
AGREEMENT BETWEEN

THE LAFAYETTE TOWNSHIP

BOARD OF EDUCATION

AND

THE LAFAYETTE EDUCATION

ASSOCIATION

JULY 1, 2024 TO JUNE 30, 2027

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PREAMBLE

This **AGREEMENT**, entered into as of this 1st day of July 2024, by and between the Board of Education of Lafayette Township, New Jersey (hereinafter the “Board”) and the Lafayette Education Association (hereinafter the “Association”).

WHEREAS, the Board is required by the laws of the State of New Jersey, Chapter 303, 1968 as amended by Chapter 123, 1974, to negotiate with the Association as the representative of employees hereinafter designated, with respect to terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement, be it

RESOLVED, that the following mutual covenants represent the complete and final understandings on all negotiable issues between the Board and the Association.

ARTICLE I

RECOGNITION

A. Unit

The Board recognizes the Association for the school years 2024-2025, 2025-2026 and 2026-2027 as the exclusive and sole representative for collective negotiation concerning the terms and conditions of work for all teachers and instructional aides under contract and with at least minimal certification as in accordance with State Law, but excluding the following whether under contract or not, and whether holding certification or not:

- 1) Administrative and supervisory personnel;
- 2) Teaching Vice Principal;

- 3) Substitute teachers;
- 4) Professional workers who are retained for part-time services not requiring daily attendance;
- 5) Secretaries;
- 6) Custodial and cafeteria workers;
- 7) Other non-professional personnel; and
- 8) Confidential, managerial and all other employees.

B. Definition of Teacher and Paraprofessional

Unless otherwise indicated, the term “teacher” and “paraprofessional” when used hereinafter shall refer to all professional employees represented by the Association in the negotiating unit as defined in Paragraph A, above.

ARTICLE II

NEGOTIATION OF SUCCESSOR AGREEMENT

A. Deadline Date

The parties agree to enter into collective negotiations of a successor agreement for the school year 2027-2028, in a good faith effort to reach agreement regarding terms and conditions of teacher employment under procedures and rules required by Chapter 303, New Jersey Laws, 1968 as amended in succeeding years, and rules and regulations of the New Jersey Public Employment Relations Commission.

B. Procedures

The following rules and regulations have been formulated cooperatively by the parties so that each party understands its obligations with regard to frequency and duration of meetings and general responsibilities for fair and effective negotiations.

1. The Association shall notify the Board of its desire to initiate negotiations pursuant to P.E.R.C. regulations.
2. At the first meeting, the Association and the Board will exchange proposals and establish procedures for negotiations.
3. As a general rule, meetings shall be held in the evening at the Lafayette Township School and be of approximately two hours duration. The exact hours shall be determined by mutual agreement and scheduled meetings shall be shortened only by mutual agreement.
4. Each party may caucus during a meeting if the need arises and there shall be no limit on the number of times a party may caucus.
5. The parties agree to follow the procedures outlined in their agreement to their conclusion, to resolve any questions or proposals before using any other channels.
6. Neither party shall have control over the selection of the negotiating representatives of the other.
7. The Board agrees not to negotiate concerning said teachers and paraprofessionals in the negotiating unit as defined in Article I with any organization other than the Association provided that the Association continues to represent a majority of the teachers and paraprofessionals under contract. In the event that the Association no longer represents a majority of the teachers and paraprofessionals under contract, Article I, Paragraph A of this Agreement is void.

C. Modifications and Amendments

This Agreement shall not be modified in whole or in part except by an instrument in writing, duly executed by both parties.

D. Negotiations in Private

Negotiations between the Board and Association shall be conducted in private.

E. Duration of Benefits Provided

All terms and conditions of this Agreement shall remain in effect until such time as a successor agreement is agreed to.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is a claim by a teacher or paraprofessional of the Association based upon the interpretations, application or violation of this Agreement, policies, administrative decision or regulations affecting the terms and conditions of employment of a teacher or paraprofessional or a group of teachers and/or paraprofessionals.
2. An aggrieved person is the person or persons making the claim.
3. A party in interest is the person or persons making the claim and any person who might be required to take action, or against whom action might be taken in order to resolve the claim.

B. Procedure Steps

1. STEP ONE: A teacher, paraprofessional or the Association with a claim of a grievance must first discuss the matter with the CSA within twenty (20) work days of the known occurrence.
2. STEP TWO: If the problem is not resolved, then within ten (10) work days, the aggrieved shall reduce the problem to writing and submit the grievance to the CSA. The aggrieved must state the specific grievance and relief sought. The CSA shall have five (5) work days to render a decision in writing to the aggrieved.
3. STEP THREE: If the problem is not resolved, the aggrieved shall have fifteen (15) work days to submit the written grievance to the Board. The Board shall hold a hearing

with the aggrieved within twenty (20) work days and render a decision to the aggrieved within ten (10) work days of the hearing.

4. STEP FOUR: If the problem is not resolved, the aggrieved shall have ten (10) work days to notify the Board of his/her invoking arbitration to resolve the grievance.

C. Arbitration

1. If the parties are unable to agree upon an arbitrator, a request for a list of arbitrators may be made to the New Jersey State Board of Mediation by either party. The parties shall be bound by rules and procedures of the New Jersey State Board of Mediation in selection of an arbitrator. Should the New Jersey State Board of Mediation impose a fee for its administrative services or cease to provide arbitration services, the parties agree to utilize the services of the Public Employment Relations Commission in its place.
2. The arbitrator so selected shall confer with the representatives of the Board and Association and shall issue his/her decision not later than twenty (20) days from the closing of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issue are submitted to him/her. The arbitrator's decision shall be in writing and set forth his/her findings of fact and conclusions on only the issue submitted. The decision of the arbitrator shall be advisory.
3. The cost 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 party incurring same.

D. Rights of Teachers and Paraprofessionals to Representation

1. Any aggrieved teacher or paraprofessional may be represented at all stages of the grievance procedure by himself or herself, or at his/her option, by a representative of the

Association or one selected by it. Nothing herein is intended to keep a teacher or paraprofessional, at his/her own discretion, from discussing the grievance with the Administration at Step 1 without representation. The Association representative shall have the right to be present and to state the Association's views at all stages of the grievance procedure.

2. No reprisal of any kind shall be taken by the Board or any member of the Administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of said participation.

E. Miscellaneous

1. Decisions rendered at Step 2 which are unsatisfactory to the aggrieved and all decisions rendered at Steps 2 and 3 of the grievance procedure shall be in writing, setting forth the decisions and reasons therefore, and shall be transmitted promptly to all parties in interest, and to the Association.
2. All meetings and hearings under this procedure shall not be conducted in public but shall include only such parties in interest or those designated and selected as representatives.
3. Any teacher or paraprofessional involved in a grievance procedure is obligated to follow administrative directives for Board policy while grievance procedures are in process.

ARTICLE IV

RIGHTS OF TEACHERS AND PARAPROFESSIONALS

A. Rights and Protection in Representation

Pursuant to Chapter 123 of the Public Laws of 1974 the Board agrees that every teacher and paraprofessional employed by the Board shall have the right to freely organize, join, and

support the Association and its affiliates for the purpose of engaging in collective negotiations of terms and conditions of employment.

B. Just Cause Provision

No employee shall be disciplined, reprimanded or be subject to a disciplinary reduction 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. Withholding of an increment for poor performance shall be excluded from this provision.

C. Criticism of Teachers

Any criticism by a supervisor, administrator, or Board member of a teacher or of a teacher's instructional methodology shall be made in confidence and not in the presence of students, staff, parents, or other public gatherings except discussions and/or actions where issues are raised by the employees involved.

D. Criticism of Paraprofessionals

Any criticism by a supervisor, administrator, or Board member of a paraprofessional's job performance shall be in confidence and not in the presence of students, staff, parents, or other public gatherings except discussions and/or actions where issues are raised by the employees involved.

ARTICLE V

CONTRACTS

A. Notification of Status

1. On or before May 15 of each year or such later date as the law may permit, the Board shall give to non-tenured teachers continuously employed since the preceding September, either:

a. A written contract for employment for the next year providing for at least the same terms and conditions of employment, but with such changes in salaries and

benefits as may be required by law or agreement between the Board and the Association, provided negotiations are complete.

- b. A written notice that such employment shall not be offered.
- c. Any employee who receives a notice of non-employment may, within five (5) days thereafter, in writing, request a statement of reasons for such non-reemployment from the Superintendent. A response shall be given to the employee within ten (10) days of receipt of such request.

B. Notification of Intention to Return of Non-Tenured Teachers

If the teacher desires to accept such employment, he/she shall notify the Board of such acceptance, in writing, on or before June 1, in which event such employment shall continue as provided for herein. In default of such notice, the Board shall not be required to continue the employment of the teacher.

C. Paraprofessional Renewal

- 1. On or before May 15 of school each year, the Board shall give to employed Paraprofessionals either:
 - a. A written notice that employment shall be offered for the following school year.
 - b. A written notice that such employment shall not be offered.
- 2. On or before July 7 of each year, the Board shall give a written contract for employment for the upcoming school year, which shall state the hours of work day and salary.
- 3. Non-renewals of paraprofessionals are not subject to and cannot be challenged through the grievance procedure, or otherwise. Any termination of a paraprofessional during the school year for cause shall be subject to the grievance procedure and the standard of review shall not be arbitrary and capricious.

D. Contract Renewal

All contracts for teachers and paraprofessionals shall be distributed by the last day of school each year for employment during the following year. If salaries have not been negotiated by the parties, the salaries set forth in the contract shall be subject to adjustment after the guides have been agreed upon by the parties.

ARTICLE VI

HOURS AND WORKLOAD

A. Check-in Procedure

The teachers and paraprofessionals shall indicate their presence for duty by personally initialing in the appropriate column of the “sign-in, sign-out” roster upon entering and leaving the school premises.

B. Length of Workday -Teachers

The teacher workday shall not exceed seven (7) hours which includes ten (10) minutes of non-instructional time to accommodate busing schedules and shall include a duty- free lunch period of thirty (30) minutes. In case of emergencies, teachers shall remain until all children have been provided with transportation.

C. Length of Work Day – Part-Time Paraprofessionals

The paraprofessional work day shall not exceed seven (7) hours per day which includes a non-paid thirty (30) minute lunch period. The paraprofessional work week must be less than twenty-eight (28) hours per week. The hours for paraprofessionals must be scheduled consecutively unless mutually agreed upon by the paraprofessional and administration.

D. Length of Work Day – Full-Time Paraprofessionals

The paraprofessional work day shall not exceed seven (7) hours per day which includes a thirty (30) minute paid lunch period. The hours for paraprofessionals must be scheduled consecutively unless mutually agreed upon by the paraprofessional and administration.

E. Field Trips

Field trips extending beyond the length of the regular school day shall be scheduled by mutual agreement between the teacher(s) and paraprofessional(s) involved and the Administrator, with the consent of the Board.

F. Workload

1. Teachers' workload shall consist of: Departmentalized, no more than six (6) periods of planned preparation to which they are assigned, one (1) duty period (homeroom, a.m. and p.m., lunch or bus duty) as assigned, one (1) supervisory non-planning period as assigned, one (1) duty-free planning period and one (1) thirty (30) minute duty-free lunch.
2. Self-contained classroom teachers will teach all content areas with a thirty (30) minute duty-free lunch period.
3. Duty-free planning time will be 210 minutes per week per teacher with a minimum of twenty (20) minutes per day.
4. Part-time teachers' workload shall consist of:
 - a. Any part-time teacher who is scheduled for more than three (3) days per week shall teach up to five (5) periods per day, plus either a duty or supervisory period.
 - b. Any part-time teacher who is scheduled for six (6) teaching periods in any one (1) day is to work no more than three (3) days per week. The teacher may be scheduled for one (1) duty period and supervisory period as necessary.
 - c. All part-time teachers shall receive a full lunch period per day.
 - d. All part-time teachers shall receive a full prep period per day.
 - e. Hours for part-time teachers shall be scheduled consecutively.
 - f. Part-time teachers must work less than twenty-eight (28) hours per week.

- g. Provisions a and b shall only apply to part-time positions filled or created after October 29, 2009 and shall not apply to current part-time faculty.
 - h. Provisions c, d, e, and f shall apply to all part-time faculty members.
5. The nurse shall have a 30-minute duty-free lunch period and shall have one (1) twenty (20) minute a.m. duty-free break each day and one (1) twenty (20) minute p.m. non-student contact preparation allotment each day. A medical emergency supersedes this language.

G. School Calendar

- 1. Two (2) days of new teacher training and two (2) in-service days for all certificated staff shall be scheduled on consecutive days immediately preceding the first student school day, unless mutually agreed upon. These days are not to include the Saturday, Sunday or Monday of Labor Day weekend.
- 2. The Board will take under consideration suggestions made by the Association as to those holidays which shall be included in the school calendar.
- 3. The first professional day of the school year shall be utilized as one-half (1/2) of an in-service day and one-half (1/2) as individual preparation for each teacher. The second day shall include scheduled time for teachers to meet with the child study team. The Association shall be allotted one (1) hour during the first two days of professional development for union business.
- 4. The school year will include one (1) additional Professional Development Day for teachers.

H. Holidays

Preceding major holidays, school will close at 12:30 p.m. Effective July 1, 2013, school will close at 1:00 p.m. This will apply to the following holidays:

- 1. Thanksgiving

2. Christmas
3. Memorial Day

I. Grants

Teachers and paraprofessionals who are asked to write grants during the school year will receive release time to do so during the normal school day.

J. Parent-Teacher Conferences

Conferences will not be scheduled on Fridays. There shall be a 1:00 p.m. dismissal on all conference days.

K. Remote Learning Days

1. When Lafayette Township School District implements a remote learning day, an early dismissal schedule will be used for the school day. Staff schedules will follow the same times, periods and assignments as listed for a typical in-person early dismissal day. Staff will be available for office hours until 3:00 p.m. unless the day is a regularly scheduled early dismissal day or weather-related closure.
2. Instruction may be synchronous, asynchronous, or a combination of both. If staff members do not have power or internet, it will not count against staff members for their attendance or their work responsibilities.

ARTICLE VII

EMPLOYMENT PROCEDURES

A. Placement on Salary Schedule

Each teacher shall be placed on his/her proper step of the appropriate salary schedule as of the beginning of each school year. Less-than-full-time employees shall receive a prorated amount based upon their days of service.

B. Notification of Presently Employed Personnel

All teachers shall be given notice of their salary schedules and when applicable, class and/or subject assignments for the forthcoming year not later than June 1 when practical.

C. Work Year

1. There shall be a 184-day school year for staff members each year in this Agreement.
2. There shall be a 182-day school year for paraprofessionals. Paraprofessionals will participate in professional development on the first two days of the teacher in-service for the school year. On these scheduled dates, paraprofessionals will work until their scheduled time or 2:30 p.m. whichever is later. Professional development dates will be scheduled by administration. The Board will make every effort possible to provide programs to meet the State Mandated Professional Development Program on one of these days.

D. Evening Meetings

Staff members agree to make themselves available for six (6) night meetings (to be scheduled).

Paraprofessionals are not required to be available for night meetings.

Night Meetings include, but are not limited to:

Tricky Tray

Trick or Trunk

Hardyston Basketball Tournament

State Trooper Basketball Tournament

Kindergarten Social

Play

7th and 8th Grade Dinner Dance

Graduation

NJHS Inductions

Dances

Tree Lighting

Fall Concert

Spring Concert

Back to School Nights

PTO Picnic

P/T Conferences – Fall

P/T Conferences – Spring

Family Math Night

E. Equal Opportunity in Filling Vacancies

Within forty-eight (48) hours of the time that a vacancy is made public by public notice or published advertisement, the Board shall notify the Association of any vacancy occurring in the school's staff and place such notice on a bulletin board in the teachers' lunch room thus affording any qualified member of the staff equal opportunity to apply for and be considered for the position.

F. Faculty Meetings

Faculty meetings shall be limited to a maximum of ten (10) per year. These meetings will be held on Mondays, will start ten (10) minutes after dismissal, and last a maximum of forty-five (45) minutes. Meetings will be scheduled and posted in the Student Information System calendar at least two (2) weeks prior. A copy of the agenda shall be made available prior to the meeting. Faculty meetings will not be held the week of conferences. Paraprofessionals are not required to attend faculty meetings.

G. Changing Classrooms

If an employee is to change classrooms for the following school year, notification should be given by June 15th to allow the teacher time to move materials before the end of school. Release

time will be provided during the school day. Hourly compensation, as per the Extra-Curricular Guide, shall be paid to teachers required to move after the school year has ended. Teachers will be paid a maximum of seven (7) hours for moving their classroom.

H. Schedules

On or before August 15th, all employees shall be given written notice of their preliminary schedules, including class and/or subject assignments, for the forthcoming school year. Duties including bus duty, lunch duty or homeroom are to be included. Schedules may be adjusted after August 15th as needs arise.

I. PLC/Team Meetings

The Board shall provide a Team meeting period for all teachers and paraprofessionals. As per N.J.A.C. 6A:9c and 6A:13, these meetings are essential for all faculty as a way for teachers to share information ,have strategy discussions, and plan incident responses. Within the contracted school week, all classroom and special education teachers will have at least three (3) Team meetings per week. Additionally, all special area teachers and paraprofessionals will have one (1) Team meeting per week. Each meeting will be for one full class period. All Team meetings will occur during the contracted school day and will occur within the school.

ARTICLE VIII

TEACHER/PARAPROFESSIONAL EVALUATION

A. Intent

State Law and State Board of Education rules and regulations treat the subject of teacher evaluation in substantial detail and nothing herein is intended to impair or reduce teachers' rights or Board prerogative permitted by law.

B. Open Monitoring

Monitoring of teacher or paraprofessional performance shall be conducted openly with full knowledge of the teacher or paraprofessional. This is not to preclude, however, observations of a general nature made openly, but unannounced.

C. Copies of the Evaluation

A teacher or paraprofessional shall be given a copy of any written visit or evaluation report prepared by his/her Administrator at least one day before any conference to discuss it. The teacher or paraprofessional may have the opportunity to discuss the evaluation with the Administrator prior to it being placed in his/her file. No teacher or paraprofessional shall be required to sign a blank or an incomplete evaluation form.

D. Evaluation Reports

Evaluation reports shall be addressed to and presented to each teacher or paraprofessional by the Administrator.

E. Access to Personnel File

A teacher or paraprofessional shall have the right, upon request, to review the contents of his/her personnel file and to receive copies at Board expense of any documents contained therein. A teacher or paraprofessional shall be entitled to have a representative(s) of the Association accompany him or her during the review.

F. Derogatory Material

No material derogatory to a teacher's or paraprofessional'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 teacher or paraprofessional shall acknowledge that he or 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 agreements with the

contents thereof. The teacher or paraprofessional shall also have the right to submit a written answer to such material and his/her answer shall be reviewed by the Administrator or his/her designee and attached to the file copy.

G. No Separate File

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

H. Termination of Employment

Final evaluation of a teacher or paraprofessional 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 without a copy being sent to him or her.

ARTICLE IX

ABSENCE AND LEAVE

A. Cumulative Days

1. Teachers

- a. All teachers shall be entitled to twelve (12) sick days with full pay each year. These days are to be cumulative as defined in Section B, below. Upon retirement, after at least ten (10) years' service in the district, retirees will receive salary for cumulative sick days at a rate of \$50/day for a maximum of \$7,500 or, if the Board is notified prior to November 1st, \$75/day for a maximum of \$8,750. The retiring teacher will receive payment on July 1st of that year.
- b. Upon leaving the district, after at least ten (10) years' service in the district, teachers will receive salary for cumulative sick days at a rate of \$20/day for a maximum of

\$3,000. As per N.J.S.A. 18A:30-3.6, this is applicable to employees prior to May 10, 2010.

2. Paraprofessionals

- a. Upon retirement, after at least ten (10) years' service in the district, paraprofessional retirees will receive salary for cumulative sick days at a rate of \$15/day for a maximum of \$1,500, or, if the Board is notified prior to November 1st, \$30/day for a maximum of \$3,000.

B. Temporary Leave of Absence

1. **Personal Illness – Teachers** – All teachers employed shall be entitled to twelve (12) sick days with full pay in each year. These days are to be cumulative. If less than twelve (12) days are taken in any school year, then the number of days that are not used (but not more than twelve (12) days) shall be cumulative, beginning from the date of the teacher's current continuous employment by the Board of Education to be available for additional leaves in subsequent school years.

Absences on sick leave always shall be charged first to the twelve (12) days allowance for the current school year until such days are fully utilized and thereafter shall be charged to the cumulative credit to the extent that it is available.

2. **Personal Illness – Paraprofessionals** – All paraprofessionals employed shall be entitled to ten (10) sick days with full pay in each year. These days are to be cumulative. If less than ten (10) days are taken in any school year, then the number of days that are not used (but not more than ten (10) days) shall be cumulative, beginning from the date of the paraprofessional's current continuous employment by the Board of Education to be available for additional leaves to subsequent school years.

Absences on sick leave always shall be charged first to the ten (10) days allowance for the current school year until such days are fully utilized and thereafter shall be charged to the cumulative credit to the extent that it is available.

3. **Personal Business – Teachers** – Four (4) days of absence shall be granted for personal, legal, business, household, religious, or family matters that cannot be resolved outside of school hours. Application must be made to the Superintendent at least five (5) days before taking such leave (except in the case of emergencies), and the applicant for such leave shall not be required to state the reason for taking such leave other than he/she is taking it under this section. Personal days cannot be taken during the parent-teacher conference days or during state testing periods except for emergency reasons. State testing and conference dates apply only to the staff members required to monitor State exams or when conferences are scheduled on a given date. Parent-teacher conferences must be scheduled by Administration at least sixty (60) days in advance and can be modified within reason to account for snow days/weather related emergencies. Emergency personal leave will require a written explanation upon returning to work.

No more than two (2) personal days will be approved at any one request. Up to two (2) days may be taken consecutively. Additional consecutive days must be approved by the Superintendent. Personal leave may not be taken preceding or succeeding a holiday or vacation.

All unused personal days shall be accumulated and converted to personal days and/or sick days at a ratio of 2:1. For every two (2) unused personal days in a given year the employee shall be credited with one (1) personal day. These days will be placed in a “compassionate leave bank” containing a maximum of three (3) days. The use of

compassionate days is restricted to illness in the family or family emergencies. Unused personal days may accrue at the same rate of 2:1 into sick leave with no maximum.

4. **Personal Business – Paraprofessionals** – Three (3) days of absence shall be granted for personal, legal, business, household, religious or family matters that cannot be resolved outside of school hours. Application must be made to the Superintendent at least five (5) days before taking such leave (except in the case of emergencies), and the applicant for such leave shall not be required to state the reason for taking such leave other than he/she is taking it under this section.

Emergency personal leave will require a written explanation upon returning to work.

No more than two (2) personal days will be approved at any one request. Up to two (2) days may be taken consecutively. Additional consecutive days must be approved by the Superintendent. Personal leave may not be taken preceding or succeeding a holiday or vacation.

5. **Illness in the Family Teachers** – If personal presence is needed because of the illness of a family member of (a) a parent, brother, sister, husband, wife, or children or (b) any other relative living in the teacher’s immediate family household, absence will be allowed:

- a. with pay for a period of three (3) days per year, not cumulative;
- b. thereafter without pay.

6. **Illness in the Family – Paraprofessionals** – If personal presence is needed because of the illness of a family member of (a) a parent, brother, sister, husband, wife, or children or (b) any other relative living in the paraprofessional’s immediate family household, absence will be allowed:

- a. with pay for a period of three (3) days per year, not cumulative;
- b. thereafter without pay.

7. **Bereavement Leave – Teachers**

- a. Absence due to a death in the teacher’s immediate family or household, defined as: spouse, parent, grandchild, child, brother, sister, father-in-law, and mother-in-law, shall be allowed, with pay, for the required period not exceeding five school days in such cases.
- b. Absence due to the death of a grandparent, nephew, niece, aunt, uncle, cousin, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or other relative not living with the immediate family of a teacher will be allowed, with pay for the day of the funeral.
- c. Additional circumstances may be vetted and granted at the discretion of the Superintendent.

8. **Bereavement Leave – Paraprofessionals**

- a. Absence due to a death in the paraprofessional’s immediate family or household, defined as: spouse, parent, grandchild, child, brother, sister, father-in-law, and mother-in-law, shall be allowed, with pay, for the required period not exceeding five school days in such cases.
- b. Absence due to the death of a grandparent, nephew, niece, aunt, uncle, cousin, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or other relative not living with the immediate family of a paraprofessional will be allowed, with pay for the day of the funeral.
- c. Additional circumstances may be vetted and granted at the discretion of the Superintendent.

9. **Marriage** - Absence on account of marriage or to attend weddings of relatives and friends may be allowed, upon request, but shall be without pay if a teacher chooses not to use available personal days.

10. **Court Order** – Absence by reason of subpoena by any court shall be allowed, with pay, provided the subpoena is filed with the School Administrator. If a teacher or paraprofessional is a party to a suit, absences from school in that connection shall be without pay, unless the Board of Education at its discretion shall determine otherwise.
11. **Professional Leave** – Professional absences with pay not exceeding five (5) consecutive days may be granted to a staff member at the discretion of the Administrator. An applicant for professional leave whose application is disapproved by the Administrator may request a review of the matter by the Board. Such a request should be made in writing at least one (1) week before the next regularly scheduled Board meeting following the decision. This provision is not intended to make rejection of such an application for professional leave a subject for Grievance under Article III.
12. This Article shall be the sole instrument in regard to Temporary Leaves of Absence.

C. Extended Leave

1. **Military**

Unpaid military leaves of absence shall be granted to any teacher or paraprofessional who is drafted or enlists in time of war in any branch of the Armed Forces of the United States for the period of said service and three (3) months thereafter or three (3) months after recovery from any wound or sickness at time of discharge. Leave shall be granted to a teacher or paraprofessional who is the spouse of any person who is so drafted or enlists in time of war to join him/her for the period of special training in preparation for duty overseas in combat zones.

2. **Maternity Leave**

This provision refers only to disability leave, without pay, resulting from pregnancy of the teacher. Maternity Leave shall be awarded in the same manner as any other disability for which unpaid sick leave is available. The pregnant teacher may, at her own election, use current sick leave and accumulated sick leave for a period of the time she is unable to work due

to pregnancy. The normal period of pregnancy disability shall be construed to be up to four (4) weeks before delivery and four (4) weeks following the date of delivery, unless that date is medically contraindicated. The teacher may also request leave under the Federal Family Leave Act and State Family Leave Act which shall comply with current federal and state regulations. It is the obligation of the teacher to produce medical certification when she is incapable of working. A teacher who has been using accumulated and/or current sick leave for the period of time she is unable to work may return to work upon five (5) days written notice to the Administrator.

3. **Child Care Leave**

Tenured teachers may request child care leave without pay and may be granted such leave under the following conditions: The Board may grant unpaid leave of absence for the purposes of child care of an infant. No requests will be arbitrarily, discriminatorily or capriciously disapproved. Such leaves may be for the remaining days in the semester or for the balance of the school year. Child care leaves beginning after November 1st may be extended by the Board for one school year, upon request of the teacher and approval of the Board. A teacher desiring an unpaid child care leave shall apply no less than sixty (60) calendar days before the anticipated delivery date of the infant or, in the case of adoption, custody of the infant. The Board may grant exceptions to the sixty (60) day notification in the event of unforeseen emergency situations. To be eligible for a salary increment and credit toward longevity payments, if any, and other benefits, a teacher must work at least ninety (90) days in the school year(s) that leave commences or terminates.

No benefits accrue to teachers who are on unpaid leave of absence. Accumulated paid sick leave may not be used by a teacher after the commencement of an unpaid leave, or before its termination.

4. **Renewal Leave**

A teacher who has completed at least ten (10) full school years of service in the Lafayette School District may be granted renewal leave without pay for a full school year. Such leave shall be granted only under the following conditions:

- a. that the request for leave be made in writing to the CSA and the reasons for the leave be stated.
- b. that there be a sufficient number of qualified applicants to replace the teacher on leave.
- c. that the leave be approved by the CSA and the Board.
- d. that no more than one (1) teacher be granted leave in any school year.

A teacher on renewal leave shall not receive increments or seniority credits for the time spent on leave. All benefits to which a teacher was entitled at the time commenced shall be restored upon return.

5. **Return from Leave**

All benefits to which a teacher was entitled at the time leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored upon return. The teacher shall be reassigned to a substantially equivalent position upon return in regard to full time or part time status.

6. **Extensions or Renewal of Leave**

All extensions or renewals of leave shall be applied for by April 15 of the year in which leave is requested in writing and may be granted at the Board's discretion.

The Board is responsible for collection of Association dues, fees or assessments from a teacher for or during the period of unpaid leave of absence only to the extent required by law.

A teacher desiring to maintain health plan and dental plan coverage during an unpaid leave of absence shall notify the Board of that intention prior to the commencement of that leave, and

shall forward to the Board the premium ten (10) days before the due date. Such plan will be to the extent permitted by the group coverage plan or contract.

ARTICLE X

SALARIES

A. Salary Schedule

1. Teacher salaries for the school years 2024-2025, 2025-2026 and 2026-2027 are set forth in Schedule A, attached hereto. The salary of each teacher covered by the Agreement shall be paid according to the guide which is a part of this Agreement. Longevity, except for those already receiving it, will be for service in Lafayette only: fifteen (15) years - \$1,250; twenty (20) years - \$1,750; twenty-five (25) years - \$2,550. For teachers hired on or after September 1, 2018, longevity shall be paid as follows: twenty (20) years - \$1,500; twenty-five (25) years - \$2,300.
2. Paraprofessional salaries for the school years 2024-2025, 2025-2026 and 2026-2027 are set forth in Schedule B, attached hereto. The salary of each paraprofessional covered by the Agreement shall be paid according to the guide which is a part of this Agreement. Paraprofessionals do not receive longevity payments.
3. Additional hourly stipend payments of \$1.50 per hour for providing ABA therapy and \$1.25 per hour for toileting, female hygiene, diaper changing, lifting, special feeding, cleaning (child, clothing, equipment), and/or restraining are approved by Administration. ABA stipends will apply to paraprofessionals implementing an approved ABA program all day. For paraprofessionals not assigned to a student with an ABA program all day, the ABA stipend will be prorated based on the percentage of the paraprofessional's day while implementing the program.

B. Method of Payment

1. Each teacher or paraprofessional employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments which shall fall on the 15th and the 30th of each month. If either of these dates falls on a weekend, then the pay shall be issued on the Friday before. If either of these dates falls during a holiday period, the pay shall be issued for that date on the last working day prior to the holiday. Notwithstanding the foregoing, the first pay period of the school year for teachers and paraprofessionals shall be the first Friday after Labor Day in September. The second pay period of the school year shall be September 30th.
2. Exceptions to the 10 month, 20 installments are permissible for those who wish to be paid on a 12-month basis. Accrued salary resulting from a 12-month pay option shall be deposited for each participating teacher or paraprofessional, with accruing interest, as provided by N.J. State Law.
3. Each teacher or paraprofessional shall receive his/her final pay on his/her last working day in June after having met his/her closing school responsibilities. Checklist as provided by the Main Office.
4. Faculty members writing curriculum during non-school hours, including but not limited to summer months, will be compensated at the hourly rate as specified in the extra-curricular guide, and may be completed off-premises with Superintendent permission. Progress updates will be provided to the Superintendent on a regular basis. Faculty members writing curriculum during the school day will be provided with contiguous release time which is to be no less than one-half of a school day.

5. Teachers who teach summer school will be compensated at a rate of \$58 per hour. There will be one (1) hour of compensation for prep time for every six (6) hours of instruction.
6. Teachers who are assigned to teach class prior to and/or after established school hours shall be compensated at a rate of \$58 per hour. It is understood that for every six (6) hours of teaching time a teacher shall receive compensation for one (1) hour of preparation time at the above stated rates.
7. Teachers who are asked to engage in school related work during the summer months will be compensated at a rate of \$58 per hour.
8. Paraprofessionals who implement extended year services will be compensated at a rate of their normal hourly rate plus an additional \$7.00 per hour. These services include ABA therapy. A paraprofessional shall receive compensation for one (1) hour of prep time for every six (6) hours of direct instruction/therapy.
9. Paraprofessionals who assist a teacher in implementing extended school year services will be compensated at a rate of their hourly rate plus an additional one dollar (\$1.00) per hour for the scheduled summer work hours. Paraprofessionals who are performing in-class support, under the direction of a teacher will not receive prep time compensation.
10. Speech Therapists, Occupational Therapists and Physical Therapists will be compensated for summer services at the rate of \$89 per hour. Services may be provided off-premises with Superintendent permission. Progress updates will be provided to the Superintendent on a regular basis. Speech Therapists, Occupational Therapists and Physical Therapists will receive prep time compensation of one (1) hour for every six (6) hours of therapy provided. The preparation time will be compensated at the regular teacher rate.

11. Paraprofessionals who are required to cover a class, in place of a substitute or certified teacher, shall be paid an additional \$7.50 per period over and above the individual's regular hourly rate.

ARTICLE XI

ASSOCIATION RIGHTS AND PRIVILEGES

A. Access to Information

The Board agrees to furnish to the Association a directory of names, addresses, and listed telephone numbers of all personnel in the unit as defined in Article I, Paragraph A. The Board also agrees to provide all reasonable information which may be necessary for the Association to process any claimed grievance. Requests for such information must be made in writing and specify the documents or records required. The Association may be required to pay reasonable costs connected with the reproduction of such records, and shall be notified of such costs before charges are incurred.

- B.** The Association and its representatives shall have the right to use school facilities at reasonable times upon notice to and approval by the School Administrator. Such use shall, for example, include faculty lounge, intra-school mail and bulletin-boards.

- C.** Whenever any representative of the Association or any teacher is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he/she will suffer no loss of pay.

- D.** A Liaison Council shall be established on or before September 30th of each school year. The Council shall consist of the Chief School Administrator and four (4) members of the Association, which will represent a cross-section of the LEA members as stated in the LEA By-laws. Other participants in Council meetings will be invited by the mutual consent of the parties.

The Liaison Council shall meet bi-monthly during non-working hours, at times which shall not interfere with the regularly scheduled school program as determined by the Chief School Administrator. The Liaison Council shall meet to discuss matters of mutual interest relative to the educational program and other items of mutual concern regarding the effective operation of Lafayette Township School. These meetings may be cancelled or added to by mutual agreement.

The Liaison Council shall establish its own procedural rules by unanimous agreement of all council members.

ARTICLE XII

SUBSTITUTES

A. **Notice of Impending Absence**

Teachers and paraprofessionals shall notify the Administrator or designated person of an impending teacher or paraprofessional absence at the earliest possible date so that the Administrator can obtain the best-qualified substitute teacher or paraprofessional available to cover the absence.

ARTICLE XIII

HEALTH AND DENTAL CARE BENEFITS

A. At this time, the NJ School Employees Health Benefits Program shall be provided by the Board for the full-time (must work at least 28 hours per week) employees as described in Article I, and their eligible dependents for the school years 2024-2025, 2025-2026 and 2026-2027 (Refer to Article XIII, Sections E, F, and G).

B. Employees will contribute to medical and prescription benefits in accordance with the following:

Family Coverage:

Contribution will be 20%

Spouse/Partner & Parent-Child Coverage:

Contribution will be 23%

Single Coverage:

Contribution will be 28%

In addition to the contributions set forth above, if any individual employee wishes to choose a plan other than NJ Direct 15 within the NJ School Employees Health Benefits Program, that employee shall be responsible to pay the difference for his/her appropriate level of coverage from NJ Direct 15 to the chosen plan. The difference shall be payable over 10 months in equal installments (adjusted in January for the annual rate increase) and prorated if starting after September 1st, which contributions shall be pretax.

- C. All employees shall continue to receive dental insurance coverage in the 2024-2025, 2025-2026 and 2026-2027 school years for themselves and their families, with the Board paying the total amount for the current level of coverage.
- D. The Board shall have the right to implement mandatory second opinion-surgery, pre-admission certification and continued stay review provisions. The co-insurance threshold shall remain at \$5,000 per year.
- E. Pursuant to N.J.S.A. 40A:10-17.1, the Board shall have the right to implement a voluntary waiver plan whereby an employee who has available alternate coverage for the employee and his/her family may waive all the coverage. The Board shall pay the employee 25%, or \$5,000, whichever is less of the amount saved by the Board because of the employee's waiver of coverage. If implemented, the Board will indemnify its employees and the Association for adverse tax consequences, if any, suffered as a result of the waiver plan or payments made there under. The Board will also guarantee continued coverage in the event the employee who

waived coverage loses the alternate coverage, until such time as the employee and family can be re-enrolled.

- F. Should the Board leave the NJ School Employees Health Benefits Program, the contract language for voluntary waivers would revert back to the following:

The Board shall have the right to implement a voluntary waiver plan whereby an employee who has available alternate coverage for the employee and his/her family may waive all the coverage provided by the Board and receive a payment according to the following chart. If implemented, the Board will indemnify its employees and the Association for adverse tax consequences, if any, suffered as a result of the waiver plan or payments made there under. The Board will also guarantee continued coverage in the event the employee who waived coverage loses the alternate coverage, until such time as the employee and family can be re-enrolled.

Up to four members receiving buy out, amount would be \$5,125.

Up to five members receiving buy out, amount would be \$5,625.

Up to six members receiving buy out, amount would be \$6,125.

- G. Should the District change health carriers, every effort will be made to provide equivalent coverage; in no case, however, shall the program provide a level of coverage and benefits less than provided by the NJ School Employees Health Benefits Plan.
- H. Prior to implementing any change in carrier, the District shall inform the Association of the proposed change and upon request of the Association, make available to the Association relevant financial data related to the proposed change.
- I. If requested by the Association, the Board shall provide an opportunity for the Association representatives to discuss the proposed change with the insurance representatives.

ARTICLE XIV

MILEAGE REIMBURSEMENT

A. Mileage

Teachers who engage in administratively approved travel, not to and from their home to the school, using their own personal motor vehicle shall be paid at the State of New Jersey approved rate as set by the OMB circular.

ARTICLE XV

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

A. Professional Development Committee

1. The Board shall establish and maintain a Professional Development Committee pursuant to *N.J.A.C. 6:11-13.1, et seq.* The composition shall be consistent with the provisions set forth in *N.J.A.C. 6:11-13.3(d)*.
2. The Committee's responsibilities and powers are set forth in *N.J.A.C. 6:11-13.3(d)(1)*.

B. Professional Development

1. Teachers or paraprofessionals requesting to attend workshops, conferences or in-service courses that are outside of the normal teacher or paraprofessional workday shall submit the "Request for Workshop Approval Form" for pre-approval. The CSA, at his/her discretion, may:
 - a. Approve the request for reimbursement of registration/course fees and credits toward lateral movement on the salary guide (applies to teachers only).
 - b. Approve the request for credits toward lateral movement on the salary guide only (applies to teachers only).
 - c. Approve the request for reimbursement of registration/course fees only (applies to teachers and paraprofessionals).

d. Disapprove the request.(applies to teachers and paraprofessionals).

Upon certification of attendance and number of hours of participation by the instructor, the teacher shall resubmit the pre-approved form to the CSA for appropriate action. Credits applicable toward lateral movement on the salary guide shall be granted as follows: 0.1 (point one-tenth) for each 1.5 (one point five) hours of participation.

2. Any teacher who attends a professional development program conducted by the Educational Technology Training Center of Sussex County (ETTC) shall receive 0.1 (point one-tenth) of an in-service credit for each 1.5 (one point five) hours of participation.
3. Credit shall not be given for repeating a course unless it is specifically designated as a refresher course approved by the CSA.
4. It is the responsibility of the teacher to keep an accurate record towards lateral movement on the salary guide and appropriate documentation to support the request.
5. Participation in the Professional Development Program will be voluntary.
6. Credit on the salary guide will be offered for participation in the following areas: ETTC courses, graduate courses, pre-approved in-service courses, pre-approved workshops and pre-approved conferences.

B. Expenses for Required or Approved Conferences

The Board within budgetary limitations, will pay the reasonable expenses, including fees, meals, lodging, and/or transportation by teachers who attend local and out-of-town educational workshops, seminars, and/or conferences at the request and/or with the advance support of the Professional Development Committee and the approval of the Superintendent.

C. Tuition Reimbursement

In order to provide teachers with an opportunity to enhance their professional education, the Board shall implement the following Tuition Reimbursement Program. In order to be eligible, teachers must comply with each of the following criteria:

1. Enrollment in a graduate course at an accredited college or university. Enrollment in undergraduate courses shall only be reimbursed in unusual circumstances upon the approval of the Superintendent in his/her sole discretion.
2. Courses must be within the Teacher's area of current teaching assignment unless the Superintendent approves other courses.
3. All courses must be approved in advance by the Superintendent who shall, in his/her discretion, determine whether the courses will improve the educational program within the District.
4. No courses taken prior to employment will be reimbursed.
5. Tuition reimbursement will be made after a transcript is provided to the Board showing that the teacher has paid for the course and has successfully completed the course with a grade of "B" or better.
6. Maximum reimbursement will be at eighty (80%) percent of either the amount actually paid by the teacher or eighty (80%) percent of the William Paterson rate per credit for courses taken in any year, whichever is less.
7. Teachers shall be reimbursed at a rate of fifty (50%) percent of maximum eligible reimbursement upon completion of necessary documentation; the balance of the maximum reimbursement shall be issued at the end of the fiscal year. Whenever the requested amount of tuition reimbursement exceeds the established budgeted amount each staff member will receive an equal percentage of the William Paterson tuition rate.
8. The maximum funds to be expended by the Board shall be \$8,500 per school year.
9. Teachers must stay for 2 years after the completion of the course(s) or pay 50% of the reimbursement back to the district. This will not apply to employees who are non-renewed, subject to a reduction in force, or who resign due to illness or relocation of a spouse.

10. Any funds reimbursed to the district as a result of a person leaving the district within 2 years will be evenly distributed to all tuition reimbursement recipients in the fiscal year(s) of the original reimbursement as per item 8.

ARTICLE XVI

AGENCY FEE

1. The Board will deduct monthly, a figure comparable to eighty-five (85%) percent of the United Teaching Profession dues from each non-member of the Association and will forward said money to the Association.
2. The Association shall abide by the provisions of the statute regarding the return procedure and will provide to the Board a copy of said procedure upon adoption by the Association. The Association shall hold the Board harmless from any claim or litigation that may arise hereinafter.

ARTICLE XVII

BOARD RIGHTS

- A. The Board hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to and after signing of this Agreement, including but not without limiting the generality of the foregoing rights:
 1. The executive management and administrative control of the schools and its properties and facilities, and the on-the-job activities of its employees;
 2. To hire all employees and to determine their qualifications and to promote and transfer employees;
 3. To establish a code of rules and regulations of the Board for its own operation; and

4. To make all decisions relating to the performance of the Board's operation and maintenance activities, including but not limited to the methods, means, processes, materials and procedures.
- B. The exercise of the foregoing powers, rights, authority, duties or other responsibilities of the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the express terms of this Agreement and applicable state, decisional and federal laws.
 - C. Nothing contained herein shall be construed to deny or restrict the Board in its exclusive right to administer itself and control the work of its personnel.

ARTICLE XVIII

MISCELLANEOUS

A. Separability

1. If any provision in this Agreement, or any application of this Agreement to any teacher, paraprofessional and/or group of teachers/paraprofessionals 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 and applications shall continue in full force and effect for the term of this Agreement.

B. Gender Neutral

1. It is the intent of the parties that this agreement be gender neutral and any reference or designation to either gender is intended to include both the masculine and feminine gender.

ARTICLE XIX

DURATION OF AGREEMENT

- A. The Articles of this Agreement, unless otherwise specified, shall be effective commencing on July 1, 2024 and terminate on June 30, 2027.
- B. In witness whereof, the parties hereto have caused this Agreement to be signed by their respective Presidents and attested to by their respective secretaries.

For the Association:

For the Board:

Bood Deyane 11/14/2024
Signature Date

[Signature] 12/11/24
Signature Date

Tracey A. Allen 11-14-24
Signature Date

[Signature] 12/11/24
Signature Date

SCHEDULE A

Certificated Staff Guide Movement						
2023-24		2024-25		2025-26		2026-27
						1
				1	→	2
B-C	→	1	→	2	→	3
D-E	→	2	→	3	→	4
F-G	→	3	→	4	→	5
H-J	→	4	→	5	→	6
K-L	→	5	→	6	→	7
M-N	→	6	→	7	→	8
O	→	7	→	8	→	9
P	→	8	→	9	→	10
Q	→	9	→	10	→	11
R	→	10	→	11	→	12
S	→	11	→	12	→	13
T	→	12	→	13	→	14
U	→	13	→	14	→	15
V	→	14	→	15	→	16
W	→	15	→	16	→	16
X	→	16	→	16	→	16
Y	→	16	→	16	→	16

2024-25
Salary Guide

Step	BA	BA+15	BA+30	BA+45	BA+60
1	\$60,260	\$61,760	\$63,260	\$64,760	\$66,260
2	\$61,070	\$62,570	\$64,070	\$65,570	\$67,070
3	\$62,520	\$64,020	\$65,520	\$67,020	\$68,520
4	\$64,020	\$65,520	\$67,020	\$68,520	\$70,020
5	\$65,570	\$67,070	\$68,570	\$70,070	\$71,570
6	\$67,170	\$68,670	\$70,170	\$71,670	\$73,170
7	\$68,810	\$70,310	\$71,810	\$73,310	\$74,810
8	\$70,510	\$72,010	\$73,510	\$75,010	\$76,510
9	\$72,370	\$73,870	\$75,370	\$76,870	\$78,370
10	\$74,280	\$75,780	\$77,280	\$78,780	\$80,280
11	\$76,240	\$77,740	\$79,240	\$80,740	\$82,240
12	\$78,255	\$79,755	\$81,255	\$82,755	\$84,255
13	\$80,320	\$81,820	\$83,320	\$84,820	\$86,320
14	\$82,440	\$83,940	\$85,440	\$86,940	\$88,440
15	\$84,620	\$86,120	\$87,620	\$89,120	\$90,620
16	\$86,855	\$88,355	\$89,855	\$91,355	\$92,855

2025-26
Salary Guide

Step	BA	BA+15	BA+30	BA+45	BA+60
1	\$61,290	\$62,790	\$64,290	\$65,790	\$67,290
2	\$61,790	\$63,290	\$64,790	\$66,290	\$67,790
3	\$63,240	\$64,740	\$66,240	\$67,740	\$69,240
4	\$64,740	\$66,240	\$67,740	\$69,240	\$70,740
5	\$66,290	\$67,790	\$69,290	\$70,790	\$72,290
6	\$67,890	\$69,390	\$70,890	\$72,390	\$73,890
7	\$69,525	\$71,025	\$72,525	\$74,025	\$75,525
8	\$71,225	\$72,725	\$74,225	\$75,725	\$77,225
9	\$73,085	\$74,585	\$76,085	\$77,585	\$79,085
10	\$74,995	\$76,495	\$77,995	\$79,495	\$80,995
11	\$76,955	\$78,455	\$79,955	\$81,455	\$82,955
12	\$78,970	\$80,470	\$81,970	\$83,470	\$84,970
13	\$81,040	\$82,540	\$84,040	\$85,540	\$87,040
14	\$83,160	\$84,660	\$86,160	\$87,660	\$89,160
15	\$85,340	\$86,840	\$88,340	\$89,840	\$91,340
16	\$87,575	\$89,075	\$90,575	\$92,075	\$93,575

2026-27
Salary Guide

Step	BA	BA+15	BA+30	BA+45	BA+60
1	\$63,015	\$64,515	\$66,015	\$67,515	\$69,015
2	\$63,515	\$65,015	\$66,515	\$68,015	\$69,515
3	\$64,015	\$65,515	\$67,015	\$68,515	\$70,015
4	\$65,515	\$67,015	\$68,515	\$70,015	\$71,515
5	\$67,065	\$68,565	\$70,065	\$71,565	\$73,065
6	\$68,665	\$70,165	\$71,665	\$73,165	\$74,665
7	\$70,300	\$71,800	\$73,300	\$74,800	\$76,300
8	\$72,000	\$73,500	\$75,000	\$76,500	\$78,000
9	\$73,860	\$75,360	\$76,860	\$78,360	\$79,860
10	\$75,770	\$77,270	\$78,770	\$80,270	\$81,770
11	\$77,730	\$79,230	\$80,730	\$82,230	\$83,730
12	\$79,745	\$81,245	\$82,745	\$84,245	\$85,745
13	\$81,810	\$83,310	\$84,810	\$86,310	\$87,810
14	\$83,930	\$85,430	\$86,930	\$88,430	\$89,930
15	\$86,110	\$87,610	\$89,110	\$90,610	\$92,110
16	\$88,350	\$89,850	\$91,350	\$92,850	\$94,350

SCHEDULE B

Paraprofessional Rate of Pay Guides

2024-25	
Step	Hourly Rate
1	\$21.50
2	\$21.90
3	\$22.30

2025-26	
Step	Hourly Rate
1	\$22.50
2	\$22.90
3	\$23.30

2026-27	
Step	Hourly Rate
1	\$23.50
2	\$23.90
3	\$24.30

Paraprofessional Staff Guide Movement						
2023-24		2024-25		2025-26		2026-27
						1
				1	→	2
		1	→	2	→	3
1	→	2	→	3	→	3
2	→	3	→	3	→	3
3	→	3	→	3	→	3

EXTRA-CURRICULAR GUIDE

TITLE	2024-2027
Play Director	\$3,311
Student Council	\$2,008
Yearbook	\$2,008
Music Director for Play	\$1,563
8 th Grade Advisor/Trip	\$1,330
Lego League Advisor	\$1,330
Fund Raiser	\$1,210
8 th Grade Advisor/Grad	\$2,000
Set Director	\$993
Chess	\$923
Choreography	\$917
AV for Play	\$689
Lego League Assistant Advisor	\$684
NJHS Advisor	\$678
Ski Club Advisor	\$1,200
Overnight Trip Advisor	\$518
Overnight Trip Advisor	\$518
Overnight	\$240
Summer Speech, OT and PT Hourly Rate	\$89
Hourly Rate	\$58

Any new extracurricular activity an Association member wishes to put for to the BOE for consideration can be negotiated and, if mutually agreed upon, included in the Collective Bargaining Agreement as a "Sidebar Agreement" once reduced to writing and executed by both the Association and BOE.

SPORTS STIPENDS

		2024-2027
Soccer *	Step 1	\$2,260
	Step 2	\$2,447
	Step 3	\$2,638
Basketball **	Step 1	\$5,149
	Step 2	\$5,872
	Step 3	\$6,407
Track ***	Step 1	\$1,585
	Step 2	\$1,785
	Step 3	\$1,992
Cheerleading****		\$2,627

- *Currently two positions - Coed Varsity and Junior Varsity
- **Currently two positions - Boys Varsity/JV and Girls Varsity/JV
- ***Currently two positions - Boys Track and Girls Track
- ****Currently one position – Basketball Season

AFTERSCHOOL NURSE STIPENDS

	2024-2027
Soccer	\$587
Basketball	\$1,175
Track	\$587



