

**Paterson Public Schools
and
Paterson Principals Association
Memorandum of Agreement**

Memorandum of Agreement made this 1st day of May 2024, between the Paterson Principals Association and the Paterson School District.

This Agreement shall cover the period from July 1, 2023 through June 30, 2028 with all changes beginning the starting date unless otherwise noted.

Except as this memorandum shall otherwise provide, all provisions of the collective bargaining agreement shall remain in full force and effect and shall be incorporated into the successor agreement.

All proposals of either party, not set forth herein, shall be deemed to have been withdrawn by the party having made the proposal.

This Agreement shall cover all employees for the period from July 1, 2023 through June 30, 2028 with all changes retroactive to the starting date unless otherwise noted.

Salary:

ARTICLE XXII

SALARIES

Remove all other language in the Article with the exception of the below:

1. Performance Based Pay program shall cease effective 7/1/2023.
2. Hourly rate for all members effective July 1, 2024 shall be \$65.00
3. Salary increases for all unit members shall be as follows:

2023 – 2024 SY	All members shall receive \$6,000 added to their base
2024 – 2025 SY	3.00% (inclusive of any increment)
2025 – 2026 SY	2.75% (inclusive of any increment)
2026 – 2027 SY	3.25% (inclusive of any increment)
2027 – 2028 SY	3.25% (inclusive of increment)

ARTICLE VI

WORK YEAR

Remove all other language in the Article with the exception of the below:

- A. Commencing July 1, 2024 – PPA work year shall be July 1 through June 30th.
- B. The summer work schedule: July 1st up to the 3rd Monday in August, all members of the unit shall work the following schedule: Monday, Tuesday, Wednesday, and Thursday; 8:00 a.m. – 3:00 p.m.; with Fridays (closed - no charge day).
- C. Vacation Days
 - a. Members shall earn twenty-two (22) vacation days per year. All vacation days for the school year shall be made available to employees as of each July 1st, with the understanding that an employee shall refund unearned days upon resignation, retirement, or termination from the District at the rate of 1.83 days per month. Approval of vacation days are subject to the sole discretion of the Superintendent, Assistant Superintendent, or Superintendent's designee. Vacation days must be requested to the Superintendent or designee at least 14 days in advance. The Superintendent's, or designee's, or Assistant Superintendent's decision to deny the taking of vacation days are final decisions that shall not be grievable.
 - b. Active and continuous service from July through June 30 shall be considered a full year. July 1 shall be designated as the anniversary date for all members.
 - c. Vacation days may accrue to a maximum of ten (10) days from the prior year(s). Carryover of vacation days shall be capped at ten (10) days.
 - d. The two (2) weeks prior to the commencement of the school year August/September shall be considered "Black out" dates for vacation usage/approval. The parties agree this time of year is an essential time, thus maximum participation is necessary in order to get schools open.
 - e. Members of the Unit shall be allowed to sell back to the District a maximum of five (5) vacation days a year (July 1st thru June 30th) at the current employee's per diem daily rate. In order to qualify for said buy-back, a staff member shall have in his/her vacation bank, a minimum of twenty (20) vacation days before he/she shall be authorized to sell back days.
 - f. As twelve (12) month employees, members of the Association shall adhere to the District's Calendar when determining member work schedules.

ARTICLE VII

WORK DAY

Remove all other language in the Article with the exception of the below:

- A. The workday for all members shall be 7:30 a.m. to 4:00 p.m. The Association also recognizes that on certain occasions time beyond these hours may be necessary to carry out the duties and responsibilities of the Principal, such as; school emergencies, Superintendent/Designee and parent meetings, as well as school evening events.
- B. Members of the Association shall not be authorized to flex their work schedules and shall adhere to the standard 7:30 a.m. to 4:00 p.m. work schedule.
- C. Association members shall, when required, be available for after school programs, without additional compensation, as established by the Superintendent, during the months of October through May of each school year, but shall not be required to exceed a maximum workday of 4:00 p.m. for such programs. Notwithstanding any other provision of this Article or this Agreement, Principals shall be required to be on site, in their buildings during any Back to School Night and District Parent-Teacher Conferences, without additional compensation, regardless of what time these programs may commence or end.
- D. In situation wherein Principals are required to leave their building for either school related activities or lunch, either a Vice Principal or a previously designated certified staff member approved by the State District Superintendent will be advised of the departure and will assume the responsibility as the person in charge of building. The appropriate Assistant Superintendent for School Operations will be notified of all such transfers of building responsibility.
- E. Principals shall be responsible to attend school board meetings when so invited by the Superintendent of Schools.
- F. On days where it becomes necessary to close schools early as a result of inclement weather or other natural emergencies, the parties agree that a Principal's workday shall conclude upon receiving the "all clear" email/communication from the District's representative.

DURATION OF AGREEMENT

This Agreement shall cover the period from July 1, 2023 through June 30, 2028 with all changes beginning the starting date unless otherwise noted. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

This Memorandum of Agreement is subject to ratification by the Association membership; this Memorandum of Agreement is also subject to the review and approval of the Paterson Board of

This Memorandum of Agreement is subject to ratification by the Association membership; this Memorandum of Agreement is also subject to the review and approval of the Paterson Board of Education in its discretion. The respective negotiations Committees shall recommend approval of this tentative settlement to those they represent.

The current collective bargaining Agreement shall be continued except as specifically modified by this Memorandum.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents and attested by their respective secretaries, on the dates set forth below

Grace J. PATERSON PRINCIPALS ASSOCIATION and PATERSON PUBLIC SCHOOLS
Grace Giglio, Presider PA By:By: M.E. Martz
Manuel Martinez Jr., President, PBOE

Date: 5/31/24

Date: 6/3/24

ATTEST:

Committee Members:

Edward News

MAY 31, 2024

Dennis Off

5/31/24

R. J.

5-3-2024

Kellie White

5/31/2024

S. S.

6/3/2024