying:

- (1) The nature of the grievance and the injury or loss and the contractual or other basis of the grievance.
- (2) The disposition at the proceeding level.
- (3) A statement of the relief sought.

Upon receipt of the grievance, the Principal or business administrator shall send a copy of the grievance to the superintendent. The principal or business administrator shall communicate the decision to the employee and the superintendent

in writing, within five (5) school days of receipt of the written grievance.

c. Level Three

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

d. Level Four

If the aggrieved person is not satisfied with the disposition of the grievance at level three or if no decision has been rendered within five (5) school days after the grievance has been delivered to the superintendent, the aggrieved person may, within five (5) school days after a decision by the superintendent or ten (10) school days after the grievance has been delivered to the superintendent, whichever is sooner, appeal in writing for a hearing by the Board or a committee thereof for a review of the grievance.

e. Level Five

(1) If the aggrieved person is not satisfied with the disposition of the grievance at level four, or if no decision has been rendered within twenty (20) school days after the grievance

was delivered to the Board or committee thereof, the grievant(s) may, within five (5) school days after a decision by the Board or twenty-five (25) school days after the grievance was delivered to the Board or committee thereof, whichever is sooner, request in writing that the grievance be submitted to arbitration.

- (2) Within ten (10) school days after such written notice of submission to arbitration, the Board and the grievant(s) shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the Public Employees Relations Commission by either party. The parties shall be bound by the rules and procedures of the Public Employees Relations Commission.
- (3) The arbitrator so selected shall confer with the representatives of the Board and grievant(s) and hold a hearing promptly. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on 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 decision of the arbitrator shall be submitted to the Board and the grievant(s) and shall be binding on the parties.

- (4) The cost for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the respective parties.
- (5) The following shall not be subject to arbitration:
 - (a) Any matter for which a method of review is prescribed by law;
 - (b) Any rule or regulation of the State Commissioner of Education;
 - (c) Any bylaw, rule, regulation, and/or policy of the Board of Education which does not adversely affect an employee's terms and conditions of employment;
 - (d) A complaint of a non-tenured employee as defined in Article I, which arises by reason of not being rehired;
 - (e) A complaint of any employee occasioned by appointment to, or lack of appointment to, or retention in, any presently nonexistent position for which tenure is either not possible or not required.

D. Rights of Employees to Representation

1. Employee and Association

Any aggrieved person may be represented in the grievance procedure by a representative of choice at all stages beyond level one.

2. Reprisals

No reprisals of any kind shall be taken by the Board or by any member of the administration against the aggrieved person.

E. Miscellaneous

1. Meetings and Hearings

All meetings and hearings under this procedure shall not be conducted in public and shall include only the grievant and the selected representative(s). Any employee has the right to a public discussion of his grievance under the "Sunshine Law."

2. Separate Grievance File

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

ARTICLE IV
ASSOCIATION RIGHTS AND PRIVILEGES

A. Information

The Board agrees to furnish to the Association or its representative the following information as soon as it becomes available:

1. Final Budget
2. Employer's Contract Lists
3. Budget Caps
4. Individual Medical Coverage Census Data and Costs
5. Individual Extra-curricular Stipends
6. Seniority Lists
7. All changes to Board Policy will be sent in writing to the Association President once they are approved by the Board.
8. Upon the issuance of a contract to any employee, s/he will receive a current job description that is listed in the Board office.

B. Released Time for Meetings

If both parties agree, released time with no loss of pay will be granted to employees who participate during working hours in negotiations or grievance proceedings.

C. Use of School Building

With the approval of the building principal, the Association or its representatives shall have the right to use the school building at all reasonable hours. These meetings will not interfere with school or community functions.

D. Use of School Equipment

The Association shall have the right to use school facilities and equipment, including computers, duplicating equipment, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use and in accordance with the District's Acceptable Use Policy. The Association shall pay for the reasonable cost of all materials and supplies incidental to such use, and for any repairs necessitated as a result thereof. Any equipment that is removed from the building requires the approval of the Superintendent.

E. Bulletin Board

The Association shall have the exclusive use of a bulletin board in each faculty lounge.

F. Mail Boxes

The Association shall have the right to use school mail boxes as it deems necessary without the approval of building principals or other members of the administration.

G. Exclusive Rights

The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the employees.

ARTICLE V
EMPLOYEE RIGHTS

A. Right to Organize

Pursuant to Chapter 123, Public Laws 1974, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under the laws of the State of New Jersey the Board undertakes and agrees that it shall not directly nor indirectly discourage, deprive or coerce any employee in the enjoyment of any rights conferred by Chapter 123, Public Laws of 1974 or other laws of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of membership in the Association and its affiliates, negotiations with the Board or the institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. New Jersey School Laws

Nothing contained herein shall be construed to deny or restrict to any employee such rights as employees have under New Jersey School Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

C. Just Cause Provision

No employee shall be discharged, disciplined, or reduced in rank or compensation without just cause. Any such action asserted by the Board, or any agent or representative

thereof, shall be subject to the grievance procedure herein set forth.

D. Required Meetings or Hearings

Except in case of emergency, whenever any employee is required to appear before the superintendent, Board or any committee thereof concerning any matter which could adversely affect the continuation of that employee in his/her office, position or employment or the salary or increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meetings or interview and shall be entitled to have representative(s) of the Association present to advise him/her and represent him/her during such meeting or interview.

E. Due Process

1. Secretary/Clerk

If a non-tenured secretary or clerk is relieved of duty, the employee will be given due process.

2. Support Staff

If a support staff member is relieved of duty, the employee will be given due process.

3. Teacher

If a non-tenured teacher is relieved of duty, the employee will be given due process.

4. Custodial and Maintenance Staff

If a Custodial or Maintenance Staff member is relieved of duty, the employee will be given due process.

F. Evaluation of Students

If a student's grade, determined by the teacher, is changed by a school administrator or the Board of Education, that teacher shall be so notified immediately. In addition, the teacher shall have the right to submit in writing his/her objection to said change. This objection shall be placed in the teacher's file.

G. Employees shall have the right to participate in any activities of the Association or its affiliates, and the Board shall not deny any employee the rights given under the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1 et, seq., as amended.

ARTICLE VI
MANAGEMENT RIGHTS

The Northfield Board of Education reserves the right to administer the operation of the school system, including the day to day operation as required; to assure the effective management of personnel; to accomplish appropriate use of the facilities; subject to the collective bargaining agreement, state, and federal statutes. The Northfield BOE hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and constitution of the State of New Jersey and of the United States, and all other applicable laws, codes and regulations and any modifications made thereto. Further, all rights which ordinarily vest in and are exercised by employers, except such as are relinquished herein, are reserved to and remain vested in the School District, including but without limiting the generality of the foregoing, the right:

- A. To manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, tools and equipment to be used, and the discontinuance of any new services, materials or methods of operation;
- B. To establish policies to govern the School District, to introduce new equipment, methods, machinery or processes, change or eliminate existing equipment, and institute technological changes, decide on materials, supplies, equipment and tools to be purchased;
- C. To determine the number, location and type of facilities and installations;
- D. To determine the size of the work force and increase or decrease its size;
- E. To hire and lay off employees;
- F. To direct the work force, assign work and determine the number of employees assigned to operation, subject to limitations imposed by this Agreement;
- G. To evaluate employees in accordance with and as required by NJ State Law;
- H. To establish, change, combine or discontinue job classifications and prescribe and assign job duties, content & classifications, to prepare job descriptions and alter those job descriptions, as necessary. However, the effect on the bargaining unity of any establishment, change, combination or discontinuance of job classifications and the establishment of wage rates for any new or changed classification shall be subject to collective bargaining.
- I. To determine qualifications for any positions that are not covered by State certification or other requirements;

- J. To determine daily work schedule of all members of the bargaining unit;
- K. To discipline and discharge employees for just cause;
- L. To discipline and discharge probationary employees without just cause in accordance with the provisions of the Teachers' Tenure Act.

ARTICLE VII
WORK YEAR

A. Teachers

1. Number of Days

The number of teaching working days for teachers employed on a ten-month basis shall not exceed 185 days with the five days of professional development to take place when students are not present. The professional development days will begin at 8:00 a.m. and will end at 1:30 p.m. with no break for lunch, and the last day of the school year for teachers will coincide with the last day of the school year for students. New personnel may be required to attend an additional two days of orientation.

2. Included Days

The in-school work year shall include days when pupils are in attendance, orientation days, and other days when teacher attendance is required. Teachers who have not completely checked out at the end of the school year may be required to do so on their own time. "Checked Out" means to have fully met all end-of-year obligations to the district as defined by the Superintendent and appropriate Principal.

3. Inclement Weather

Teacher attendance shall not be required whenever student attendance is not required due to inclement weather. All staff shall report 20 minutes before their students on days where there is a delayed opening.

4. NJEA Convention

Those teachers not exercising the educational opportunity of attending the NJEA Convention as cited in the New Jersey Statutes, Title 18A, shall give two full days of educational service.

5. Early Dismissals

On the day before Thanksgiving, winter and spring vacation and the last day of school for pupils, dismissal shall be no later than 1:00 P.M. for the middle school staff and 1:15 P.M. for the elementary staff.

6. Calendar

The superintendent shall confer with representatives of the Association during preparation of the school calendar.

B. Secretaries, Receptionists, Clerks and Technology Technician

1. The work year shall be as follows:

Ten Month Employees: September 1 through June 30
Twelve Month Employees: July 1 through June 30

All vacations shall be scheduled with the approval of the Superintendent. If the employee takes ten (10) consecutive vacation days, the employee must then work five (5) consecutive days before using another vacation day. If the District determines that a 10 month employee is needed before September 1, any working days used before September 1 must be subtracted from the end of the year (June 30) on a one-for-one working day exchange.

2. Vacation and/or Holiday Schedule

a. School holidays shall be the same as the teachers' schedule.

b. Twelve month secretaries shall be granted the following vacations:

6 months-	11 months	- 5 days
1 year	5 years	- 10 days
6 years -	10 years	- 15 days
11+ years		- 20 days

c. Vacation does not include July 4 and shall be scheduled in agreement with the direct supervisor.

C. Support Staff

1. The work year shall be as follows:

The work year shall be the same as the student calendar year.

2. Holiday Schedule

School holidays shall be the same as the teachers' schedule.

D. Custodial and Maintenance Staff

1. The work year shall be as follows:

Twelve Month Staff: July 1 through June 30.

2. Vacation and/or Holiday Schedule

Twelve month employees shall be granted the following vacations:

6-11 months	5 days
1 year- 5 years	10 days
6 years — 10 years	15 days
11+ years	20 days

All vacations shall be scheduled with the approval of the Superintendent. If the employee takes ten (10) consecutive days, the employee must then work five (5) consecutive days before using another vacation day.

3. Scheduled Holidays

New Years Day	Thanksgiving Day
Martin Luther King Day	Friday after Thanksgiving
Presidents' Day	Christmas Eve Day
Friday before Spring Break	Christmas
Easter Monday	Day After Christmas
Memorial Day	New Years Eve Day

Independence Day
Labor Day

Floating Holiday (subject
to the approval of the
Superintendent or his/her
designee for each request)

A floating holiday will be given whenever the scheduled holiday falls on a weekend, provided it is a holiday listed in the contract. It shall be a Friday when it falls on a Saturday, and a Monday when it falls on Sunday.

Note: If a day off is unable to be given as the holiday stipulated, then a compensatory day will be mutually agreed upon, determined by the Superintendent and the employee, as long as the Association is notified.

ARTICLE VIII
HOURS

A. Teachers

1. Teacher Day

a. Length of Day

The total in-school work day, inclusive of lunch, shall not consist of more than 7 hours.

b. Arrival and Dismissal Time

Teachers shall report and remain 10 minutes before their students and shall remain 10 minutes after their students are dismissed.

c. Planning Period

Each full-time teacher shall receive no less than one continuous preparation period of at least forty (40) minutes per day. Part-time teachers shall receive no less than one continuous preparation period of at least twenty (20) minutes per day.

Planning and preparation periods shall be devoted to professional obligations such as grading papers, preparation of teaching materials, articulating with colleagues, IEP Meetings, I&RS committee meetings, participation in one grade level meeting per month, conferring with parents, students, principal , or other staff members, and pre-or-post evaluation conferences and to other activities that result in knowledge or skill used in future lesson preparation.

2. Teaching Load

- a. During that time in which a specialist is meeting with a class in a classroom, the elementary and middle school teachers shall not be given another classroom assignment except in case of emergency.
- b. The Board shall attempt to provide time within the day for articulation between the less than full time BSI teachers and the full time teaching staff.
- c. Specialty Teachers shall teach up to six 40 minute classes per day. Any class beyond six periods shall be compensated at \$5,000 per year, for years two and three of the contract for Art, Gym, Music, Library, and the 5th, 6th and 7th grade Spanish teacher. It shall be paid at the end of the school year similar to a stipend.

3. Lunch Periods

- a. All teachers shall have a daily lunch period which shall be no shorter than that afforded the students and which shall be duty free except in cases of emergency.
- b. Upon notifying the principal, teachers may leave the building during their scheduled duty-free lunch periods.

4. Meetings

Teachers may be required to attend meetings after the end of the regular work day without additional compensation.

- a. Such meetings shall not exceed one hour and five minutes and shall commence ten minutes after the pupils' dismissal.
- b. There will be no more than two meetings after school per month.

- c. If teachers are required to attend evening meetings, exclusive of conferences, the time spent in after school and evening meetings shall not exceed four hours.

5. Conferences

- a. There shall be no more than three (3) formal parent-teacher conferences per year. Each conference shall be no longer than three (3) hours duration. Such meetings will be scheduled in advance by the school principal. Information will be disseminated to staff and parents/guardians in the Parent Information Guide.
- b. All middle school staff and students will be scheduled for 1:00 dismissal on conference days.
- c. All elementary staff and students will be scheduled for 1:15 dismissal on conference days.

6. Prior to Holidays and Weekends

Meetings that take place after the regular in-school workday and which require attendance normally shall not be called on Fridays, or on any day immediately preceding any holiday, or other day upon which teacher attendance is not required at school.

7. Calendar

Under normal circumstances, a month's calendar of meetings will be established by the superintendent and made available to all staff members.

8. Extra-curricular Activities Salary

Teachers shall be paid extra-curricular compensation for coaching, intramurals, and clubs and activities. See attached schedule. All openings shall be posted for both Middle and Elementary schools for at least five (5) days.

9. Extra Pay for Extra Services

A. Home instruction shall be compensated at a rate of:

\$42.00 per hour for 2016-2017

\$42.00 per hour for 2017-2018

\$42.00 per hour for 2018-2019

B. Curriculum or program development not included in the regular teacher work day or in any monthly meetings shall be compensated at the rate of:

\$42.00 per hour for 2016-2017

\$42.00 per hour for 2017-2018

\$42.00 per hour for 2018-2019

C. Summer Work: Any teacher that engages in curriculum work for the District during the summer months, with the approval of the Superintendent, shall be paid at the current curriculum rate.

D. Staff Development: When a staff member provides a Professional Development workshop with the Superintendent's approval, they will be compensated at the curriculum rate for the hours spent providing the

workshop. S/he will also receive an honorarium of sixty-five (\$65.00) for the preparation hours for the workshop, which is approved by the superintendent and exceeds two (2) hours in length. Said payments shall be limited to one per day.

B. Secretaries and Clerks

1. Daily hours shall be as follows:

September 1	-June 30:	8:00 AM to 4:00 PM
July 1	-August 31:	9:00 AM to 3:00 PM

2. Coffee Breaks

Employees are entitled to two (2) ten minute (10) coffee breaks, per day, one in the morning and one in the afternoon.

3. Lunch Breaks

Employees shall have one (1) hour duty free lunch period. Times to be agreed upon between employee and direct supervisor.

4. Overtime

Overtime is defined as any time spent at regular duties or other assigned duties, consistent with this Agreement, either before/after regular daily work hours, or any day other than provided in the regular work year.

- a. All overtime accrued shall be remunerated at the rate of 1-1/2 times the hourly salary for hours worked over forty (40) hours per week.
- b. Overtime for employees must be assigned by the supervisor and approved by the superintendent or his/her designee.

5. Early Dismissals

On the day before Thanksgiving, winter and spring break and the last day of

school, dismissal shall be 1:25 for clerks and receptionists.

C. Technology Technician

1. Daily hours shall be as follows:

July 1— June 30: 7:00 AM to 3:00 PM

D. Support Staff

1. Minimum daily hours shall be as follows:

- a. Library Aides - 6 hours per day.
- b. Resource Room Aides - 6 hours per day.
- c. Classroom Aides - 5 hours per day.

2. Coffee Break

Employees are entitled to one (1) ten minute (10) coffee break per day. Times to be agreed upon between employee and direct supervisor.

3. Lunch Break

Employees shall have a duty free lunch period. Times to be agreed upon between employee and direct supervisor.

E. Custodial and Maintenance Staff

1. Coffee Breaks

Custodial and Maintenance Staff are entitled to two (2) ten (10) minute coffee breaks per day. Times are to be agreed upon between the employee and the direct supervisor.

2. Meal Breaks

Full time Custodial and Maintenance staff shall have a one (1) hour duty free lunch period. Times are to be agreed upon between the employee and the direct supervisor.

3. Overtime

Overtime is defined as any time spent at regular duties or other assigned duties, consistent with this Agreement, either before/after regular daily work hours, or any day other than provided in the regular work year.

- a. All overtime accrued shall be remunerated at the rate of 1¹/₂ times the hourly salary for hours worked over forty (40) hours per week.
- b. Overtime for employees must be assigned by the supervisor and approved by the Superintendent and/or his designee.

4. Call-in Pay

An employee shall be entitled to call-in pay when the employee is required to return to work after going home. Such pay shall be at the rate of time and one half the employee's base rate for a minimum of two (2) hours regardless of the time actually worked, so long as said call-in time is not contiguous with the employee's regular work schedule.

F. All Employees:

Employees who chaperone shall be paid at the rate of \$85.00 per event for events occurring from July 1, 2016 through June 30, 2019.

Employees scheduled to work during the hours of an event will not be eligible to chaperone said event.

ARTICLE IX
EMPLOYMENT PROCEDURES

A. Teachers

1. Placement on Salary Schedule

Any teacher employed prior to February 1 shall be given full credit for one (1) year of service toward the next increment step for the following year.

2. Credit for Previous Experience

- a. Up to ten (10) years of credit for previous experience as a teacher may be allowed to determine starting salary.
- b. The starting salary of any teacher shall be any amount agreed upon by the teacher and the Board of Education.
- c. Up to four (4) years of credit for military active duty experience shall be allowed to determine position on the salary guide.

3. Notification of Contract and Salary

Teachers shall be notified of their contract and salary status for the ensuing year no later than May 15.

4. Notification of Vacancies

a. Date

No later than June 1 of each school year, the superintendent shall deliver to the Association and post in all school buildings a list of the known vacancies which shall occur during the following school year.

b. Filing Requests

Teachers who desire a change in grade and/or subject assignment may file a written statement to the Superintendent. Such statement shall include the grade and/or subject to which the teacher desires to be assigned. Such requests for transfers and reassignments for the following year shall be submitted no later than June 15.

c. Criteria for Assignment

In the determination of requests for voluntary reassignment and/or transfer, the wishes of the individual teacher may be honored to the extent that the transfer does not conflict with the instructional requirements and best interests of the school system.

d. Priority in Reassignment

A teacher being involuntarily transferred or reassigned shall be placed only in a position which does not involve reduction in total compensation.

e. Notification

All teachers shall be given written notice of their salary schedules, class and/or subject assignment and room assignments for the forthcoming year no later than August 15 (EXCEPT IN THE CASE OF AN EMERGENCY).

f. Meeting and Appeal

(1) Step 1

In the event of an involuntary transfer to which the teacher involved objects, that teacher may request a meeting with the

principal. This meeting shall be requested within ten (10) days of notification of the involuntary transfer being made as defined herein. In the event such meeting is not requested within ten (10) days, the right to the meeting shall be deemed waived.

(2) Step 2

In the event the teacher involved in an involuntary transfer is dissatisfied with the results of the meeting with the principal, he/she may, within five (5) days of such meeting, request a meeting with the superintendent to discuss such transfer. At that meeting, the teacher may, at his/her option, have an association representative present.

B. Secretaries, Clerks, Custodial and Maintenance and Support Staff

1. Placement on Salary Schedule

- i. For ten month employees, each ten month employee employed prior to February 1 shall be given full credit for 1 year of service toward the next increment step for the following year.
- ii. For twelve month employees, each twelve month employee employed prior to January 1 shall be given full credit for 1 year of service toward the next increment step for the following year.
- iii. Placement on the Salary Schedule does not apply to Custodial and Maintenance Staff.

2. Notification of Contract and Salary

Employees shall be notified of their contract and salary status for the ensuing year not later than the date mandated by the State of New Jersey for their position. If notice has not been given by the mandated date, the employee shall automatically be considered employed in the same position as occupied before the mandated date.

3. Resignation

An employee who is resigning from their position shall give thirty (30) days notice. Earned vacation [twelve (12) month employees] shall be paid according to the proportion of full months worked to the total contract year, unless proper notice has not been given. Earned vacation shall be paid only in the same proportion as the amount of notice actually given.

4. Notification of Vacancies

The superintendent shall make known to the Association staff, vacancies as they occur throughout the year. Employees who desire to transfer to a vacant position may file a written statement of request for transfer to the Superintendent and shall be given first consideration.

5. Use of Voluntary Request

No vacancy shall be filled by means of involuntary transfer or reassignment if there is a qualified volunteer, approved by the supervisor of the position to be filled, available to fill said position.

6. Involuntary Transfer

An involuntary transfer or reassignment shall be made only after a meeting between the employee involved and the superintendent, at which time the employee shall be notified of the reason therefore.

7. Tenure

Secretaries shall acquire tenure and shall be hired, employed and dismissed in accordance with the laws and regulations governing employees who may acquire tenure.

8. Seniority for Aides

School district seniority shall be defined as service to the District in the employee's title. An employee will lose all accumulated District seniority if s/he resigns, is discharged for cause or is non-renewed, regardless of whether s/he is re-hired by the District.

In the event the number of full time aides working in the District is to be reduced, the individual holding the position being eliminated shall have the right to 'bump' the least senior full time aide, provided that in the Superintendent's discretion, the employee being retained is able to perform the duties of the position s/he is assuming, and provided that the aide position being "bumped" is not a one-on-one aide for a student with an IEP requiring a one-on-one aide. The Board will give as much notice of a reduction as possible, but in no event will that be less than fourteen (14) calendar days.

Any employee who loses his or her position as a result of this action shall remain on a recall roster for a period of one year from the date of the lay off.

If more than one person is on the recall roster, recall shall be by seniority.

Notices of recall will be addressed to the employee's last known address appearing in the District's records, by certified mail, return receipt requested and regular mail. The employee must notify the Board in writing whether s/he wishes to return to the District in the position offered within ten (10) days of the date of original mailing. If s/he fails to reply, report as required, or declines the position, s/he shall forfeit all seniority and recall rights.

9. Seniority for Secretaries and Clerks

School district seniority shall be defined as service to the District in the employee's title. An employee will lose all accumulated District seniority if s/he resigns, is discharged for cause or is non-renewed, regardless of whether s/he is re-hired by the District.

In the event the number of full time secretaries/clerks working in the District is to be reduced, the individual holding the position being eliminated shall have the right to bump the least senior full time secretary/clerk, provided that in the Superintendent's discretion, the employee being retained is able to perform the duties of the position s/he is assuming. The Board will give as much notice of reduction as possible, but in no event will that be less than fourteen (14) calendar days.

Any employee who loses his or her position as a result of this action shall remain on a recall roster for a period of one year from the date of the lay off. If more than one person is on the recall roster, recall shall be by seniority.

Notices of recall will be addressed to the employee's last known address

appearing in the District's records, by certified mail, return receipt requested and regular mail. The employee must notify the Board in writing whether s/he wishes to return to the District in the position offered within ten (10) days of the original mailing date. If s/he fails to reply, report as required, or declines the position, s/he shall forfeit all seniority and recall rights.

ARTICLE X

EMPLOYEE EVALUATION

A. Secretaries, Clerks and Support Staff, Custodians & Maintenance Staff

Secretaries, Clerks and Support Staff shall be evaluated by the immediate supervisor (s) at least two (2) times in each school year, to be followed in each instance by a written evaluation report and by a conference between the employee and the evaluator.

Custodians and Maintenance Staff shall be evaluated by the immediate supervisor at least two (2) times in each school year, to be followed in each instance by a written evaluation and by a conference between the employee and the evaluator. One evaluation per year will be performed by the immediate supervisor with the collaboration of the supervising administrator.

B. Teacher Evaluation

Teaching staff shall be evaluated by the immediate supervisor(s) at least three (3) times in each school year, to be followed in each instance by a written evaluation and by a conference between the employee and the evaluator, in accordance with NJ State law and regulations for teacher evaluations.

1. Non-tenured Teachers

Every board of education in this State shall cause each non-tenured teaching staff member employed by it to be observed and evaluated in the performance of his/her duties at least three (3) times during each school year, but not less than once during each semester. The number of required observations and evaluations may be reduced proportionally when an individual teaching staff member's term of service is less than one (1) academic year. Each evaluation shall be followed

by a conference between that teaching staff member and his or her superior or superiors. The purpose of this procedure is to recommend as to reemployment, identify any deficiencies, extend assistance for the correction of any deficiencies, and improve professional competence.

2. General Criteria

a. Formal Evaluations

All formal observations of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. Covert observations or the use of public address, cameras, audio systems and similar surveillance devices shall be strictly prohibited. However, such devices may be used for evaluation with the knowledge of the teacher.

b. Evaluation by Certified Supervisors

Teachers shall be evaluated only by persons certified by the New Jersey State Board of Examiners to supervise instruction.

c. Copies of Formal Evaluation

A teacher shall be given a copy of any formal class visit or formal evaluation report prepared by his/her evaluators at least one (1) day before any conference to discuss it. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.

d. Informal Evaluations

(1) Definition

An informal evaluation is an observation which has been reduced to writing, comprises less than a full class period or other full block of instruction, is not formally scheduled and consists of observations of routine, day-to-day activities related to teaching.

(2) Acknowledgement

Reports of informal evaluations shall be signed by the teacher to acknowledge receipt. The teacher may request a conference concerning such evaluations and may respond in writing to them.

(3) Non-tenured Teachers

For the purpose of this section, the term "observation" shall be construed to mean a visitation to a classroom by a member of the administrative and supervisory staff of the local school district who holds an appropriate certificate for the supervision of instruction, for the purpose of observing a non-tenured teaching staff member's performance of the instructional process.

(a) Each of the three observations required by law shall be conducted for a minimum duration of one (1) class period in the middle school and, in the elementary schools, for the duration of one (1) complete subject lesson.

(b) The term "evaluation" shall be construed to mean a written evaluation prepared by the administrative-supervisory staff

member who visits the classroom for the purpose of observing a teaching staff member's performance of the instructional process.

- (c) Each of the three observations required by law shall be followed by a conference between the administrative-supervisory staff member who has made the observation and written evaluation and the non-tenured teaching staff member within a reasonable period of time, but in no instance more than fifteen (15) days. Both parties to such a conference will sign the written evaluation report and retain a copy for his/her records. The non-tenured teaching staff member shall have the right to submit his/her written rebuttal of such evaluation within ten (10) days following the conference, and such rebuttal shall be attached to each party's copy of the evaluation report.
- (d) The purpose of this procedure for the observation and evaluation of non-tenured teaching staff members shall be to identify deficiencies, extend assistance for the correction of such deficiencies, improve professional competence, provide a basis for recommendations regarding reemployment, and improve the quality of instruction received by the pupils served by the public schools.

C. Personnel Records

1. File

An Employee shall have the right, upon reasonable request, to review the contents of his/her personnel file and to receive copies, at actual cost, of any documents contained therein. An employee shall have the annual right to indicate those documents and/or materials in his/her file which he/she believes to be obsolete or otherwise inappropriate to retain. Said documents shall be reviewed by the superintendent or his designee and if, in fact, they are obsolete or otherwise

inappropriate to retain, they shall be destroyed. Disputes over the retention of said documents shall be resolved through the grievance procedure at the Board level.

2. Derogatory Material

No material derogatory to an Employee's conduct, service, character or personality shall be placed in his/her personnel file unless the employee has had an opportunity to review the material. The employee shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The employee shall also have the right to submit a written answer to such material and his/her answer shall be reviewed by the superintendent or his/her designee and attached to the file copy.

3. No Separate File

Although the Board agrees to protect the confidentiality of personal references, academic credentials and other similar documents, it shall not establish any separate personnel file which is not available for the employee's inspection.

D. Termination of Employment

Final evaluation of an employee upon termination of his/her employment shall be concluded prior to severance and no documents and/or other material shall be placed in the personnel file of such employee after severance or otherwise than in accordance with the procedure set forth in this Article.

ARTICLE XI
SABBATICAL LEAVE — TEACHERS

A. Granting Sabbaticals

The Board may, in its sole, reasonable discretion, grant sabbatical leave to any teacher employed by the Board.

B. Purpose

The purpose of the sabbatical leave must be one of potential benefit to the District.

C. For Study

Sabbatical leave sought for the purpose of study must be done at an accredited college, university or other institution suitably accredited in its field.

D. Extended Travel or Other

In addition to granting sabbatical leave for the purpose of study, the Board may also grant sabbatical leave for the purpose of extended travel or for other reasons which the Board deems to be of potential benefit to the District.

E. Eligibility

To be eligible, a teacher must have served a minimum of seven (7) years in the Northfield School District.

F. Pay

Sabbatical leave shall be at half pay for the period that the individual is on such leave.

G. Total Number

No more than two individuals may be on sabbatical leave from the District at the same time.

H. Requests

Requests for sabbatical leave must be received by the superintendent, in writing, no later than December 1 of the year preceding the school year for which the sabbatical leave is requested. Requests will include a clear explanation of the sabbatical project and a full explanation of the nature of the benefit the individual requesting such leave feels it will have for the District.

I. Initial Review

For teachers requesting sabbatical leave, an initial review of the proposed project will be by a committee composed of the superintendent, appropriate principal and one (1) teacher selected by the Association. The recommendations of the committee shall then be reported to the Board.

J. Final Approval

Final approval of all sabbaticals shall be by the full Board after review by the Personnel and Instruction Committee. Applicants will be notified not later than five (5) school days after the first meeting of the Board following final approval of the budget.

K. Report to Board

Upon return from sabbatical, the individual shall render a full report to the Board, in writing, setting forth what was accomplished on this sabbatical.

L. Finished Product

If, as a result of the sabbatical, a thesis, paper, book or other graphic or similarly reproducible product is produced, two copies shall be deposited with the District, at no cost to the District, with any costs to be borne by the employee. It is the Board's belief that where such a concrete end-product results, this is one of the benefits to the District

which mitigated in favor of approving the application for sabbatical leave in the first instance.

M. Obligation of Employment

Upon return from sabbatical leave, a teacher shall be obligated to remain in the employ of the Northfield Board of Education for a period of no less than two (2) full school years. If the teacher does not remain in the full-time employ of the Board for two (2) full school years, he/she shall reimburse the Board an amount equal to the salary actually paid to such person during the sabbatical leave. Such reimbursement may be extended over three years, one-third of the total amount due to be paid each year. It is the express intention of the Board that the provisions of this Paragraph be considered an integral part of the conditions under which it approved sabbatical leave. Any employee of the Board who goes on sabbatical leave is deemed to have accepted and agreed to the provisions of this Paragraph.

N. Written Notice of Approval

If approved, the superintendent shall send written notice to the employee advising him/her that the Board has approved the requested sabbatical leave. The notice shall specify the terms of the sabbatical leave, including the school or place where the leave is to be taken, the duration of the leave, the purpose for the leave, and state that the leave is approved subject to the terms of this Agreement. The notice shall require the employee to indicate acceptance of the terms and conditions of the sabbatical by signing and returning a copy of the notice to the Board.

O. Salary Schedule

Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system during the period of his/her absence and he/she shall be credited with all other benefits for which he/she would have been entitled during the period of his/her leave and continuing thereafter upon his/her return.

ARTICLE XII
SICK LEAVE

A. Sick Leave

1. Number

All ten (10) month employees shall be entitled to ten (10) sick leave days with pay each school year. Employees on a twelve (12) month contract shall be entitled to twelve (12) days sick leave with pay each year. Unused sick leave shall be accumulated from year to year with no maximum limit.

2. Notification

Employees shall be notified within the first month of each school year the amount of sick leave accumulated or remaining.

3. Leaving Early Due to Illness or Personal Reasons

The following guidelines will be adhered to in the event an employee must leave work due to illness or personal reasons:

- a. The employee will be charged with one (1) sick day if the employee leaves works before 50% of his/her scheduled work day has been completed, based upon their daily scheduled hours.
- b. In the event the employee leaves after 50% of their work day has been completed, the employee will be charged with one-half (1/2) sick day.

B. Reimbursement for Unused Sick Leave

1. Recognition

Reimbursement for accumulated unused sick leave will be recognized upon retirement according to New Jersey Statutes.

2. Credit

All employees retiring from the District shall receive credit for unused sick leave based upon the following formula:

\$80.00 per day for to a maximum of one hundred (100) days

3. Retroactive

Compensation for unused sick leave is not retroactive for previously retired employees.

4. Definition

Retirement is defined as leaving the District and collecting a pension from a N.J. State Pension and Annuity Fund.

5. Employee's Estate

Remuneration for unused accumulated sick leave up to the contract limits shall be paid to the estate of an employee who dies while actively employed in the District.

C. Perfect Attendance Incentive

Employees who use no sick leave days during the course of the school year shall be awarded a two hundred dollar (\$200.00) check payable no later than the start of the following school year.

ARTICLE XIII
TEMPORARY LEAVES OF ABSENCE

All employees subject to this Agreement shall be entitled to the following temporary, non-cumulative leaves of absence with full pay each school year at the discretion of the Superintendent of Schools or his/her designee. Teachers employed by the District on a less than full-time basis shall be entitled to sick, personal and bereavement leaves in proportion to the number of hours worked each week.

A. Personal Leave

1. Requests

Those requesting personal leave shall do so on a form designed for this purpose. The request shall be given to the building principal at least two (2) school days in advance and forwarded to the superintendent.

2. Conditions

An allowance of up to three (3) days absence without pay deduction during any one school year for personal reasons.

3. Exceptions

No days of absence with pay shall be allowed for emergency or urgent reasons when such days are taken during the first three (3) or last three (3) days of the school year, or the first day immediately preceding, or the first day immediately following a school recess or vacation, except upon the approval of the Superintendent of Schools.

4. Unused personal days shall be added to the employees' accumulated sick days.

B. Professional/Educational Improvement Leaves

1. Teachers

Absence without pay deduction will be allowed for professional visitations, conventions, conferences, workshops, special short courses, when approved by the Superintendent of Schools or his/her designee.

2. Secretaries and Support Staff

Absence without pay deduction will be allowed for educational improvement visitations, conventions, conferences, workshops, special short courses, when approved by the Superintendent of Schools or his/her designee.

C. Death in Family

1. Immediate Family

In the event of a death in the immediate family, an allowance of up to five (5) days leave without pay deduction shall be granted per occurrence. Immediate family shall be considered husband or wife, father, mother, father-in-law, mother-in-law, child, brother, sister, grandchild, the employee's grandmother or grandfather, immediate step relative, or any member of the immediate household or civil union or domestic partner, as those terms are defined in the New Jersey Statutes.

2. Near Relative

An allowance of one (1) day leave without pay deduction will be allowed for death of near relative.

D. Family Illness

In the event of an illness in the immediate family, an allowance without pay deduction, for up to thirteen (13) days shall be granted. Immediate family shall be considered husband or wife, father, mother, father-in-law, mother-in-law, child, brother, sister, grandchild, the employee's grandmother or grandfather, step relative, or any member of the immediate

household or civil union or domestic partner, as those terms are defined in the New Jersey Statutes. Written proof will be required after three (3) consecutive absences.

E. In Addition to Sick Leaves

Leaves taken pursuant to all sections above shall be in addition to any sick leave to which the employee is entitled.

ARTICLE XIV
EXTENDED LEAVES OF ABSENCE

A. Medical Disability

Due to medical disability which is substantiated by a certificate from a medical doctor, an employee shall be granted an extended leave of absence without pay. However, during the period of the employee's personal medical disability, accumulated sick leave benefits shall be paid until such benefits are exhausted or the personal medical disability has terminated. Upon termination of medical benefits when applicable, the employee may elect to retain said benefits by prepaying the Board of Education on a monthly basis, so as to continue group rate premiums, in accordance with the New Jersey Public Employee Benefit Manual.

B. Non-tenured Employees

The Board need not grant or extend the leave of absence of any non-tenured employee beyond the end of the contract school year in which the leave is obtained.

C. Returning

An employee returning from a medical disability leave shall be entitled to all benefits to which said employee was entitled at the time leave commenced.

D. Recovery Time

No employee shall be barred from returning to work after a medical disability leave on the grounds that not enough time has elapsed during the recovery time. A doctor's note indicating that the employee is fit to return to work shall be provided.

E. Granting Tenure

Nothing herein contained shall be construed to require the Board to grant tenure to any non-tenured teacher or secretary who would not have been granted tenure in the absence

of this provision or to offer a new contract for a new school year to any non-tenured teacher or secretary who would not have been offered such a contract in the absence of this provision.

F. Child-Rearing

An employee may make application to the Board for a child-rearing leave of absence for a period of up to one year. Said application shall be made to the Superintendent at least ninety calendar days prior to the commencement of the child-rearing leave. The date of requested return may be adjusted by the Board to commence in January or September or any other natural break in time which the Board deems in keeping with the educational needs of the system, and may preclude the one-year time period cited above. Said child-rearing leave shall be without pay. The Board of Education Secretary shall, upon request, provide the employee with the necessary information in order that the employee can take over the payments of insurance premiums.

G. Care of Sick Family Member

A leave of absence of up to one (1) year without pay shall be granted for the purpose of caring for a sick member of the employee's immediate family. Additional leave may be granted at the discretion of the Board.

H. Other Leaves

Other leaves of absence without pay may be granted by the Board for good reason.

I. Returning from Leave

Upon return from leave granted according to Section A above, an employee shall be considered as if he/she were actively employed by the Board during the leave and shall be placed on the salary schedule at the level as he/she would have achieved if he/she had

not been absent, provided, however, that time spent on such leaves shall not count toward fulfillment of time requirements for acquiring tenure. An employee shall not receive increment credit for time spent on a leave granted under Sections F, G, and H above, nor shall such time count toward the fulfillment of the time requirements for acquiring tenure. Leave granted under Section A shall count toward increment if the employee worked during that school or calendar year, whichever is applicable.

J. Salary Guide

Advancement on the salary guide or raises the following year of the extended leaves of absence shall be based upon the day of commencement of the leave of absence. The employee will be granted a full salary guide step or raises, if he/she works more than one-half (1/2) of the teacher contract year, according to the adopted calendar of that specific year. Working 90 days or less, or less than one-half (1/2) year, shall result in no advancement on the salary guide or raise the following year.

K. Extensions

All extensions or renewals of leave shall be applied for and granted in writing.

L. Salary and Benefits

Unless otherwise noted, all leaves without pay are also without benefits.

ARTICLE XV
TUITION REIMBURSEMENT

A. Employees

Tuition reimbursement up to \$1,000 per class, per semester will be granted upon completion of courses as defined herein. The maximum Board pay out shall not exceed \$25,000.00 per school year. Reimbursement shall be made for courses that are directly related to the employee's present position or related to an area of potential responsibility. Certified staff will be reimbursed only for graduate level courses.

The following conditions apply to tuition reimbursement:

1. Approved Courses

Reimbursement shall be made for courses that are directly related to the teacher's present position or related to an area of potential educational responsibility.

2. Accredited Institutions

Reimbursement shall be given for approved courses taken at accredited institutions of higher education or in-service programs for which the teacher has been required to expend tuition monies.

3. Minimum Grade

A minimum grade of B or its equivalent must be attained in order to be eligible for reimbursement.

4. Application

Application for course reimbursement shall be approved by the superintendent prior to enrollment in the course to be taken.

5. Emergency or Provisional Certificates

Courses taken to comply with State requirements for emergency or provisional certificates do not qualify for reimbursement.

6. Reimbursement

Reimbursement shall be made within sixty (60) days of submission of documentation supporting the request.

7. In the event an employee voluntarily leaves the district within two (2) years of receiving a tuition reimbursement, he/she must reimburse the district for any tuition monies received.

ARTICLE XVI
INSURANCE PROTECTION

A. Upon ratification of this agreement employees will be offered insurance through the New Jersey School Employees Health Benefit Plan.

The Board of Education shall enroll all eligible employees who apply for medical insurance in the New Jersey State Employees Health Benefit Plan — Direct 15, or an equivalent plan. Direct 10 is available as an option for selection by members of the unit, provided the employee pays 100% of the additional cost to “buy up” to Direct 10.

For all full time employees the Board shall provide single coverage subject to the employee's Chapter 78 contribution and dependent coverage to be paid in full by the employee until September 1st on the first day of the fourth year after three consecutive years. The parties agree to reopen this provision if the Board and the Association find that single coverage negatively impacts recruitment efforts.

For purposes of entitlement to insurance benefits, a part time employee was defined as one who works in the district for 26 hours or less per week as of July 1, 2010. An Employee who worked between 22 and 26 hours per week prior to July 1, 2010 and continuously receives benefits will retain her benefits as long as she continuously works over 22 hours per week.

Effective upon ratification, the out of network deductible for the PPO plan, and the office visit co-pay will be determined annually by the School Employee Health Benefits Plan..

1. Effective July 1, 2010, all employees shall contribute 1.5% of their base salary, or any greater amount as determined by the Chapter 78 contribution rates as the law shall require, towards the cost of health benefits. Health contributions shall remain Tier IV for all three years.

B. New Jersey School Employees Health Benefit Plan Prescription Drug Program

The Board of Education shall enroll all eligible employees who apply in the New Jersey School Employees Health Benefit Plan Prescription Drug Program or an equivalent plan as soon as possible after the date of this Agreement.

1. The Board agrees to pay the total cost of the individual employee in the above plan subject to the Chapter 78 employee contribution rate, if the employee requests coverage.
2. The Board agrees to pay the additional costs subject to the employee's Chapter 78 contribution rate if an employee requests coverage under the family plan, the husband and wife plan, or the parent and child plan. Single and dependent coverage only will be provided as per Article XV, Part A.

C. Upon ratification of this agreement employees will be offered Dental through the New Jersey School Employees Health Benefit Plan.

The Board of Education shall enroll all eligible employees who apply in the Dental Program or an equivalent plan as soon as possible after the date of this Agreement.

1. The Board agrees to pay the total cost of the individual employee in the above plan if the employee requests coverage, or the two party or three party plan if applicable. Single and dependent coverage only will be provided as per Article XV, Part A.

D. Waiver of Insurance Benefits

Members may choose to waive or 'opt-out' of medical, dental and prescription insurance benefits. Members choosing to 'opt-out' of all three of these coverages will be required

to sign a release indicating that their dependents are covered under another health benefit program. Members shall be told how to re-enroll in the health benefits program if needed. Members are responsible for informing the school business administrator of any changes in circumstances regarding health benefits. Employees who are not employed during the full year (Sept. 1 — Aug. 31) and who choose the waiver option shall have their payments prorated accordingly. This applies to new hires after September 1st and any employment termination that is effective prior to August 31st. Employees who choose the waiver and are on an unpaid leave of absence without health benefits shall have their payments prorated as well. The Board shall pay members who waive their insurance benefits as follows: \$2,000.00 for opt-out of single coverage; \$2,500.00 for opt-out of parent/child(ren) coverage; \$3,000.00 for opt-out of husband/wife coverage; and \$3,500.00 for opt-out of whole family coverage. The payment shall not exceed 25% or \$5,000, whichever is less, of the amount saved by the employer because of the employee's coverage.

E. Section 125 Plan

The Board of Education shall establish a Section 125 Plan.

F. Flexible Savings Account

A Flexible Savings Account (FSA) shall be made available to all employees.

ARTICLE XVII
SALARIES

A. Salary Schedule

The salary of each employee covered by this Agreement is set forth in the attached schedules hereto and made a part hereof. The Board and the Association agree to mutually develop these salary guides.

B. Withholding of Increments

Employment or adjustment increments may be withheld in whole or in part for inefficiency, incapacity, conduct unbecoming a teacher or other just cause. It shall not be mandatory upon the Board of Education to pay any such denied increment in any future year as an adjustment increment.

C. Method of Payment

1. Ten (10) Month

Each employee shall be paid on the 15th and 30th day of each month, on either a ten or twelve month basis, whichever is applicable. Eleven month employees will be paid on a twelve month schedule.

2. Exceptions

When a payday falls on or during a school holiday the funds shall be available on the last working day prior to the holiday.

3. Summer Pay Plan

Each employee paid on a ten (10) month basis may individually elect, in writing, to have a portion of his/her salary deducted from his/her pay.

4. Automatic Deposit Plan

Effective July 1, 2016, the Board shall require net pay of employees to be directly deposited in a specific banking institution in a checking account, savings account or share account designated in writing by the employee. The Board shall make available for such employees all information concerning net pay and any accompanying information approved for distribution with net pay available on the internet with restricted access.

5. Final Pay

Each 10 month employee shall receive his/her final pay for June on his/her last working day in June.

D. Salary Adjustments

1. Notice

If a teacher or support staff member anticipates a change in range on the salary schedule for the next school year, written notice to this effect must be given to the superintendent prior to August 31 for implementation on the first September pay.

2. Midyear Salary Adjustments

Mid-year salary adjustments shall occur only three times per year based upon the notification of the successful completion of a course or courses which warrant a status change. The adjustment shall take place either on October 1, January 1, or May 1.

3. Transcripts

Transcripts showing courses successfully completed shall be evidence of training.

4. Adjustment of Salary

The adjustment in salary necessary to effect a change in training level shall be in addition to the regular employment and adjustment increments.

5. Credits

Credits applied for a change in salary range shall be computed as one (1) credit equal to one (1) semester hour; shall be earned from an accredited institution of higher learning or approved in-service program, and shall be related to an educational program designed for improvement in an area of responsibility. It shall be the responsibility of the superintendent to approve such credits and certify accuracy in applying for a change in salary range. Credits applied to salary range "M + 15" and "M + 30" shall be earned following the receipt of the Masters Degree.

6. Coordinator of Special Services

Any properly certificated employee appointed as Coordinator of Special Services shall receive ten percent (10%) of their annual base salary as a stipend.

7. Longevity

Beginning one's 21st year of service in the Northfield School District, \$1,000 longevity payment will be added to one's base salary.

Beginning one's 31st year of service in the Northfield School District, \$2,000 longevity payment will be added to one's base salary.

8. Door 6 Receptionist

Door 6 Receptionist will receive \$1 per hour for each year:

2015/2016 - \$10.28

2016/2017 - \$11.28

2017/2018 - \$12.28

2018/2019 - \$13.28

9. In the event that the Supervisor of Maintenance is out for more than ten (10) consecutive days, and the Maintenance Worker assumes the duties and responsibilities of the Supervisor during that time, the Maintenance Worker will receive an extra \$5.00 per hour on days actually worked in that capacity for undertaking and carrying out the additional responsibilities of the Supervisor with the exception of staff evaluation.

ARTICLE XVIII
ASSOCIATION PAYROLL DUES DEDUCTION

A. Dues

The Board agrees to deduct from the salaries of its employees the dues for the Northfield Education Association, the Atlantic County Education Association, the New Jersey Education Association or the National Educational Association, as said employees individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 233 N.J. Public Laws of 1969 (N.J.S.A. 52:14-14.9e) and under rules established by the State Department of Education. Said monies together with current records of any corrections shall be transmitted to such persons as may from time-to-time be designated by the Northfield Educational Association by the 15th of each month following the monthly pay period in which deductions were made. The person designated shall disburse such monies to the appropriate association or associations.

B. Certification

The Association shall certify to the Board, in writing, the current rate of its membership dues. If the Association named in Paragraph A.1 above shall change the rate of their membership dues, the Association shall give the Board written notice prior to the effective date of such change.

ARTICLE XIX
REPRESENTATION FEE

A. Purpose of Fee

If an eligible employee does not become a member of the Association during any membership year that is covered in whole or in part by this Agreement, i.e., September 1st to the following August 31st, said employee will be required to pay a representation fee to the Association for that membership year. This fee will be to offset the cost of services rendered by the Association as majority representative.

B. Amount of Fee/Notification

Prior to September 1st of the membership year, the Association will notify the Board, in writing, of the amount of the regular membership dues, initiation fees, and assessment charged by the Association to its own members for that membership year. The representation fee to be paid by nonmembers will be equal to the amount permitted by law.

C. Deduction and Transmission of Fee

1. Notification

On or about the fifteenth (15th) of September of each year the board will submit to the Association, a list of all employees in the bargaining unit. On or about December 1st of each year the Association shall notify the Board of Education as to the names of those employees who are required to pay the representative fee.

2. Payroll Deduction Schedule

The board will deduct from the salaries of the employees referred to in Section C1 the full amount of the yearly representation fee in equal installments beginning with the first paycheck in January.

3. Termination of Employment

If an employee, who is required to pay a representation fee, terminates his/her employment with the Board before the Association has received the full annual amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the current membership year.

4. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction and transmission of representation fees will as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

5. Changes

The Association will notify the Board in writing, of any changes in the list provided in Paragraph CI, and/or the amount of the representation fee, and such changes will be reflected in any deductions made no more than thirty (30) days after the Board receives said notice.

6. New Employees

On or about the last day of each month of the membership year, beginning with the month this Agreement becomes effective, the Board will submit to the Association a list of all eligible employees who began their employment in a bargaining unit position during the preceding 30-day period. This list will include names, job titles, dates of employment and places of assignment for all such employees. Negative reports are not required. The Board will also notify the

Association of any changes in the status of an employee regarding transfer, leave of absence, return from leave, retirement, resignation, separation from employment, or death.

7. Indemnification

The Board of Education hereby grants to the Association the right to collect a representation fee from those unit members who do not elect membership in the Association. The implementation and administration of this provision shall be in accordance with Chapter 477, P.L. of 1979. In meeting its obligations pursuant to this paragraph, the Association shall save the Board harmless from any claims, liabilities, damages or other financial demands made by an employee, whether in litigation or elsewhere, including the cost of legal fees.

ARTICLE XX
MISCELLANEOUS PROVISIONS

A. Severability

If any provision of this Agreement or any application of this Agreement to any employee 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.

B. Compliance Between Individual Contract and Master Agreement

Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

C. Non-Waiver

Nothing contained in any section or subsection of this Agreement shall be interpreted in any manner or construed to constitute an implied waiver by the Board of any of its rights. All rights not expressly waived herein are deemed retained.

D. Reproduction of Agreement

Copies of this Agreement shall be printed at the joint and equal expense of the Board and the Association after agreement on the format within thirty (30) days after the Agreement is signed. The Agreement shall be presented to all employee's now employed or hereafter employed by the Board.

E. Mileage

Employees who may be required to use their own automobiles in the performance of their duties shall be reimbursed at the rate of the accepted State Tax Rate.

F. Uniforms

1. The Board will provide three (3) uniforms (shirts and pants) and three (3) t-shirts to all custodial and maintenance staff during the school year.
2. Ponchos will be provided to custodial and maintenance staff by the Board as the Board deems necessary.
3. The Board shall supply all necessary equipment and supplies to be used by the custodial and maintenance staff in fulfilling their obligations under the job descriptions contained in this Agreement.
4. The Board will furnish to all custodial and maintenance staff assigned to work outside with insulated or quilted outerwear (jumpsuit or coat). This item shall remain the property of the Board and will be replaced as the Board deems necessary.

G. Insurance

If an employee is required to transport a school child or children, said employee shall be properly insured by the Board of Education and saved harmless from any law suit that might result if an accident(s) occurs.

H. Notice

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

1. If by Association, to Board at:

Northfield Board of Education
2000 New Road
Northfield, NJ 08225

If by Board, to Association at:

Northfield Education Association
NCS
2000 New Road
Northfield, NJ 08225

ARTICLE XXI
DURATION OF AGREEMENT

A. Duration Period

This Agreement shall be effective as of July 1, 2016 and shall continue in effect until June 30, 2019 subject to the Association's right to negotiate over a successor agreement as provided in Article II. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

NORTHFIELD EDUCATION
ASSOCIATION

By: Kristen Polak
President

By: Cheryl A. Bonsall
Secretary

NORTHFIELD BOARD OF
EDUCATION

By: [Signature]
President

By: [Signature]
Secretary

**SCHEDULE A1
NORTHFIELD TEACHER SALARY GUIDE 2016-2017**

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	47,913	48,967	49,906	51,329	52,278	53,744
2	48,413	49,478	50,427	51,865	52,824	54,305
3	49,083	50,163	51,125	52,583	53,555	55,057
4	49,753	50,848	51,823	53,301	54,286	55,808
5	50,433	51,543	52,531	54,029	55,028	56,571
6	51,583	52,718	53,729	55,261	56,282	57,861
7	52,773	53,934	54,969	56,536	57,581	59,196
8	54,333	55,528	56,593	58,207	59,283	60,945
9	55,958	57,189	58,286	59,948	61,056	62,768
10	58,133	59,412	60,551	62,278	63,429	65,208
11	60,608	61,941	63,129	64,929	66,129	67,984
12	63,188	64,578	65,817	67,693	68,944	70,878
13	66,588	68,053	69,358	71,336	72,654	74,692
14	70,388	71,936	73,316	75,407	76,800	78,954
15	74,888	76,535	78,003	80,227	81,710	84,002
16	78,910	80,646	82,193	84,536	86,099	88,513

**SCHEDULE A1
NORTHFIELD TEACHER SALARY GUIDE 2017-2018**

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	48,820	49,894	50,851	52,301	53,268	54,761
2	49,320	50,405	51,372	52,837	53,813	55,322
3	49,820	50,916	51,893	53,372	54,359	55,883
4	50,420	51,529	52,518	54,015	55,013	56,556
5	51,100	52,224	53,226	54,743	55,755	57,319
6	52,250	53,400	54,424	55,975	57,010	58,609
7	53,440	54,616	55,663	57,250	58,308	59,944
8	55,040	56,251	57,330	58,964	60,054	61,738
9	56,740	57,988	59,100	60,786	61,909	63,645
10	58,915	60,211	61,366	63,116	64,282	66,085
11	61,390	62,741	63,944	65,767	66,983	68,861
12	63,970	65,377	66,631	68,531	69,798	71,755
13	67,370	68,852	70,173	72,174	73,507	75,569
14	71,170	72,736	74,131	76,244	77,654	79,831
15	75,560	77,222	78,703	80,947	82,444	84,756
16	79,660	81,413	82,974	85,340	86,917	89,355

**SCHEDULE A1
NORTHFIELD TEACHER SALARY GUIDE 2018-2019**

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	49,785	50,880	51,856	53,335	54,320	55,844
2	50,285	51,391	52,377	53,870	54,866	56,405
3	50,785	51,902	52,898	54,406	55,412	56,966
4	51,285	52,413	53,419	54,942	55,957	57,526
5	51,965	53,108	54,127	55,670	56,699	58,289
6	53,115	54,284	55,325	56,902	57,954	59,579
7	54,305	55,500	56,564	58,177	59,252	60,914
8	55,905	57,135	58,231	59,891	60,998	62,709
9	57,605	58,872	60,001	61,712	62,853	64,616
10	59,780	61,095	62,267	64,042	65,226	67,055
11	62,255	63,625	64,845	66,694	67,926	69,831
12	64,835	66,261	67,532	69,458	70,742	72,725
13	68,235	69,736	71,074	73,100	74,451	76,539
14	72,035	73,620	75,032	77,171	78,597	80,802
15	76,310	77,989	79,485	81,751	83,262	85,597
16	80,510	82,281	83,859	86,250	87,845	90,308

SCHEDULE A2
NORTHFIELD SECRETARIES SALARY GUIDE 2016-2017

Salary Guide Step	12 Month
1	49,103
2	49,603
3	50,103
4	50,603
5	51,113
6	51,633
7	52,183
8	52,733
9	53,283
10	53,893
11	54,503
12	55,128

**SCHEDULE A2
NORTHFIELD SECRETARIES SALARY GUIDE 2017-2018**

Salary Guide Step	12 Month
1	50,613
2	51,113
3	51,613
4	52,113
5	52,613
6	53,133
7	53,683
8	54,233
9	54,783
10	55,393
11	56,003
12	56,628

SCHEDULE A2
NORTHFIELD SECRETARIES SALARY GUIDE 2018-2019

Salary Guide Step	12 Month
1	52,183
2	52,683
3	53,183
4	53,683
5	54,183
6	54,683
7	55,233
8	55,783
9	56,333
10	56,943
11	57,553
12	58,178

**SCHEDULE A3
NORTHFIELD AIDES SALARY GUIDE 2016-2017**

Salary Guide Step	Less Than 60	60 or More	BA
1	11.71	13.30	17.95
2	11.91	13.53	18.25
3	12.11	13.76	18.56
4	12.31	13.99	18.87
5	12.56	14.27	19.25
6	12.96	14.72	19.86
7	13.36	15.18	20.48
8	13.76	15.63	21.09
9	14.26	16.20	21.85
10	14.76	16.76	22.62
11	15.26	17.33	23.38
12	16.64	18.90	25.50
OG*	19.41		

*OG: Off-guide step applies only to aides who were employed on September 12, 2003. No one else moves to OG step in the future.

**SCHEDULE A3
NORTHFIELD AIDES SALARY GUIDE 2017-2018**

Salary Guide			
Step	Less Than 60	60 or More	BA
1	12.29	13.96	17.95
2	12.49	14.19	18.25
3	12.69	14.42	18.56
4	12.94	14.70	18.87
5	13.24	15.04	19.25
6	13.59	15.44	19.86
7	13.94	15.84	20.48
8	14.34	16.29	21.09
9	14.84	16.86	21.85
10	15.34	17.42	22.62
11	16.04	18.22 ¹	23.38
12	17.04	19.35	25.50
OG*	19.81		26.11

*OG: Off-guide step applies only to aides who were employed on September 12, 2003. No one else moves to OG step in the future.

**SCHEDULE A3
NORTHFIELD AIDES SALARY GUIDE 2018-2019**

Salary Guide			
Step	Less Than 60	60 or More	BA
1	13.02	14.79	17.95
2	13.22	15.02	18.25
3	13.42	15.25	18.56
4	13.67	15.53	18.87
5	13.97	15.87	19.25
6	14.32	16.27	19.86
7	14.67	16.67	20.48
8	15.07	17.12	21.09
9	15.57	17.68	21.85
10	16.17	18.37	22.62
11	16.87	19.16	23.38
12	17.67	20.07	25.50
OG*	20.44		27.08

*OG: Off-guide step applies only to aides who were employed on September 12, 2003. No one else moves to OG step in the future.

SCHEDULE B
CO-CURRICULAR AND COACHING STIPENDS
2016-17 - 0.0%, 2017-18 - 2.0%, 2019-19 - 2.0%

Position	2016-2017	2017-2018	2018-2019
Head Coach Boys	2,782	2,838	2,894
Asst. Coach Boys	1,391	1,419	1,447
Head Coach Girls	2,782	2,838	2,894
Asst. Coach Girls	1,391	1,419	1,447
Cheerleading Coach	2,510	2,560	2,611
Or two Cheerleading Coaches at	1,256	1,281	1,307
Intramural Director	2,091	2,133	2,175
Intramural Assistant	1,527	1,558	1,589
Student Council Advisor	2,782	2,838	2,894
Co-Advisors	1,391	1,419	1,447
Yearbook Advisor	2,782	2,838	2,894
Yearbook Assistant	1,391	1,419	1,447
Band Director all Bands	2,782	2,838	2,894
Webmaster	2,356	2,403	2,451
Builders Club	2,782	2,838	2,894
Chorus Director (all)	2,782	2,838	2,894
All other Clubs	1,264	1,290	1,316

Board of Education funded

**SCHEDULE C
CUSTODIANS**

**NORTHFIELD BOARD OF EDUCATION
2016-2017 SALARY GUIDE
CUSTODIAN**

Step	Hourly Rate	12 Mo Guide
1	13.00	21,840
2	13.93	23,402
3	14.42	24,226
4	15.00	25,200
5	15.50	26,040
6	16.58	27,854
7	17.50	29,400
8	18.00	30,240
9	19.00	31,920
10	19.50	32,760
11	20.50	34,440
12	21.25	35,700
13	22.50	37,800
14	23.50	39,480
15	24.88	41,795
OG1	32.38	54,398
OG2	32.14	53,995
OG3	34.18	57,422

**NORTHFIELD BOARD OF EDUCATION
2017-2018 SALARY GUIDE
CUSTODIAN**

Step	Hourly Rate	12 Mo Guide
1	14.42	24,226
2	15.00	25,200
3	15.50	26,040
4	16.58	27,854
5	17.00	28,560
6	18.00	30,240
7	18.50	31,080
8	19.00	31,920
9	20.25	34,020
10	21.25	35,700
11	22.50	37,800
12	23.50	39,480
13	24.50	41,160
14	25.31	42,526
OG1	32.78	55,078
OG2	32.14	53,995
OG3	34.18	57,422

**NORTHFIELD BOARD OF EDUCATION
2018-2019 SALARY GUIDE
CUSTODIAN**

Step	Hourly Rate	12 Mo Guide
1	15.00	25,200
2	15.50	26,040
3	16.58	27,854
4	17.00	28,560
5	17.50	29,400
6	18.00	30,240
7	18.75	31,500
8	19.25	32,340
9	20.25	34,020
10	21.25	35,700
11	22.50	37,800
12	23.50	39,480
13	24.50	41,160
14	25.76	43,270
OG1	33.19	55,766
OG2	32.14	53,995
OG3	34.18	57,422

**SCHEDULE D
MAINTENANCE**

NORTHFIELD BOARD OF EDUCATION 2016-2017 SALARY GUIDE MAINTENANCE			NORTHFIELD BOARD OF EDUCATION 2017-2108 SALARY GUIDE MAINTENANCE			NORTHFIELD BOARD OF EDUCATION 2018-2019 SALARY GUIDE MAINTENANCE		
Step	Hourly Rate	12 Mo Guide	Step	Hourly Rate	12 Mo Guide	Step	Hourly Rate	12 Mo Guide
1	15.00	25,200	1	16.00	26,880	1	16.35	27,468
2	15.50	26,040	2	16.35	27,468	2	16.75	28,140
3	16.07	26,998	3	16.50	27,720	3	17.00	28,560
4	17.00	28,560	4	16.75	28,140	4	17.25	28,980
5	17.25	28,980	5	17.25	28,980	5	17.46	29,333
6	-	-	6	18.00	30,240	6	18.50	31,080
7	-	-	7	18.50	31,080	7	19.00	31,920
8	-	-	8	19.00	31,920	8	19.50	32,760
9	-	-	9	19.50	32,760	9	20.00	33,600
10	-	-	10	20.00	33,600	10	20.50	34,440
11	-	-	11	20.50	34,440	11	21.00	35,280
12	-	-	12	21.00	35,280	12	21.50	36,120