

## Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 7/1/2024 thru 6/30/2028.

Employer: Salem County Special Services

County: Salem

Date: 1/27/2025

Name: Frank H. Maurer, III  
Print Name

Title: Assistant Superintendent  
  
Signature



**AGREEMENT**

**BETWEEN**

**SALEM COUNTY SPECIAL SERVICES SCHOOL**

**EMPLOYEES ASSOCIATION**

**AND**

**SALEM COUNTY SPECIAL SERVICES/VOCATIONAL**

**SCHOOLS BOARD OF EDUCATION**

**JULY 1, 2024 - JUNE 30, 2028**

**Agreement Between**

**Salem County Special Services School Employees Association**

**and the Board of Education of the Special Services School District**

**July 1, 2024 to June 30, 2028**

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**PREAMBLE**

This Agreement, entered into this first day of July 1, 2024 between the Board of Education of the Special Services School District and the Vocational Technical School District of the County of Salem, hereinafter called the Board, and the Salem County Special Services School Employees Association, hereinafter called the Association, wherein it is mutually agreed as follows:

**ARTICLE 1**

**RECOGNITION**

A. The Board recognizes the Association as the sole and exclusive representative concerning the terms and conditions of employment for the following employees under contract or on leave granted by the Board of Education:

1. All Certified Personnel
2. Secretaries and Clerks
3. Instructional Assistants
4. Custodial Personnel
5. Job Coaches
6. Student Behavior Modification Associate
7. Interpreter

Excluded are:

7. Certified Administrators
8. Secretary to the Chief School Administrator (C.S.A)
9. Secretary to the School Business Administrator (S.B.A.)
10. Confidential Business Office Assistant
11. Temporary/Substitute Employees

B. Unless otherwise indicated, the term "employees" when used hereinafter in this Agreement, shall refer to all recognized employees represented by the Association in the negotiating unit as defined above.

**ARTICLE 2**

**NEGOTIATIONS OF A SUCCESSOR AGREEMENT**

A. All negotiations shall be as provided in accordance with the provisions of Chapter 123 of the Public Laws of 1974 in a good faith effort to reach agreement on all matters concerning the conditions of employment.

B. This Agreement incorporates the entire understanding of the parties on all matters, which were, or could have been, the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or executed this Agreement.

C. Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it must subsequently be ratified by the Board and membership in order for any such Agreement to be binding. Any such ratified Agreement shall be reduced to writing, be signed by the Board and the Association and be adopted.

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

E. Negotiations of a successor agreement shall commence no later than January 15<sup>th</sup> of the year the contract expires.

### ARTICLE 3

#### GRIEVANCE PROCEDURE

##### A. Definitions

1. A "grievance" is a claim by an employee, or a representative of employees, based upon the interpretation, application, or violation of this Agreement, policies, or administrative decisions affecting term and conditions of employment.

2. A grievant is a person or persons making the claim.

3. A grievance to be considered under this procedure must be initiated by the grievant thirty (30) calendar days from the time when the grievant knew or should have known of its occurrence and be signed when first submitted in writing.

##### B. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits may, however, be extended by mutual agreement. If a grievance is not processed within proper time limits by the grievant, the grievance is automatically denied and dropped.

2. a. Failure at any step of these procedures to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

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

##### 3. Level One

Any employee who has a grievance shall discuss it informally first with his/her immediate supervisor, or with the Superintendent if no other supervisor has been identified, in an attempt to resolve the matter informally at that level. However, a class-action grievance affecting employees at more than one (1) job site or in more than one (1) job classification may be initiated by the Association at the Superintendent level.

##### 4. Level Two

If, as a result of the discussion, the matter is not resolved to the satisfaction of the grievant within fourteen (14) calendar days, he/she shall set forth his/her grievance in writing to the immediate supervisor, or the Superintendent as noted above, specifying:

- a. The nature of the grievance including the date it occurred;
- b. The nature and extent of the injury, loss or inconvenience;
- c. The action, provision, Board policy, or administrative decision being grieved;
- d. The results of previous discussions (if any);
- e. Dissatisfaction with decisions previously rendered.
- f. Include remedy sought.
- g. Provide all available documents supporting the grievance.

The immediate Supervisor, or Superintendent, shall communicate his/her decision to the employee in writing within fourteen (14) calendar days of receipt of the written grievance.

5. Level Three

The grievant, no later than fourteen (14) calendar days after the receipt of the immediate supervisor's decision, may appeal this decision to the Superintendent of Schools, or to Level Four if the Superintendent was the recipient of level 2. The appeal to the Superintendent must be made in writing reciting the matter submitted to the supervisor as specified above and his/her dissatisfaction with decision previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed fourteen (14) calendar days. The Superintendent shall communicate his/her decision in writing to the grievant and the Principal or immediate Supervisor.

6. Level Four

- a. If the grievant is not satisfied with the resolution of the grievance at Level Three, then the grievance shall be submitted to the Board within fourteen (14) calendar days of receipt of the decision of the Superintendent and the Board shall render a decision in writing within thirty (30) calendar days after the submission of the grievance to Level Four.
- b. The Association can request an appearance before the Board. The Board will decide if an appearance is appropriate on a case-by-case basis. The appearance shall be limited to thirty (30) minutes. When an appearance occurs, the Board shall render a decision in writing within thirty (30) calendar days of the appearance,

7. Level Five

If the grievant is not satisfied with the decision of the Board, or if no decision has been rendered by the Board within thirty (30) calendar days, the aggrieved person or the Association shall advise the Board in writing of its intent to arbitrate. Such notice shall be sent within fourteen (14) calendar days of receipt of the Board's decision or within fourteen (14) calendar days of the passage of thirty (30) calendar days without a response by the Board.

- a. A request will be made by either party to the New Jersey Public Employment Relations Commissions (PERC) to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
- b. If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the New Jersey PERC to submit a second roster of names.

c. If the parties are unable to determine, within fourteen (14) calendar days of the initial request for arbitration, a mutually satisfactory arbitrator from the second list, the New Jersey PERC may be requested by either party to designate an arbitrator.

d. The arbitrator so selected shall confer with the representatives of the Board and the Executive Committee and shall hold hearings promptly and shall issue a decision not later than thirty (30) calendar days from the close of the hearings. The arbitrator's decision shall be in writing and shall set forth the findings of fact, reasoning, remedy and conclusions on the issues submitted. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties, only in matters specified within the four corners of this contract or where required by law, and advisory in all other cases.

e. The costs 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, unless an individual proceeds to arbitration without the Association's consent in which case the individual shall bear the Association's cost. Any other expenses incurred shall be paid by the party incurring the same.

C. Rights to Representation

Any grievant may be represented at all formal stages of the grievance procedure by him/herself, or at his/her option, by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present at all levels of the grievance procedure and to state its views at any level of the grievance procedure.

D. Miscellaneous

1. All decisions above Level One shall be in writing. The complete file of decisions and appeals shall be transmitted to the next level.

2. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file in the office of the Superintendent of Schools.

3. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedures.

4. All meetings and/or hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this Article.

**ARTICLE 4**

**RIGHTS OF EMPLOYEES**

A. No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

B. 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.

C. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under New Jersey Laws or any applicable laws or regulations.

D. Whenever any employee is required to appear before the Board, or any committee or member thereof, concerning any matter which could adversely affect the continuation of that employee in his/her office, position,



employment, salary, or any increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting or interview, and shall be entitled to have a person of his/her own choosing present to advise and represent him/her during such meeting or interview.

E. If an employee is required to be in attendance at a disciplinary hearing or investigatory interview, then such employee shall be entitled to representation in accordance with the tenets of the Weingarten Doctrine.

F. If a non-tenured employee is discharged or not re-employed by the Board, he/she shall be granted written reasons upon request and a hearing before the Board in exactly the same manner as provided non-tenured teachers in New Jersey Statutes Annotated (N.J.S.A.) 18a: 27-3.2 and New Jersey Administrative Code (N.J.A.C) 6.3-1.2.

G. Upon initial employment each employee shall receive a copy of his/her job description and the Board's policy and procedure for staff evaluation. An updated copy of an employee's job description will be made available at the time of the Board approved change.

H. No material shall be placed in an employee's personnel file unless the employee has had the opportunity to review said material. The employee shall acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy of the material placed in the file. Said signature in no way indicates agreement with the contents thereof. If the employee refuses to affix his/her signature to the copy of the material placed in the file, the material shall be placed in the file with notation that the employee had refused to sign it.

The employee shall also be afforded the right to submit a written disclaimer and to have said disclaimer attached to the file copy of the material. Upon request, a unit member shall have the right to review the contents of his/her file at a time mutually convenient to the employee and the Superintendent or his designee, and to receive copies of any documents contained therein. Such copies shall be made at the expense of the Board. A unit member shall have the right to have an Association Representative present during such review. A unit member may request that obsolete or otherwise inappropriate material be expunged from the file, but such request need not be granted by the Board.

I. Any employees who have criminal proceedings and/or civil action instituted against them arising from work related duties will have legal representation and indemnification paid for by the Board to the level that is statutorily required by N.J.S.A. 18a, 16-6.1, and 16-6.

## ARTICLE 5

### RIGHTS OF THE BOARD OF EDUCATION

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations:

1. To direct employees of the School District.
2. To hire, promote, transfer, assign, and retain employees in positions in the School District, and for just cause, to suspend, to demote, discharge, or take other disciplinary action against employees.
3. To relieve employees from duty because of lack of unit work, or for other legitimate reasons,
4. To maintain the efficiency of the School District operations entrusted to them.
5. To determine the means and personnel by which such operations are to be conducted.
6. To take whatever actions may be necessary to carry out the missions of the School District in situations of emergency.

## ARTICLE 6

### ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board shall make available to the Association any information in the public domain regarding financial data, The Board will also make available information, which may be necessary for the Association to process any grievance.
- B. Whenever any representative of the Association or any employee is scheduled by the Board to participate during work hours in negotiations or grievance processing he/she shall suffer no loss in pay or leave time.
- C. The Association and its representatives shall have the privilege of using the District buildings at reasonable hours for meetings with permission of the Superintendent or his/her designee. Where possible, at no expense to the Board, other sites used by employees will be made similarly available. If anyone other than Association members and/or representatives is involved, the Association may be required to show proof of liability insurance and provide appropriate security.
- D. The Association shall have reasonable space on all existing bulletin Boards in areas used exclusively by employees in District buildings and where possible in other work sites.
- E. Instructional staff members of the Association's Executive Committee may be permitted to leave their buildings to conduct Association business during their non- assigned, non- contract periods and during the time that employees are required to stay in school following dismissal of the students provided there is no disruption of instruction or supervision of pupils. This permission would not apply when staff meetings or conferences are scheduled.
- F. The Association will submit to the Superintendent prior to December 1<sup>st</sup> of each year its recommendations with respect to the school calendar for the ensuing year.
- G. The Association shall have the right to reasonable use of the inter-school mail facility and mailboxes under the control of the District and the Board will attempt to obtain similar privileges in all buildings where employees may be assigned. Other than routine announcements, the permission of the Chief School Administrator will be required unless all materials are in sealed envelopes.
- H. The Association shall have the right to reasonable use of computers, copiers, duplication communications and audio-visual equipment subject to paying for any incurred costs.

## ARTICLE 7

### SECRETARIAL AND CUSTODIAL WORKING CONDITIONS

- A. Work Year
1. The work year of twelve (12) month secretarial and custodial employees shall commence July 1 and end June 30 and include all week-days, except for vacation, holidays and leaves.
  2. The work year of ten (10) month secretarial and custodial employees shall commence September 1, and end June 30, and include all week-days except for holidays on the school calendar.
  3. Secretaries shall be permitted to attend up to two (2) days at the NJEA convention without reduction of pay.
- B. Holidays

Holidays under this Article shall be the days said holidays are celebrated, not necessarily the exact calendar days indicated.

1. New Years Day, Martin Luther King, Jr. Day, Lincoln's Birthday and Washington's Birthday, Spring vacation shall be two (2) work days contiguous to the Spring holiday weekend, i.e.: Thursday and Friday, Friday and Monday. Monday and Tuesday; Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day will be celebrated on the Monday following NJEA Convention, Thanksgiving, Christmas Day, and New Year's Eve Day.

2. If a scheduled holiday is not given on the named day, compensatory time will be given within sixty (60) working days.

3. For twelve (12) month employees the working day before and the working day after Christmas will be granted as a holiday. If the days are school days requiring such employees to be present, then an additional day will be granted after Christmas as a holiday.

C. Vacation Twelve (12) Month Secretarial and Custodial Employees

1. Vacation scheduled for twelve (12) month personnel:

Year 1 2 weeks to be earned at the rate of .83 days for each month worked.

Years 2 through 5 2 weeks

Years 6 through 10 3 weeks

Years 11 on 4 weeks

2. Vacations shall be scheduled by the Administration and may not be accumulated or carried over to future years without the express approval of the Superintendent or his designee, but in no case shall more than five (5) days per year be carried over,

3. No more than one (1) custodian and/or more than one (1) secretary per work site may be on vacation at any time except with approval of the Superintendent. All vacations must be scheduled with approval and must not conflict with the needs of the School District. Vacations will be scheduled first come first served based upon seniority. Vacations can be canceled and rescheduled with five (5) working days notice.

4. Whenever a legal holiday falls during a scheduled vacation this shall not be considered as a vacation day and shall not be subtracted from the employee's vacation time.

5. All vacations shall be with regular pay. If an employee will be on vacation on pay day the employee shall be paid two (2) work days in advance for the vacation period, providing twenty (20) days notice is given to the Superintendent of Schools.

6. If an employee resigns, earned vacation shall be paid according to the proportion of all months worked to the total contract year unless thirty (30) days notice has not been given, in which case the employee shall be considered to have waived all rights to payment for earned current year's vacation time.

7. Nothing herein prevents vacation during the school year subject to the operational needs of the District and written permission of the Superintendent

D Call-Back Time

Each employee who is called back to work other than during his/her normal work schedule shall be guaranteed a minimum of two (2) hours of pay.

E. Breaks

Each custodian and secretary shall be permitted a fifteen (15) minute break during the first half of a full workday and another fifteen (15) minutes during the last half of a full workday.

F. Overtime for Custodians, Secretaries and Maintenance Employees

Pay shall be at one and one-half (1.5) of the hourly rate for work performed above forty (40) hours per week. Nothing herein precludes mutually agreed upon substitution of compensatory time for such overtime. Overtime rate for a seventh (7<sup>th</sup>) day of work, i.e.; above forty-eight (48) hours in a week shall be compensated at double time. The workweek shall be Monday through Sunday for computation of overtime. If an employee is scheduled Monday through Friday, then Sunday shall be considered as the seventh (7<sup>th</sup>) day.

G. Workday

1. The regular workday for custodians and secretaries shall be eight (8) hours inclusive of a duty free lunch period which shall be sixty (60) minutes; work days less than eight (8) hours per day will be paid pro-rata of the appropriate step on the salary guide.
2. Nothing herein shall prevent the Association and Board from mutually agreeing to altered hours of work for employees during recesses and summer months or portions thereof.

**ARTICLE 8**

**INSTRUCTIONAL STAFF WORKING CONDITIONS**

A. Work Year

1. The in-school work year of certified personnel and instructional assistants employed on a ten (10) month basis shall not exceed one hundred eighty five (185) days. New personnel may be required to attend an additional one (1) day of orientation. The in-school year shall include days when pupils are in attendance, orientation days and any other days on which certified personnel attendance is required.
2. Time in excess of that provided in paragraph 1 above shall be compensated at the rate of \$50 per hour for certified personnel and \$30 per hour instructional assistants if attendance is mandated by the Board. This compensation shall be calculated to the quarter-hour after the time worked.
3. Holidays under this Article shall be the days said holidays are celebrated, not necessarily the exact calendar days indicated.

New Years Day, Martin Luther King, Jr. Day, Presidents' Weekend (Friday and Monday), Spring vacation shall be two (2) work days contiguous to the Spring holiday weekend, i.e.: Thursday and Friday, Friday and Monday. Monday and Tuesday; Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day will be celebrated on the Monday following NJEA convention, Thanksgiving Break, Christmas Break, and New Year's Eve and Day.

B. Work Day

1. The scheduled in-school workday for teachers and instructional assistants shall be a maximum of seven (7) hours with a maximum pupil contact time of five and one-half (5.5) hours. Time in excess of the amount stated in this paragraph shall be compensated at the rate set forth in Article 8. Paragraph A-2 hereof

2. For the purpose of half-day leave a half-day shall consist of three and one-half (3 1/2) hours. The last school day preceding the following holidays will be half-days for students and staff will be permitted to leave 10 minutes after students are dismissed: Thanksgiving, Christmas, and Spring Break.
3. All instructional staff will have a thirty (30) minute duty free lunch period per day to be scheduled during the hours of 1 lam to 1pm unless not feasible due to special events.
4. The arrival and departure times for all teachers and instructional assistants shall be designated in accordance with the workday limits expressed herein.
5. On Fridays or on the days preceding holidays, vacations, or teachers' convention the teachers' day shall end ten (10) minutes after the close of the pupils' day. "Pupils' school day" shall refer to the pupils' day at the employee's work site. Nothing herein shall relieve the employees from their responsibility to supervise District students in their charge.
6. Any teacher or instructional assistant who is required by his/her Principal or a District Administrator to work beyond said work day shall be compensated at the rate per hour provided for in A-2 above for all time involved.
7. In accordance with established schedules, an employee may leave the building during his/her scheduled duty-free lunch period provide that he or she signs in and signs out.

#### C Staff Meetings

1. Teachers and instructional assistants may be required to remain after the end of the regular workday, without additional compensation, for the purpose of attending regular District wide staff meetings one (1) day each month. These meetings shall begin 3:15 p.m. and shall last for no more than sixty (60) minutes. In case of emergency, additional meetings may be called.
2. Teachers and instructional assistants may be required to remain after the end of the regular workday, without additional compensation, for the purpose of attending regular building level staff meetings one (1) day each month, These meetings shall begin no later than fifteen (15) minutes after student dismissal and last no longer than sixty (60) minutes.
3. Staff meetings which take place after the regular in-school work day and require attendance shall not be called on Fridays or on any day immediately preceding any holiday or other day upon which attendance is not required at school, except in case of emergency.
4. An Association Representative may speak to the staff at any meeting referred to in paragraph one (3) above for at least ten (10) minutes at the request of the representative. Such time shall be in excess of time provided in paragraph 1 above.
5. The notice of meetings shall be given at least one (1) week in advance and the agenda for any staff meeting shall be given to the teachers involved at least two (2) days prior to the meeting, except in an emergency. Staff shall have the opportunity to suggest items for the agenda.

#### D. Extra-Curricular Activities

Staff participation in extra-curricular activities, which extend beyond the regular instructional program, shall be compensated according to the rate of pay and/or released time: as provided for in Schedule B.

## ARTICLE 9

### EMPLOYMENT

A. Each employee shall be placed on his/her proper step of the salary schedule except that the initial placement of employees on the salary guide shall reside with the Board.

B. Non-tenured employees shall be notified of their contract and salary status for the ensuing year not later than May 15<sup>th</sup>, provided an Agreement has been reached for the following school year.

All certificated and support staff members shall be assigned tentative schedules determined by their certification and staff availability. All members shall be given written notice of their class and/or tentative subject assignments for the forthcoming year not later than the last teacher day with a copy to the SCSSSEA/designee, unless emergency conditions dictate otherwise. In the event that changes in such schedules, class and/or subject assignments are made thereafter, the member affected shall be notified promptly; notification of changes will be made to the SCSSSEA President by September 1st; and upon the request of the member, the changes shall be promptly reviewed by the administration and the member affected. At the member's option, a representative of the Association will also be present.

C. Previously accumulated unused sick leave days shall be restored to all returning employees.

D. Layoff Procedures for Non-tenured Employees

1. In the event that a reduction in force is made necessary and the Board determines that performance and other relevant factors are equal, the principle of seniority within specific job categories shall apply, and such reductions shall begin with those employees with the least service in the specific job classification throughout the district not building.

2. If a job opens in the employee's category within the same academic year, then a previously bumped employee has first priority and may elect to return to the employee category. The employee must choose to return or not return when the opportunity is offered.

3. Any seniority and benefits to which an employee is entitled shall be frozen while on layoff until he/she returns.

4. If an employee is on layoff from the District, recall rights based on seniority shall continue until the last day of the school year in which the layoff occurred but in no case less than ninety (90) calendar days from the last date worked. Upon notification, the laid-off employee must return within twenty (20) workdays of notification.

5. Previously accumulated unused sick leave days shall be restored to all employees who return within one year of the date of their termination of employment.

## ARTICLE 10

### SALARIES

A. The salaries of all employees covered by this Agreement are set forth in schedules which are attached hereto and made a part hereof,

B. 1. Twelve (12) month employees shall be paid in twenty-four (24) equal semi monthly installments. Ten (10) month employees shall be paid in twenty (20) equal semi monthly installments the 15<sup>th</sup> and 30<sup>th</sup> of each month.

2. When a payday falls on or during a school holiday, vacation, or weekend, employees shall receive their paychecks on the last previous working day.

C. An employee is considered an eleven (11) month employee if they are required to work 24 days during the summer as requested by the District in the same capacity as a 10-month contracted employee. Said individual as a result of this increased commitment will receive a salary increase over the 10-month salary of 10% of the 10-month contracted salary. For any day of inexcusable or unnecessary absence from duty, a sum equal to 1/240\* of the annual salary will be deducted from either semi-monthly installment to be paid to the party of the second part. All eleven-month employees shall be entitled to 11 sick days.

D. Ten (10) month employees shall receive their final checks on June 30th, provided they have complied with their closing duties, except where time sheets are involved.

E. Payment to employees for extra-curricular Schedule B positions shall be made at the end of the activity but not later than (30) days after submission of the appropriate voucher.

F. All salaries shall be pro-rated if the employee is hired for less than a full contract year or, in the case of extra-curricular and coaches salaries, for less than a full season.

G. The Board will reimburse employees any portion of the deductible amount of the automobile comprehensive portion of their insurance, which they actually pay within thirty (30) days of submission of proper documentation when damage was incurred while on school business.

H. Ten month employees must have been employed six (6) months in a contract year to progress to the next vertical step of the salary guide; twelve (12) month employees progress will require seven (7) months employment during a contract year.

I. If a secretarial or custodial employee is hired for less than twelve (12) months, he/she shall receive pro-rata placement on the appropriate salary guide, i.e.; a ten (10) month secretary would receive ten twelfths (10/12) of the salary indicated.

J. In the event that no substitute teacher can be found the non-certified staff member who is assigned to be responsible for a classroom will receive an additional stipend of \$50.00 per day provided that the non-certified staff member holds a valid county substitute certificate or a teaching certificate. Any non-certified staff member assuming the responsibility for a classroom for longer than ten (10) days will receive \$60.00 per day for every day starting with day 11.

K. All employees will be given the option of receiving their paychecks through direct deposit into the employee's personal bank account by the date that checks are distributed to all other employees.

L. Whenever the pay of an employee is to be reduced because of action by the District, notice of said reduction will be provided to the employee within 30 days of the infraction by the District. This notification shall include the reason for the proposed reduction.

M. If a paraprofessional or instructional assistant is assigned as a floating assistant they shall receive proper placement on the instructional assistants' salary guide and a stipend as outlined under the "Schedule B" positions per year.

N. Individuals covered under the Interpreter Guide with the title "Interpreter" are those staff who are employed as a one-on-one interpreter, under the job description of "Interpreter" (sign language and bi-linguai) as driven by a student's Individualized Education Plan. Other staff who provide interpreting services throughout the district for meetings and translations would be under the guide in the Stipend category.

## **ARTICLE 11**

### **INSTRUCTIONAL STAFF ASSIGNMENT**

- A. Any change of instructional assignments or tentative assignments for CST members and related services personnel shall be made in writing not later than seven (7) days after the first meeting of the Board in June, except in case of emergency, which shall mean an unexpected vacancy and notice shall be given by September 1<sup>st</sup>.
- B. The Superintendent shall give notice of assignment to new instructional staff as soon as possible.
- C. In the event that changes in schedule, class and/or subject assignments, building assignments or room assignments are proposed after June 1<sup>st</sup>, any employee affected shall be notified in writing as outlined in Article 9 section B paragraph 2.

## **ARTICLE 12**

### **VOLUNTARY TRANSFERS AND REASSIGNMENTS**

An employee who desires a change in assignment or who desires to transfer to another building may file a written statement of such desire with the Superintendent. Requests for change must list the employee's name, current position, current location, vacant position requesting transfer, and vacant position location. Such determination resides solely with the Board.

## **ARTICLE 13**

### **INVOLUNTARY TRANSFER AND REASSIGNMENT**

- A. Notice of an involuntary transfer or reassignment shall be given to an employee as soon as practical.
- B. An involuntary transfer or reassignment shall be made only after a meeting between the employee involved and the Chief School Administrator, or appropriate administrator, at which time the employee shall be notified of the reason thereof. The employee may, at his/her option, have an Association Representative present at such meeting.
- C. A list of open positions in the School District shall be made available to all employees being involuntarily transferred or reassigned. Such employees may request the positions, in order of preference, to which they desire to be transferred.
- D. Requests for transfer shall be considered by the Chief School Administrator prior to final determination. An employee being involuntarily transferred or reassigned shall be placed only in a position, which does not involve reduction in total compensation.
- E. The Board reserves the sole right to determine assignment of unit members.

## **ARTICLE 14**

### **JOB POSTINGS AND PROMOTIONS**

- A. All job openings including promotional opportunities will be posted according to the following procedures:
  - 1. When school is in session, a notice shall be posted in each school and e-mailed to all employees provided the Board has such an e-mail system as far in advance as practical, ordinarily at least fifteen (15) school days before the final date when applications must be submitted and in no event less than ten (10) school days before such date. A copy of said notice shall be given to the Association at the time of posting.

Employees who apply for such vacancies shall submit their application in writing to the Superintendent within the time limit specified in the notice, and the Superintendent shall acknowledge promptly in writing the receipt of all



such applications. Applications shall be kept on file in the Superintendent's office for a period of one year for future vacancies unless the office is notified in writing by an applicant that the application is withdrawn.

2. Employees who desire to apply for any position which may be filled during the summer period when school is not regularly in session shall submit their names to the Superintendent, together with the positions) for which they desire to apply, and an address where they can be reached during the summer. The Superintendent shall notify such personnel of any vacancy in a position for which they desire to apply. Such notice shall be sent as far in advance as practical, ordinarily at least fourteen (14) calendar days before the final date when applications must be submitted and in no event less than seven (7) calendar days before such date. In addition, the Superintendent shall, within the same time period, post a list of promotional positions to be filled during the summer period at the administrative office, in each school and e-mailed to all employees provided the Board has such an e-mail system and a copy of said notice shall be given to the Association.

B. In both situations set forth in Section A. above, all positions so posted will have a job description attached thereto.

C. All qualified employees shall be given adequate opportunities to make applications for positions and no positions shall be finally filled until all properly submitted applications have been considered.

D. Promotional positions shall include, but not be limited to, positions, which provide a higher rate of pay, or positions, which pay a stipend in addition to, base salary, or positions on the administrative supervisory level of responsibility. All vacancies in promotional positions, including specialists and/or special projects teachers, pupil personnel workers and positions in programs funded by the federal government shall be adequately publicized by the Superintendent in accordance with the above procedure.

## ARTICLE 15

### EVALUATION

A. All teachers will be observed by building administrators at reasonable intervals as follows:

1. Non-tenured teachers - minimum of three (3) times per year.
2. Teachers under tenure - minimum of one (1) time per year.
3. All non-certified staff shall be subject to at least two (2) observation/evaluation annually,

B. If the District fails to evaluate any employee, the employee shall be deemed to have received a satisfactory evaluation.

1. Every observation shall be reported in writing to the employee observed.
2. The written observation report shall be handed to the employee by the administrator within five (5) school days after the observation. Upon receipt of a written observation report of a tenured employee, the employee observed may request a conference to discuss the report with the observer. A non-tenured employee shall have a conference as required by New Jersey Administrative Codes. The results of such conferences should be reduced to writing and signed by all parties and placed with the observation report.
3. The copy of the observation report submitted to the Superintendent of schools must be signed by the employee observed to indicate that the employee has been given a copy of the report, understands the report and is aware that the report has been placed in the employee's record file in the School District Office. Observation reports shall be signed and returned to the observer within five (5) calendar days of the time the employee has received it. If the employee refuses to sign the Observation Report, the document shall be placed in the employee's file with the notation that the employee has refused to sign the report.

4. Employees may attach statements to observation reports to indicate extenuating circumstances or differences of opinion, provided such statements are submitted within five (5) school days.

## **ARTICLE 16**

### **FACILITIES**

A. Each exclusively District operated school shall have the following facilities:

1. Space in each classroom in which instructional staff may store instructional materials and supplies.
2. One desk for the exclusive use of teachers assigned to a room and one additional desk to be shared by aides assigned to the room, as well as a sufficient number of chairs, suitable for seating adults, for each teacher and aide assigned to a room.
3. Space for each employee to store coats, overshoes, and personal articles.
4. A furnished room shall be reserved for the use of employees as a staff lounge and/or dining room. Although employees shall be expected to exercise reasonable care in maintaining the appearance and cleanliness of said lounge.
5. A private phone will be available at each site for staff to make confidential school related phone calls.
6. Each classroom will contain a locking storage unit for confidential and personal items.
7. Related Services staff who travel to several buildings will have locking storage space available in each building in which they are working with students.

B. The Board shall maintain all facilities in accordance with Public Occupational Safety and Health Administration (OSHA) or any other applicable laws and regulations.

C. When alerted by employees to problems in host schools, the Board will make a sincere attempt to provide similar facilities as above.

## **ARTICLE 17**

### **SICK LEAVE**

A. All ten (10) month employees shall be entitled to ten (10) sick leave days, eleven month employees shall be entitled to eleven (11) sick leave days, and twelve (12) month employees shall be entitled to twelve (12) sick leave days each employment year, prorated less than full time employees, as of the first official day of said year if employed as of the first day of the year, (otherwise sick days shall be prorated), whether or not they report on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.

B. All employees shall be entitled to use three (3) sick days annually from their banked sick time for family illness.

C. Extended paid leave of absence may be granted to employees who have exhausted accumulated sick leave through lengthy illness. For an employee to receive the difference between his/her regular daily salary and the expenses paid by the Board to maintain a substitute, the request must be in writing and shall be granted by the Board on a case by case basis. The Board shall advise the employee concerned in writing within ten (10) calendar days of its determination, which shall be made at the first public Board meeting following the receipt of the request.

D. Employees shall be given a written accounting of accumulated sick leave days no later than October 1 of each school year.

E. At the time of retirement an employee shall be compensated for earned, but unused, sick leave in accordance with the following criteria:

1. The employee must be eligible to receive benefits under the employee's retirement plan and have not less than ten (10) years of employment with the Salem County Special Services Board of Education.
2. The compensation shall be paid at the rate of \$75.00 per day for each earned, but unused, day of sick leave remaining as of the date of retirement.
3. In no event shall the Board be required to pay more than \$7,500.00 per employee for the benefit set forth in this Article.

## ARTICLE 18

### TEMPORARY LEAVES OF ABSENCE

A. All employees covered by this Agreement, shall be entitled to the following leaves of absence with full pay each year.

1. Five (5) days personal leave of absence for a compelling reason, which requires absence, shall be granted provided such obligation cannot be cared for outside of work hours. Written application to the Superintendent for personal leave days shall be made through the building Principal or designated Supervisor, at least seven (7) calendar days before taking such leave, except in cases of emergencies. No more than 10% of employees in a Program will be granted such leave on a given day unless specifically allowed by the Superintendent. Such leave shall not be granted contiguous to any vacation, recess or holiday.
2. All personal leave days granted herein may be utilized as per above. If not used, personal leave days will be used as a factor to determine additional accumulative sick leave. At the end of each contract year, unused personal leave days shall produce unused sick leave on a one to one basis and shall be allowed to accumulate in the same manner as other sick days.
3. Teacher and instructional assistant observation days may be approved by the Superintendent upon receipt of a request stating the time and place of the intended visit, and if the person requesting the observation day gives two (2) weeks written notice in advance. A written report of the visit or workshop should then be submitted to the instructional assistant's supervisor.
4. Any employee required to serve jury duty shall receive their regular pay for all such time served, provided the employee remits to the Board any compensation other than mileage and expenses they may receive as a result of such service.

B. Bereavement

1. Employees shall be entitled to seven (7) workdays in each case of death of the employee's husband, wife, or child, mother (also in-law), father (also in-law), grandparent, brother, sister, grandchild or partner in a civil union couple, except if death occurs during a vacation period. One (1) or two (2) day holidays shall not be considered vacation periods.
2. An allowance of one (1) day shall be granted in each case for death of other relative, family member of a spouse or partner in a civil union couple, subject to approval of the Superintendent, who will not unreasonably withhold his approval. If any employee elects to use personal leave for such purpose, the Superintendent's approval shall be automatic. If the Superintendent refuses to approve the requested bereavement day and if the employee has no remaining personal leave days the requested leave shall be granted without compensation.

C. Time necessary for persons called into temporary active duty shall be governed by statutory requirements.

D. Time necessary for an employee's appearance in all legal proceedings arising out of and in the course of the employment of the individual by the Board shall be granted as professional days with the following exceptions.

1. Excepting time in any legal proceeding in which the said individual is a party plaintiff in a suit against the Board.

2. Excepting time needed when the individual is a defendant in a proceeding brought by the Board against the individual,

3. Excepting time spent in any proceeding under the grievance procedure of this Agreement or time spent in arbitration, fact-finding or any proceeding arising out of said Agreement unless mutually scheduled.

E. Other temporary leaves of absence with or without pay may be granted by the Board for a good reason. Such determination resides solely with the Board.

F. Leaves taken pursuant to this Article shall be in addition to any sick leave to which the employee is entitled.

G. An employee covered by this Agreement shall be granted a leave of absence for disability and/or pregnancy in accordance with current Board policy.

## ARTICLE 19

### EXTENDED LEAVES OF ABSENCE

A. This Article is subject to the provisions of the Federal and NJ Family Leave Acts.

B. An employee who requests child-rearing unpaid leave of absence shall be granted same provided:

1. Written application for such leave must be delivered to the Board at least thirty (30) calendar days prior to the commencement of such leave.

2. The employee and the Board shall mutually agree to the date for the leave termination.

3. If the child dies during such leave of absence, the employee may apply for reinstatement (providing at least one (1) month prior notice) and the Board may terminate such leave.

4. Leaves taken under the Family Leave Act are to be taken concurrently to leaves under this section and not consecutively.

C. The Board shall allow such employees to self-pay health insurance premiums provided such is allowable by the Board's insurance carrier(s) and the employee is otherwise entitled.

D. It is further understood that seven (7) full months of paid service for twelve (12) month employees and six (6) full months of paid service for ten (10) month employees service in the prior year is necessary for incremental gain after an unpaid leave of absence.

E. Other extended leaves of absence with or without pay may be granted at the Board's discretion.

F. 1. Upon return from leave granted pursuant to this Article, an employee shall be placed on the salary schedule at the level appropriate to actual years of creditable experience but shall not be credited for the time spent on such leave.

2. All benefits to which an employee is entitled at the time his/her leave of absence commenced, including unused accumulated sick leave, shall be restored to him/her upon his/her return.

G. All extensions or renewals of leaves shall be applied for in writing and, if approved, shall be granted in writing.

H. Nothing herein is understood to prevent utilization of sick leave in accordance with statute.

## ARTICLE 20

### EMPLOYEE INCENTIVE PROGRAM

A. Any employee covered by this Agreement may apply for reimbursement for the cost of courses, which have application to his/her area of employment or are related to the individual's increased competence as an employee. All such courses must be offered by a school recognized or accredited by the State of New Jersey or a Health Care Agency accredited by the State of New Jersey.

B. The amount of Board reimbursement for the entire bargaining unit shall be capped as follows:  
\$24,200 each year for the duration of the contract.

1. Approval shall be granted on a first come first served basis.

2. Any money not used in a contract year will roll over into the next contract year.

3. The School Business Administrator shall inform the Association of the status of the tuition reimbursement account upon the request of the Association President.

C. For certified and non-certified employees to be eligible for reimbursement, all of the following criteria must be met.

1. The applicant must have at least one (1) year of prior service to the District and must stay one (1) year after completion of the course being reimbursed and approval of the Superintendent or his designee prior to taking the courses.

2. The applicant must receive a mark equivalent to "A", "B", or "Pass" in a Pass/Fail course.

3. Certified and non-certified employees will be reimbursed for no more than six hundred dollars (\$600.00) for undergraduate courses or nine hundred dollars (\$900.00) for graduate courses. No employee will receive more than \$1,800.00 in any one fiscal year.

4. A non-certified employee can only be reimbursed for courses if these courses pertain to education.

5. A teacher taking credits must be fully certified in his/her area of teaching assignment and courses must be in the teacher's area of certification and/or teaching assignment or a requirement of an approved degree program (i.e., electives).

D. Provided that grades are turned in to the superintendent's office by the first working day of the month employees shall receive reimbursement in the following manner;

1. For the summer semester courses will be reimbursed within thirty (30) days of the first board meeting after their grades are received subject to the provisions in C. above.

2. For the fall semester;

a. Anyone taking their first courses will be reimbursed within thirty (30) days of the first board meeting after their grades are received subject to the provisions in C. above.

b. Anyone taking their second course will be reimbursed within (30) days after everyone taking their first course had been reimbursed subject to the provisions in C. above.

3. For the spring semester;
  - a. Anyone taking their first course will be reimbursed within thirty (30) days of the first board meeting after their grades are received subject to the provisions in C. above.
  - b. Anyone taking their second course will be reimbursed within thirty (30) days after everyone taking their first course has been reimbursed subject to the provisions in C. above.
  - c. Anyone taking their third course will be reimbursed within thirty (30) days after everyone taking their second course has been reimbursed subject to the provisions in C. above.

**ARTICLE 21**

**INSURANCE PROTECTION**

A. The term "full time" herein shall refer to all employees covered by the Agreement who regularly work twenty-eight (28) hours per week or more.

1. For full time employees the Board shall provide health insurance coverage for the employee and for their eligible dependents. Such coverage shall be provided under the AmeriHealth Plan as of August 1, 2010 or its equivalent. Health insurance coverage shall be for the full twelve (12) month period each year.

Effective 7/1/16, newly hired Instructional Assistants will receive single coverage with an option to buy additional levels of coverage at the Board's rate.

2. Employees must notify the District Office of any change in qualifying life event within thirty (30) days of the change occurring or they must reimburse the District the difference in rates for all time they should have been in a lower cost category.

3. If the Board desires to change its insurance provider, the Association agrees that it will accept the benefit levels of the State Health Benefits Program in effect at the time of change as meeting the test of equivalent benefit levels. If the Board wishes to switch to a provider other than the State Health Benefits Program, benefit levels must be equal to or greater than those existing at the time of change.

4. The spouse of a District employee who is otherwise eligible for any medical insurance coverage under this Article shall not be provided said coverage as long as his/her spouse is covered under a family plan provided by the District. Any spouse covered as of July 1, 1995 may continue their coverage as long as they are continuously employed. During the year prior to retirement, the spouse may enroll in single coverage if necessary to meet eligibility for the State Retirement Health Plan.

B. The Board will allow employee participation in a qualified IRS Code Section 125 Plan. The Board will not administer the Plan nor will it have any liability nor responsibility regarding the agent or agents administering the Plan.

1. For all full time employees the Board shall contribute \$850.00 per year for years 2024-2028 to the employee's Section 125 Plan. Anyone not having established such a Plan shall not be entitled to the amount specified.

2. Anyone employed for less than a full contact year shall have his/her amount \$850.00 per year for years 2024-2028 pro-rated based on actual time employed.

3. Any employee who does not establish their 125 Plan until later in the contract year, shall have the amount \$850.00 per year for years 2024-2028 pro-rated based on the date their Plan was established.

C. An employee may waive medical coverage to which he/she is otherwise entitled by filing a written waiver with the Business Administrator at the beginning of the school year or at the beginning of his/her employment. If an employee waives medical coverage pursuant to this paragraph, he/she shall be entitled to a payment in the amount of \$2,500.00 for each contract year. If the waiver does not apply to an entire Contract year, the payment of \$2,500.00 shall be pro-rated. This money will be paid to the employee as a choice of Section 125 or to be included in the paycheck as provided in paragraph B above, as the employee chooses in writing, and shall be in addition to any other contribution made by the Board of Education to the employee's Section 125 account.

D. The Board will administer a dental insurance program for all employees covered by this agreement in accordance with the following terms;

1. The effective date of the dental insurance plan will be from July 1 to June 30th..
2. Insurance will be at the employees' expense through payroll deduction. The total dental insurance expense for the entire year (12 months) will be divided between the 20 pay periods from September 15 to June 30.
3. Employees may elect single or multiple person insurance but cannot change their election at any time other than the enrollment period.
5. The Board's annual contribution to a dental insurance plan or dental reimbursement will be \$400.

## **ARTICLE 22**

### **DEDUCTION FROM SALARY**

A. 1. The Board agrees to deduct from the salaries of its employees dues for the Association the Salem County Education Association, the New Jersey Education Association, the National Education Association, the Dental Plan sponsored by the Salem County Special Services Association or any one of any such combination of such Associations as said employees individually authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (N.J.S.A 52:14-15.8(e)) and under rules established by the State Department of Education. Said monies, together with records of any corrections, shall be transmitted to the New Jersey Education Association by the 15<sup>th</sup> of each month following the monthly pay period in which deductions were made. The New Jersey Educational Association (N.J.E.A) shall disburse such monies to the appropriate Association or Associations.

2. The Association named above shall certify to the Board, in writing, the current rate of its membership dues. If the Association changes the rate of its membership dues the Board shall be given written notice prior to the effective date of such change.

B. Upon written request from an employee, the Board will deduct from the employee's earnings and pay to the Salem County School Employees Federal Credit Union, Board sponsored group insurance plans, income protection plans or annuity plans; an IRS Section 125 plan or any other plan permitted by law in such amount or amounts as the employee shall designate.

## **ARTICLE 23**

### **PROFESSIONAL DEVELOPMENT COMMITTEE**

In accordance with the New Jersey Continuing Education Plan that took effect in September 2000 a local Professional Development Committee (LPDC) shall be established in accordance with the rules and procedures established by the Professional Teaching Standards Board (PTSB).

The LPDC shall perform all functions and duties in accordance with the rules and procedures established by the state PTSB.

**ARTICLE 24**

**MISCELLANEOUS PROVISIONS**

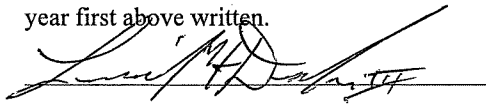
- A. If any provisions of this Agreement shall be declared invalid by a court of competent jurisdiction or decision of the Commissioner of Education it shall in no way invalidate the balance of this Agreement which shall remain in full force and effect.
- B. Copies of this Agreement shall be printed and the cost thereof shall be equally divided by the Board and the Association. Prior to the printing of the Agreement, the parties shall agree as to its format and what firm shall be engaged to print the contract. Such Agreement shall be printed within thirty (30) days after the Agreement has been signed and after it has been printed, it shall be presented to all employees and candidates for employment.
- C. 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, and to no other organizations.
- D. Whenever any notice is required to be given by either of the parties to this Agreement, either party shall do so by email to the appropriate administrative office or BOE:
  - 1. To the Board: C/O Board Secretary, at the District Office
  - 2. To the Association at the President's personal email address.

**ARTICLE 25**

**DURATION OF AGREEMENT**

- A. This Agreement shall be effective commencing July 1, 2024 and shall remain in effect until June 30, 2028.
- B. This Agreement shall terminate as indicated above, unless extended in writing by agreement between the parties.

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.

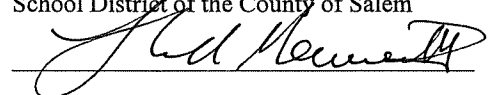


President,

Board Education of the Special  
Services School District and the Vocational Technical  
School District of the County of Salem

6/25/24

Date



Board Secretary,

Board of Education of the Special  
Services School District and the Vocational Technical  
School District of the County of Salem

6/25/24

Date



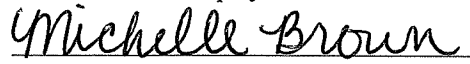


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President,

Salem County Special

Services School Employees Association

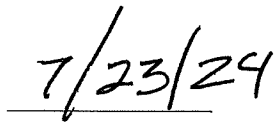


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Secretary

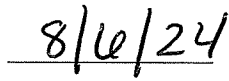
Salem County Special Services School

Employees Association



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Date



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Date

**SALEM COUNTY SPECIAL SERVICES DISTRICT**

**SALARY**

**SCHEDULE A**

The base salary cost for each year shall be increased by the following amounts inclusive of increment:

Year 1(2024-25)	3.80%	of the 2023 -24 base.
Year 2 (2025-26)	3.80%	of the 2024 -25 base
Year 3 (2026-27)	3.90%	of the 2025 - 26 base
Year 4 (2027-28)	3.90%	of the 2026 - 27 base.

All staff will receive a guide increment in each year of the agreement (except those staff already at the top of the guide). Salaries for 11-month employees will be prorated accordingly based on their appropriate step on the 10-month employee salary guide.

Both parties understand that if COLA or State minimum wage adjustments exceed the hourly rate in the salary guide, then negotiations for those adjustments will be necessary.

**SCHEDULE A-1**

**Certificated Staff Salary Guide**

**YEAR 1: 2024 - 2025**

<b>Step</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>DR</b>
1	60,064	61,674	63,284	64,894	66,504
2	60,364	61,974	63,584	65,194	66,804
3	60,664	62,274	63,884	65,494	67,104
4	60,964	62,574	64,184	65,794	67,404
5	61,464	63,074	64,684	66,294	67,904
6	62,464	64,074	65,684	67,294	68,904
7	63,464	65,074	66,684	68,294	69,904
8	65,114	66,724	68,334	69,944	71,554
9	66,464	68,074	69,684	71,294	72,904
10	67,867	69,477	71,087	72,697	74,307
11	69,367	70,977	72,587	74,197	75,807
12	70,867	72,477	74,087	75,697	77,307
13	73,467	75,077	76,687	78,297	79,907

**YEAR 2: 2025 - 2026**

<b>Step</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>DR</b>
1	61,374	62,984	64,594	66,204	67,814
2	61,674	63,284	64,894	66,504	68,114
3	61,974	63,584	65,194	66,804	68,414
4	62,274	63,884	65,494	67,104	68,714
5	62,774	64,384	65,994	67,604	69,214
6	63,774	65,384	66,994	68,604	70,214
7	64,774	66,384	67,994	69,604	71,214
8	66,124	67,734	69,344	70,954	72,564
9	67,524	69,134	70,744	72,354	73,964
10	69,024	70,634	72,244	73,854	75,464
11	71,024	72,634	74,244	75,854	77,464
12	73,374	74,984	76,594	78,204	79,814
13	76,467	78,077	79,687	81,297	82,907

**YEAR 3: 2026-2027**

<b>Step</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>DR</b>
1	62,096	63,706	65,316	66,926	68,536
2	62,396	64,006	65,616	67,226	68,836
3	62,696	64,306	65,916	67,526	69,136
4	62,996	64,606	66,216	67,826	69,436
5	63,496	65,106	66,716	68,326	69,936
6	64,496	66,106	67,716	69,326	70,936
7	65,496	67,106	68,716	70,326	71,936
8	66,846	68,456	70,066	71,676	73,286
9	68,846	70,456	72,066	73,676	75,286
10	70,846	72,456	74,066	75,676	77,286
11	73,146	74,756	76,366	77,976	79,586
12	75,867	77,477	79,087	80,697	82,307
13	78,967	80,577	82,187	83,797	85,407

**YEAR 4: 2027 - 2028**

<b>Step</b>	<b>BA</b>	<b>BA+30</b>	<b>MA</b>	<b>MA+30</b>	<b>DR</b>
1	63,137	64,747	66,357	67,967	69,577
2	63,437	65,047	66,657	68,267	69,877
3	63,737	65,347	66,957	68,567	70,177
4	64,037	65,647	67,257	68,867	70,477
5	64,537	66,147	67,757	69,367	70,977
6	65,537	67,147	68,757	70,367	71,977
7	66,537	68,147	69,757	71,367	72,977
8	68,037	69,647	71,257	72,867	74,477
9	70,037	71,647	73,257	74,867	76,477
10	72,287	73,897	75,507	77,117	78,727
11	74,787	76,397	78,007	79,617	81,227
12	78,047	79,657	81,267	82,877	84,487
13	81,467	83,077	84,687	86,297	87,907

**SCHEDULE A-2**

**Secretary Salary Guide**

**YEAR 1: 2024 - 2025**

<b>Step</b>	<b>10 Month</b>	<b>12 Month</b>
1	33,464	40,157
2	33,714	40,457
3	33,964	40,757
4	34,214	41,057
5	34,464	41,357
6	34,964	41,957
7	35,464	42,557
8	35,964	43,157
9	36,464	43,757
10	36,964	44,357
OG3		49,772

**YEAR 2: 2025 - 2026**

<b>Step</b>	<b>10 Month</b>	<b>12 Month</b>
1	34,722	41,667
2	34,972	41,967
3	35,222	42,267
4	35,472	42,567
5	35,722	42,867
6	36,222	43,467
7	36,722	44,067
8	37,222	44,667
9	37,722	45,267
10	38,222	45,867
OG3		51,282

**YEAR 3: 2026 - 2027**

<b>Step</b>	<b>10 Month</b>	<b>12 Month</b>
1	36,082	43,299
2	36,332	43,599
3	36,582	43,899
4	36,832	44,199
5	37,082	44,499
6	37,582	45,099
7	38,082	45,699
8	38,582	46,299
9	39,082	46,899
10	39,582	47,499
OG3		52,914

**YEAR 4: 2027 - 2028**

<b>Step</b>	<b>10 Month</b>	<b>12 Month</b>
1	37,497	44,997
2	37,747	45,297
3	37,997	45,597
4	38,247	45,897
5	38,497	46,197
6	38,997	46,797
7	39,497	47,397
8	39,997	47,997
9	40,497	48,597
10	40,997	49,197
OG3		54,612

**Paraprofessional Salary Guides**

**SCHEDULE A-3**

**YEAR 1: 2024 - 2025**

<b>Step</b>	<b>HS</b>	<b>Associates</b>	<b>Bachelors</b>
1	22,650	23,400	25,400
2	22,878	23,628	25,628
3	23,105	23,855	25,855
4	23,333	24,083	26,083
5	23,500	24,310	26,310
6	24,129	24,879	26,879
7	24,697	25,447	27,447
8	25,493	26,243	28,243
9	26,289	27,039	29,039
10	28,285	29,035	31,035
OG Sub Cert	29,285	30,035	32,035

**YEAR 2: 2025 - 2026**

<b>Step</b>	<b>HS</b>	<b>Associates</b>	<b>Bachelors</b>
1	23,472	24,222	26,222
2	23,697	24,447	26,447
3	23,922	24,672	26,672
4	24,147	24,897	26,897
5	24,372	25,122	27,122
6	24,972	25,722	27,722
7	25,592	26,342	28,342
8	26,392	27,142	29,142
9	27,192	27,942	29,942
10	28,835	29,585	31,585
OG Sub Cert	29,835	30,585	32,585

**YEAR 3: 2026 - 2027**

<b>Step</b>	<b>HS</b>	<b>Associates</b>	<b>Bachelors</b>
1	24,667	25,417	27,417
2	24,892	25,642	27,642
3	25,117	25,867	27,867
4	25,342	26,092	28,092
5	25,567	26,317	28,317
6	26,067	26,817	28,817
7	26,667	27,417	29,417
8	27,447	28,197	30,197
9	28,247	28,997	30,997
10	29,385	30,135	32,135
OG Sub Cert	30,385	31,135	33,135

**YEAR 4: 2027 -2028**

<b>Step</b>	<b>HS</b>	<b>Associates</b>	<b>Bachelors</b>
1	25,880	26,630	28,630
2	26,105	26,855	28,855
3	26,330	27,080	29,080
4	26,555	27,305	29,305
5	26,780	27,530	29,530
6	27,180	27,930	29,930
7	27,680	28,430	30,430
8	28,380	29,130	31,130
9	29,180	29,930	31,930
10	30,085	30,835	32,835
OG Sub Cert	31,085	31,835	33,835

**Behavior Mod Specialist/Interpreter Salary Guides**

**SCHEDULE A-4**

**YEAR 1: 2024 - 2025**

<b>Step</b>	<b>Salary</b>
1	41,042
2	41,742
3	42,442
4	43,142
5	44,342
6	45,742
7	47,142
8	48,542
9	49,942





10	51,342
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11	52,742
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12	54,142
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**YEAR 2: 2025 - 2026**

Step	Salary
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1	42,339
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2	43,039
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3	43,739
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4	44,439
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5	45,639
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6	47,039
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7	48,439
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8	49,839
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9	51,239
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10	52,639
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11	54,039
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12	55,439
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**YEAR 3: 2026 - 2027**

Step	Salary
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1	43,560
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2	44,260
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3	44,960
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4	45,660
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5	46,860
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6	48,260
7	49,660
8	51,060
9	52,460
10	53,860
11	55,260
12	56,660

**YEAR 4: 2027 - 2028**

<b>Step</b>	<b>Salary</b>
1	44,853
2	45,553
3	46,253
4	46,953
5	48,153
6	49,553
7	50,953
8	52,353
9	53,753
10	55,153
11	56,553
12	57,953

**Job Coach Salary Guides**

**SCHEDULE A-5**

**YEAR 1: 2024 - 2025**

<b>Step</b>	<b>Salary</b>
1	36,646
2	36,946
3	37,246
4	37,546
5	37,846
6	38,146
7	38,446
8	38,746
9	39,046
10	39,746

**YEAR 2: 2025 - 2026**

<b>Step</b>	<b>Salary</b>
1	38,196
2	38,496
3	38,796
4	39,096
5	39,396
6	39,696
7	39,996

8	40,296
9	40,596
10	41,296

**YEAR 3: 2026 - 2027**

<b>Step</b>	<b>Salary</b>
1	39,765
2	40,065
3	40,365
4	40,665
5	40,965
6	41,265
7	41,565
8	41,865
9	42,165
10	42,865

**YEAR 4: 2027 - 2028**

<b>Step</b>	<b>Salary</b>
1	41,394
2	41,694
3	41,994
4	42,294
5	42,594

6	42,894
7	43,194
8	43,494
9	43,794
10	44,494

**SALEM COUNTY SPECIAL SERVICES DISTRICT  
EXTRA PAYMENTS / EXTRA-CURRICULAR  
SCHEDULE B**

Position and amounts listed are extra stipends for the time or extra responsibility indicated.

**ATTENDANCE BONUS** - Employees who use no sick days during the contract year shall receive \$300. Employees who use only one (1) sick day during the contract year shall receive \$200. The stipend will be paid by separate check on or before July 30.

**MILEAGE** - All approved mileage shall be reimbursed at the rate per mile set by the NJ State Office of Management and Budget and upon presentation of the appropriate voucher.

**LONGEVITY**

Longevity pay will be paid yearly and added to paycheck for employees of employment in SCSSSD according to the following schedule:

5 years and 1 day to 10 years	payment of \$600 each year
10 years and 1 day to 15 years	payment of \$800 each year
15 years and 1 day to 20 years	payment of \$1000 each year
20 years and 1 day to retirement	payment of \$1200 each year

**CERTIFICATE CREDIT -**

Instructional Assistants who obtain and/or possess a county substitute certificate shall be given a one-time, one (1) step advance on the salary guide prorated as of the date of employment or date the certificate is obtained. This would include an employee on Step 10 that obtains their substitute certificate moving to the OG step. The step advance shall remain in effect only if the Instructional Assistant maintains the substitute certificate. Once these employees complete a year on Step 10 of the salary guide, he/she shall move to the OG Step which will be \$1,000 above Step 10 each year of this contract.

As of July 1, 2024, any Instructional Assistants who obtain and/or possess a standard teaching certificate shall receive an increase of \$2,000 to their salary as defined by a pensionable earning prorated as of the date of employment or date the certificate is obtained. The salary increase shall remain in effect only if the Instructional Assistant maintains the standard certificate.

**EXTRA SERVICES STIPENDS:**

Coordinator(s)

Level I - \$2,500

(Special Olympics, Computer Moderator, Interpreter)

Level II - \$3,500

(Instructional Aide Job Coach Assistant, Food Service)

Level III - \$4,500

(Lead Teacher, WBL Coordinator, Transition Coordinator)

As of July 1, 2025, each stipend amount will be increased by \$250.

As of July 1, 2026, each stipend amount will be increased by \$250.

As of July 1, 2027, each stipend amount will be increased by \$250.