

**COLLECTIVE BARGAINING AGREEMENT**

**Between the**

**BOARD OF EDUCATION OF NORTH CALDWELL**

**And the**

**NORTH CALDWELL EDUCATION ASSOCIATION**

**TEACHERS' UNIT**

**Effective July 1, 2024 through June 30, 2027**

## TABLE OF CONTENTS

<u>Clause</u>		<u>Page #</u>
Preamble		3
Article I	Negotiation Procedure	3
Article II	Teacher & Association Rights	4
Article III	Work Year	5
Article IV	Teaching Hours	6
	Staff Meetings	6
	Lunch Supervision	7
Article V	Teacher Employment	8
Article VI	Salaries	8
	Tuition Reimbursement	9
	Summer School	10
	Home Instruction	10
Article VII	Teacher Evaluation	10
Article VIII	Sick Leave	12
	Unused Sick Leave Reimbursement	12
Article IX	Temporary Leave of Absence	13
	Bereavement	13
	Serious Illness	13
Article X	Extended Leaves of Absence	14
	Child Rearing	14
	Maternity Disability	15
	Military Leave	16
	Sabbatical	16
Article XI	Promotions	18
Article XII	Transfers & Reassignments	19
Article XIII	Health Care Insurance	19
	Health Care Insurance	19
	Prescription Coverage	21
	Dental Coverage	21
	Health Benefits Waiver	21
Article XIV	Professional Development & Educational Improvement	22
	In-service Courses	22
	Summer Professional Development	22
	Mentoring	22
Article XV	Grievance Procedure	23
Article XVI	Miscellaneous Provisions	24
Article XVII	Duration of Agreement	25
Appendix A	Health Benefits Waiver Form	26
Schedule A	Extracurricular Activities	28
Schedule B	Salary Guides	29

**PREAMBLE**

THIS AGREEMENT is made and entered into this 1<sup>st</sup> day of July 2024.

BETWEEN

THE BOARD OF EDUCATION OF THE BOROUGH OF NORTH CALDWELL, ESSEX COUNTY, NEW JERSEY, hereinafter referred to as the "Board,"

AND

THE NORTH CALDWELL EDUCATION ASSOCIATION – TEACHERS’ UNIT, hereinafter called the "Association."

**WITNESSETH:**

WHEREAS, pursuant to the requirements of the New Jersey Employee Relations Act, N.J.S.A. 34:13A-1 et seq., agreements reached between public employers and the majority representative of an appropriate employee unit shall be embodied in writing, signed by the authorized representative and filed with the New Jersey Employment Relations Commission; and

WHEREAS, the North Caldwell Board of Education has recognized the North Caldwell Education Association as being the majority representative of the Union of the Board's employees consisting of regularly employed teachers, nurses, librarians, learning disability teacher-consultants, speech therapists, social workers, school psychologists, guidance counselors, ATP (Academic Tutorial Program), and Computer Specialists, hereinafter referred to as "teachers."

NOW, THEREFORE, it is mutually agreed between the Board and the Association as follows:

**ARTICLE I - NEGOTIATION PROCEDURE**

- A. The Parties agree, if requested by either Party, to enter into collective negotiations over a Successor Agreement, in accordance with N.J.S.A. 34:13A-1 et seq., in a good faith effort to reach an agreement of matters concerned with the terms and conditions of teachers' employment and grievance procedures for employees covered by this Agreement. Written proposals shall be exchanged at a mutually agreed date of the final school fiscal year in which this Agreement shall be in effect. Any agreement so negotiated shall apply to all teachers, be reduced to writing, and be signed by the Board and the Association.
  
- B. Neither Party in negotiations shall control the selection of the negotiating representative of the other Party. The Parties mutually agree that their representatives shall be authorized to make proposals, consider proposals, and make counter-proposals in the course of negotiation. However, final authority to approve proposals shall rest with the Board and the Association.

- C. During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counterproposals. Each party shall promptly make available to the other, upon request, information within its possession which is not privileged under law and which is relevant to the subject under discussion. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.
- D. The Board agrees not to negotiate concerning employees in the negotiating unit as defined in the Recognition Article of this Agreement with any organization other than the Association for the duration of this Agreement.

## ARTICLE II - TEACHER AND ASSOCIATION RIGHTS

- A. Pursuant to N.J.S.A. 34:13A-1 et seq., the Board hereby agrees that those teachers who are covered under this Agreement shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations.
- B. Nothing contained herein shall be construed to deny or restrict to any teacher such rights as he/she may have under New Jersey Laws or other applicable laws and regulations including the Workplace Democracy Enforcement Act (N.J.S.A 34:13A-5.11). Violations of the WDEA shall be referred to the Grievance Procedure found at Article XV.
- C. Whenever any teacher is required to appear before the Board, or any Committee of the Board concerning any matter which could adversely affect the continuation of that teacher in his/her office, position or employment, then that teacher shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise and represent the teacher during such meeting or interview.
- D. Whenever any representative of the Association or any teacher is requested by the Board or Administration to participate during working hours in negotiations, grievance proceedings, conferences, or meetings, the teacher shall suffer no loss of pay.
- E. The Board shall provide the President of the Association a copy of any Board Policy change. The Board shall be responsible for providing such information to the Association President.
- F. Representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.
- G. The Association shall have in each worksite the exclusive use of a bulletin board in lounges, dining rooms, and other appropriate areas. The Association shall also be assigned adequate space on the bulletin Board in the district central office for Association notices.
- H. The Association shall have the right to use the school mailboxes and the district's internal mail delivery system.

- I. 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.
- J. The Board of Education will provide each new employee with a copy of the collective bargaining agreement upon signing an employment contract.

### **ARTICLE III - WORK YEAR**

- A. The in-school work year for teachers employed on a ten-month (10) basis shall be 184 teacher days which shall include 180 pupil contact days and the following 4 non-pupil days:

- 1 day before the start of the pupil school year
  - 3 days that shall be scheduled at the discretion of the Superintendent to be used for professional development.

In addition to the 184 teacher days as described above, new teachers may be required to attend 2 additional days for orientation provided:

- 1. Days are scheduled immediately before commencement of the school year for orientation.
  - 2. Are no longer than 7 hours in length
  - 3. Scheduled during normal working hours
- B. Teachers shall be given written notice of their grade, building, room number, and subject (for the succeeding school year) by June 1, of the preceding school year. Any modification of assignments which occurs after June 1, due to unforeseen situations, will be made known to affected personnel as soon as possible. A list of such assignment changes shall be simultaneously sent to the Association.

Compensation for classroom location change within the building shall be fifty dollars (\$50.00). Compensation for classroom location change to another building shall be one hundred dollars (\$100.00).

- C. Two (2) days shall be allotted for attendance at the State Teachers Convention.
- D. Establishment of the school calendar is the responsibility of the Board. Prior to adoption of the school calendar, consideration will be given to recommendations of the Association. Teachers are expected to meet their responsibilities to provide quality education for the pupils in the School District, including extra-curricular school sponsored projects.

- E. Educational program development beyond contractual requirement by those teachers who are recommended for such work by the Superintendent and, when such work is commensurate with their regular employment contract responsibility, shall be paid at the following rate: \$40.00 per hour for the term of the Contract.
- F. There shall be one (1) evening parent conference for all teachers during the fall semester, piggybacked onto the existing afternoon conference.
  - 1. Teachers shall be responsible to schedule parent conferences.
  - 2. Parent Conferences shall conclude by 7:30 p.m.
  - 3. Teachers may leave when their conferences have been completed.
  - 4. An administrator must be in the building until the conferences are completed.
  - 5. All specialists must remain in the building at least until 3:30 during the afternoon parent conference session.

#### **ARTICLE IV - TEACHING HOURS**

- A. The regular workday for certificated employees shall be seven (7) hours and five (5) minutes Monday through Friday, except the last working day before a holiday or a vacation period in which case the certificated staff employees may leave immediately following student dismissal provided they are not assigned bus duty unless there is some other compelling circumstance that requires their continued presence.
- B. All full-time teachers shall be required to report for duty at least ten (10) minutes before the opening of the pupils' school day, and they shall be permitted to leave twenty (20) minutes after the close of the pupils' school day. For delayed openings and adverse weather conditions, teachers will report for duty ten (10) minutes before the opening of the pupils' school day and shall be permitted to leave immediately after the dismissal of students unless there is some other compelling circumstance that requires their continued presence.

Exception: Teachers on bus duty would be expected to be on duty fifteen (15) minutes prior to the beginning of the student's day.

All part time teachers may be required to report ten (10) minutes before and/or stay twenty (20) minutes after their scheduled closing day/time.

- C. Teachers shall have a daily, duty-free lunch period not to exceed fifty-five (55) minutes.

D. Teachers may be required to remain after the end of the pupil workday, without additional compensation, for the purpose of attending, but not limited to: general staff meetings, grade level meetings, departmental meetings, developmental team meetings, curriculum meetings, in-service/training workshops, district faculty meetings, and professional development (review) meetings.

1. Meetings/School Activities

- a. All meetings shall be called by the Superintendent or his/her designee.
- b. Forty-eight hours (48) advance written notice is required, whenever possible.
- c. In no event shall there be more than four (4) such meetings in any one month and no more than one (1) per week.
- d. Staff meetings shall be scheduled on Mondays and shall not be called on any day upon which teacher attendance is not required at school. In the event that school is closed on a Monday due to a scheduled holiday, a staff meeting may be scheduled for Tuesday.
- e. Whenever practicable, agendas shall be distributed to the staff twenty-four (24) hours prior to the scheduled meeting. Teachers shall have the opportunity to suggest items for the agenda.
- f. Staff meetings shall commence no later than ten (10) minutes after student dismissal and shall run no more than forty-five (45) minutes.
- g. Teachers may be permitted to leave a staff meeting early or to be excused from a meeting, only with prior approval of the building principal, at his or her sole discretion.
- h. In an emergency situation, meetings may be called as needed.

E. Whenever a teacher is assigned by an administrator to supervise his/her own students or the students of another teacher during his/her preparation time, teacher will be compensated at a rate of forty-two dollars (\$42.00) per period effective July 1, 2024. This stipend will only be paid if the teacher has less than 200 minutes of prep in a week due to providing coverage.

Full time teachers shall be granted Preparation Time equal to 200 minutes per week. The Administration shall make a good faith effort to schedule one (1) preparation period per day within the existing resources of the district. If CST meetings are during preparation time and a teacher is not provided with his or her 200 minutes of preparation time per week, teachers will be compensated at the rate of forty dollars (\$40.00).

F. Lunch Supervision

1. The Board of Education will utilize lunchroom supervisors for each building from outside the bargaining unit.

- a. Supervisors will be assigned to the lunchroom and the playground. On inclement weather days, students will be assigned among the supervisors to pre-assigned stations.
2. In the event that a Board of Education lunch supervisor is absent and the Board is unable to provide a substitute lunch supervisor, such supervision will be provided by certificated staff in the following manner:
  - a. The Board will solicit volunteers from the certificated staff and develop a roster of individuals who will serve as substitute lunch supervisors. A roster listing the volunteers shall be maintained by the Board, shall be posted, and updated as need be. Those individuals listed on the aforementioned roster shall be assigned substitute lunch supervision duties on a rotating basis.
  - b. In the event an insufficient number of substitute lunch supervisors is available, the Board shall fill the substitute lunch supervisor position through a building reverse seniority list on a rotating basis. A seniority list shall be maintained by the Board, shall be posted next to the volunteer roster, and updated as need be. First (1<sup>st</sup>) year teachers shall be exempt from the substitute lunch supervisor roster.
  - c. Certificate staff shall be paid at the rate of \$30.00 per period for substitute lunch supervision.
- G. When there is a delayed opening at 10:30 a.m., teachers' lunch shall be thirty (30) minutes.

#### **ARTICLE V - TEACHER EMPLOYMENT**

- A. Upon initial employment, and at the discretion of the Board, full credit may be given on the Teacher Salary Schedule for previous full-time outside teaching experience in duly accredited schools. Consideration will be given for United States Military Service in accordance with federal and state statutes.
- B. All new teaching staff employees of the Board are considered to be probationary for a maximum period of four (4) years.
- C. Separation of non-tenured teaching staff employees may be enacted by a notice in writing sixty (60) days in advance of separation initiated by the employee or the Board. Resignation of tenured teaching staff may be initiated by such persons by a sixty (60) day notice in writing to the Board.
- D. Non-tenured teachers shall be notified in writing of their contract status for the ensuing year no later than May 15.

#### **ARTICLE VI - SALARIES**

- A. The salaries of all teachers covered by this Agreement are set forth in Schedule "A" which is attached hereto and made a part thereof.



- B. Advancement on the guide is not automatic and is dependent upon a favorable supervisory evaluation and recommendation by the Superintendent. In order to be eligible for an increment for the following year, a teacher must be employed prior to February 1 of the preceding year.

A teacher under tenure, and not doing satisfactory work, shall be notified by March 31, in a conference with the Principal of the school building and subsequently by the Superintendent. If necessary, a final conference with the Board may be arranged. If the situation does not improve, a final conference shall be held to notify the teacher of the Board's intent.

In order to be eligible for an increment for the following year, a teacher must work at least ninety-one (91) days in the year in which the leave commences or terminates.

- C. Salary recognition for advanced study shall be granted as outlined in the salary guide. An official transcript showing satisfactory completion of course credits on the graduate level beyond the BA, BS, or MA must be presented to the Superintendent prior to the time contracts are offered. If advanced studies are not completed by that time, but are to be completed prior to the opening of the ensuing year, an Amendment to the contract will be executed to grant recognition of such studies. Presentation of an official transcript showing satisfactory completion of course work, however, must still be presented. All required documentation for salary recognition of advanced study must be presented to the Superintendent by September 1 for advancement.

- D. 1. Effective July 1, 2024, any teacher enrolled in a graduate course at an accredited college or university will be reimbursed at the current Rutgers tuition rate for the semester in which they are enrolled in the class. Courses must be accepted as part of a matriculated Master's Degree program in the same institution in which they are being earned to be eligible for reimbursement. Teachers may seek reimbursement for up to twelve (12) credits from July 1 through June 30, with no more than six (6) during the school year. Advance approval of the Superintendent prior to the beginning of the first class is required. Teachers must successfully complete the course requirements with a minimum grade of "B" or its equivalent in order to receive credit and reimbursement.

Multi-Media courses shall be considered but must have prior approval of the Superintendent for credit and reimbursement.

- 2. The total amount available for tuition reimbursement in any one year shall be \$45,000.

- 3. Teacher Reimbursement:

- a. The submission deadline for tuition reimbursement for summer and fall courses shall be January 31.
- b. The submission deadline for tuition reimbursement for spring courses shall be May 31.
- c. Teachers shall be reimbursed by March 1 for summer and fall courses at the rate of 50% of reimbursement due.

- d. Teachers shall be reimbursed by June 30 for spring courses at a rate of 50% of reimbursement due.
- e. In the event that there are insufficient funds available for 100% reimbursement, total reimbursement for the year shall be pro-rated among all teachers who took courses throughout the year. The pro-rated calculation shall be as follows: the total amount of available funds divided by the total number of credits approved will determine the per credit reimbursement amount.
- f. Once all of the deadlines above are met by participants, if there are funds available above the 50% reimbursement rate, the additional funds shall be prorated and paid to those from whom it was withheld no later than June 30<sup>th</sup>.
- g. Administration will provide to the Association a reconciliation of approved courses/credits in September for the summer semester, in December for the fall semester, and in February for the spring semester.
- h. Tuition reimbursement will be provided only for courses or degrees related to the employee's current or future job responsibilities as determined by the Superintendent or Designee.
- i. Teachers' column movement on the salary guide will be based only upon credits completed for courses or degrees related to their current or future job responsibilities.
- j. After receiving tuition reimbursement, an employee shall remain an employee of the Board of Education. If the employee voluntarily leaves the employment of the Board of Education, he or she must repay to the Board of Education the tuition reimbursement received according to the following schedule:

Depart within one (1) year after reimbursement: 100% repayment

Depart after one (1) year and within two (2) years after reimbursement: 50% repayment

E. Summer school

Teachers will be compensated at a rate of \$55.00 per hour for summer school.

- F. Effective July 1, 2024, teachers will be compensated at a rate of \$75.00 per hour for home instruction .

**ARTICLE VII - TEACHER EVALUATION**

- A. Observations and evaluations shall be consistent with the Teacher Effectiveness and Accountability for the Children of New Jersey Act (TEACH NJ). N.J.S.A. 18A:6-117 et al.

- B. Observation and evaluation reports written by the principal or other administrator are filed in the teacher's permanent record folder in the Central Office, after the teacher has been given a copy of the report and has affixed his/her signature to all copies to indicate he/she has reviewed the material in the report. Copies of all observation and evaluation reports are forwarded to the Superintendent.
- C. Signing the report in no way indicates agreement with its contents. Teachers shall have the right to prepare comments in regard to observation and evaluation reports, which shall be submitted within fifteen (15) days. Said comments shall be attached to all copies of the report.
- D. Prior to the granting of tenure, evaluations and conferences between the teacher and his/her Building Principal or other administrator will be held at least three (3) times a year.
- E. Upon achieving tenure, an evaluation and a conference between the teacher and his/her Building Principal will be held at least once a year. In the absence of formal entries into the permanent record file, a tenured teacher may assume that his/her performance is fully satisfactory and he/she is eligible for any and all benefits dependent upon satisfactory performance.
- F. Principals shall make every effort to apprise teachers of any complaints made to them regarding a teacher by any parent, or other adult, which do or may negatively/adversely influence the evaluation of a teacher. The Principal shall meet with the teacher to attempt to resolve the matter informally.

Any question or criticism by a supervisor, administrator, or Board member of an employee's performance/instructional methodology shall be made in confidence and not in the presence of students, parents, co-workers, or members of the public.

Any complaints made to an administrator by any parent, student, or other person which might adversely affect the teacher's employment shall be made known to the teacher by the administrator.

In each case, the administrator shall meet with the teacher to apprise him/her of the full nature of the complaint and an attempt shall be made to resolve the matter.

- G.
  - 1. There shall be a standardized evaluation form that sets the criteria for teacher evaluation. Said form shall be developed by a committee consisting of teachers and administrators.
  - 2. Every teacher shall have his/her observation conference no more than ten (10) work days after the observation and his/her observation report no more than five (5) work days after the conference.
- H. Every effort shall be made by the appropriate Administrator to help the teacher if there is evidence of the need for such assistance. Evidence of unsatisfactory performance shall be brought to the teacher's attention and the teacher shall be given time for improvement.

- I. Upon request, teachers may review the contents of their permanent record file and make copies of any part of it in the presence of appropriate Administrator or designee. Teachers seeking to review their file must make a prior appointment with the Superintendent's Office.

Nothing of a disciplinary nature shall be placed in a teacher's personnel folder unless he/she has been provided with a copy by the appropriate administrator. The teacher, upon request, shall have an opportunity to discuss said materials with the appropriate administrator.

### ARTICLE VIII - SICK LEAVE

- A. All full-time teachers employed by the Board shall be entitled to ten (10) sick leave days each year. Unused sick leave days shall be accumulated in accordance with New Jersey Statutes.

Effective July 1, 2009, the calculation for determining the number of sick days a part-time employee has will be  $N/5 * 10$  where N equals the number of days worked. The length of the sick day will be equivalent to the part-time employee's workday.

- B. Additional sick leave may be granted above ten (10) days per year with specific Board approval in accordance with N.J.S.A. 18:30-6. In cases where individuals exceed accumulated sick leave, salary adjustments shall be determined by the Board on the individual merits or each case, such as:

1. No salary deduction
2. Deduction of substitute's salary
3. 1/200th of individual's salary for each 10-month employee

- C. Teachers may be required to provide a doctor's certificate identifying the illness, the inability of the teacher to report for work, and the period of sick leave.

- D. Teachers shall be given a written accounting of accumulated sick leave days by September 15.

- E. Teachers who have worked full time or part time, or both, for the North Caldwell School District for fifteen (15) years or more and who have accumulated 100 or more days shall be paid for unused sick days upon retirement or resignation at the rate of \$100.00 per day for the life of this agreement. Teachers hired on or after May 21, 2010 will be reimbursed up to a maximum of \$15,000.00. Teachers hired before May 21, 2010 will be reimbursed up to a maximum of 200 days.

Teachers who have worked full time or part time, or both, for the North Caldwell School District for fifteen (15) years or more and who have accumulated from 1 to 99 days shall be paid for unused sick days, upon retirement or resignation at the rate of \$75.00 per day for the life of this agreement. Teachers will be reimbursed up to a maximum of 99 days.

Effective July 1, 2009, part-time employees shall have their accumulated sick leave converted to full-time equivalency (i.e., twenty (20) days at 1/2 pay = ten (10) days at full-time) for the purposes of payment for unused sick days.

- F. Teachers shall receive payment for unused sick time in equal installments over no more than three years.
- G. In the event that the employee dies while employed in the district, his/her estate shall be paid the unused sick leave reimbursement as though the employee had terminated his employment on the date of death.
- H. In the event that the retiree deceases prior to receiving total reimbursement for unused sick leave, his/her estate shall be paid the remainder of the reimbursement for unused sick leave.

#### **ARTICLE IX - TEMPORARY LEAVE OF ABSENCE**

- A. This clause shall cover brief absences not chargeable to sick leave or for professional reasons directly beneficial to the School System. The days for leave at full pay stated below shall be for each school year, and no unused days shall be accumulative for use in another year. Prior approval of the Superintendent is necessary.
- B. Death in the Immediate Family - An allowance of up to five (5) days shall be granted. Immediate family shall be considered: father, mother, spouse, child, brother, sister, grandfather, grandmother, father-in-law, mother-in-law or any member of the immediate household.
- C. Serious Illness in the Immediate Family - An allowance of up to two (2) days shall be granted. (Immediate family same as above.)
- D. Death of Other Relative or Close Friend - An allowance of two (2) days shall be given.
- E. Other Emergencies of a Personal Nature -
  - 1. Personal days may not be taken before or after vacations or long weekends containing three or more work days, without prior approval of the Superintendent or his/her designee, at his or her sole discretion.
  - 2. An allowance of up to three (3) days leave with prior approval of the Superintendent or his/her designee for any of the following reasons:
    - a. Recognition of a religious holiday
    - b. Court subpoena
    - c. Marriage of employee or marriage of an immediate family member
    - d. Personal business which cannot be handled outside of school hours
    - e. Any other emergency or urgent reason not included in (a) to (d) above, if approved by the Superintendent of Schools or his/her designee.

3. Part time teachers who work in excess of one-half (1/2) of a full schedule shall be entitled to two (2) personal emergency days per year. Part time teachers who work one-half (1/2) of a full schedule or less shall be entitled to one (1) personal emergency day per year.
  4. Any unused personal days shall be converted to sick leave and shall accumulate as sick days.
  5. In the event that the superintendent denies a personal day request, s/he will provide to the member the specific reason for the denial.
- F. For the protection of the employee and for proper payroll accounting and audit, every absence for a full day or more must be accounted for in writing and reported to the Superintendent of Schools on the appropriate forms on the day the employee returns to work.
- G. The Superintendent or his/her designee may grant exceptions to this clause in special situations; however, such exception shall not be deemed past practice.

## **ARTICLE X - EXTENDED LEAVES OF ABSENCE**

### **A. CHILD-REARING**

The Board of Education shall grant child-rearing leave without pay in accordance with the following procedure:

1. All initial applications for and applications for extensions or reductions of child-rearing leave shall be made in writing to the superintendent.
2. Any teacher intending to apply for child-rearing leave shall advise the Superintendent of the fact of her pregnancy and/or of her/his prospective plans for taking childrearing leave and the best estimate of when the child-rearing leave will commence and terminate. The teacher shall request child-rearing leave of the Superintendent in writing at least sixty (60) days prior to the date the leave is to commence.
3. The request for child-rearing leave shall specify the date when the teacher wishes the leave to commence and terminate.
4. Child-rearing leave shall be granted for a period of up to the end of the academic school year in which the child-rearing leave commenced and an additional year shall be granted upon request of a teacher under tenure or who has received a tenure year contract. A teacher on child-rearing leave shall notify the Board in writing of the intention to return to the district by March 15<sup>th</sup> of the school year preceding the school year in which the teacher wishes to return to the district. Failure by a tenured teacher to properly notify the Board shall be an indication that the employee does not plan to return for the following year.

5. Any teacher who has applied for and received child-rearing leave may reapply for permission to return to employment during any academic school year for which such leave was granted, and such leave may thereupon be terminated by the Board, at its sole discretion.
6. No teacher on child-rearing leave shall, on the basis of said leave, be denied the opportunity to substitute in the school district in the area of her/his certification or competence.
7. Time spent on child-rearing leave of absence shall not count towards salary guide placement experience, seniority, sick leave accumulation, etc.
8. A teacher receiving child-rearing leave shall not accept full-time employment in the teaching field. This provision shall cease to be operative at such time as the teacher shall have been denied her/his request under Paragraph 5.
9. Adoption - Any teacher adopting an infant may receive a leave similar to child-rearing leave which shall commence upon receiving a de facto custody of said child, or earlier if necessary to fulfill the requirements for the adoption.
10. Reemployment of non-tenured teachers shall be at the option of the Board in all cases, and the Board is not required to continue employment of a non-tenured pregnant teacher beyond the year in which the leave is taken. The child-rearing leave period shall not be counted for tenure purposes, however, the disability period before and after the maternity shall count towards tenure.
11. The Board shall not discriminate against any person in violation of N.J.S.A. 10:5-1 et seq., The Law Against Discrimination, nor in violation of the Constitution of the State of New Jersey and the United States.

**B. MATERNITY DISABILITY**

1. The Board shall grant sick leave for the period of actual disability associated with pregnancy and birth to pregnant teachers on the same terms and conditions governing leave of absences for illness or medical disability. The pregnant teacher will be entitled to her annual and accumulated sick leave, with pay, during the period of absence due to her actual disability, verified by physician's note.
2. Any pregnant teacher who does not elect to take a child-rearing leave may continue to perform her duties as long as physically able to do so and will be entitled to return to her duties when she is physically able.
3. The Board may require a teacher during her pregnancy to produce a certificate from her physician stating that she may continue working effectively at the duty to which a teacher is assigned.

4. No teacher shall be required to leave work because of pregnancy at any specific time prior to expected childbirth nor be prevented from returning to work after childbirth solely on the ground that there has not been a time lapse of specific duration between childbirth and the desired date of return. Certification from her physician that she is medically able to resume her duties must be presented to the Board.
5. Nothing stated herein is intended to restrict the right of the Board to discipline any pregnant teacher for any cause not related solely to her pregnancy.
6. The Board has the right to remove any pregnant teacher from her daily duties on any one of the following criteria:
  - a. Her teaching performance substantially declines from the period preceding pregnancy.
  - b. Her physical condition or capacity renders her incapable of performing her assigned duties which shall be deemed to exist if the pregnant teacher fails to produce a physician's certificate that she is medically able to continue/teaching.

**C. MILITARY LEAVE:**

Military leave without pay shall be granted to any teacher who is inducted or enlists in any branch of the Armed Forces of the United States in accordance with the Statutes.

In accordance with N.J.S.A. 18A:29-11, a teacher, upon return from military leave, shall be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the school system during the period of absence, except that no employee shall be credited with more than four (4) employment or adjustment increments.

**D. SABBATICAL LEAVE:**

A sabbatical leave may be granted to a teacher by the Board for study, including study in another area of specialization, or for travel which is of value to the School District, subject to the following conditions:

1. The teacher must have completed at least ten (10) years, exclusive of military service, in the North Caldwell School District.
2. The number of teachers on sabbatical leave at any one time shall be limited to one (1) per year. Leave shall be for a maximum of one (1) school year, commencing September 1, in the year for which the application is approved.
3. All sabbatical leaves shall require the recommendation of the Superintendent and the approval of the Board.



4. Requests for sabbatical leave must be submitted in writing to the Superintendent no later than November 1, and action must be taken no later than February 1, of the year preceding the school year for which the leave is requested. The Board reserves the right to grant exceptions.
5. A teacher on sabbatical leave for a full year shall be paid at fifty percent (50%) of his/her salary rate in effect at the time of commencement of leave. The salary paid shall be contingent upon continuation of the proper course of study with passing grades. Should the teacher on leave terminate his/her study at any time he/she must immediately notify the Board of this action and the salary arrangement will be terminated.
6. While on sabbatical leave, the teacher will retain seniority rights, teacher retirement rights, health insurance and pension benefits as if he/she were in regular employment.
7. The teacher shall submit a written report within one (1) month of return, along with a transcript of his/her credits if applicable.
8. A teacher granted a sabbatical leave must agree in writing to continue working in the School System for two (2) years following return or will reimburse the school system the total salary and health benefits paid during the period in which the sabbatical leave was taken, unless injury or disability occurs which prevents the employee from returning to work.

Disability must be documented by the employee, although the Board shall have the right to obtain its own assessment of disability at its own expense.

In case the employee becomes deceased, the estate has no obligation under this provision.

9. Study must be a full-time program for one (1) year without compensation from the institution being attended. It may not include an arrangement whereby the student is paid and therefore would not be able to fulfill a full-time status as a student.

**E. OTHER LEAVES:**

Other leaves of absence without pay may be granted by the Board for good reason, for example, to care for a sick member of the teacher's immediate family.

**F. GENERAL:**

1. Upon return from sabbatical leave, a teacher shall be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the School System during the period of absence.
2. Time spent on leave(s) shall not count toward the fulfillment of the time required for acquiring tenure.

3. A teacher shall not receive increment credit for time spent on leave granted pursuant to Paragraph A - Child Rearing, or Paragraph E - Other Leaves, of this Article.
  4. All contractual benefits to which a teacher was entitled at the time of his/her leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to him/her upon his/her return.
  5. All extension or renewals of leave shall be applied for in writing.
  6. When a teacher is on a leave lasting longer than ninety (90) days, the Board will make every reasonable effort to provide the teacher notice of his/her specific job assignment/placement effective on his/her return no later than thirty (30) days prior to the scheduled return date.
- G. The Board shall grant leaves in accordance with the State and Federal Family Leave Acts.

### ARTICLE XI - PROMOTIONS

- A. Promotional positions are positions paying salary differential but excluding extracurricular activities and positions for which a stipend is paid and/or positions on the administrative-supervisory levels of responsibilities. All vacancies in promotional positions shall be adequately publicized by the Superintendent in accordance with the following procedures:
1. When school is in session, a notice shall be posted in each school as far in advance as practical, but at least fifteen (15) days before the final date when applications must be submitted.
  2. A copy of said notice shall be given to the Association President at the beginning of posting.
  3. All applications shall be submitted in writing to the Superintendent within the time limit specified in the notice.
  4. A new application shall be submitted by an interested teacher whenever a promotion becomes available.
  5. The Superintendent shall advise all employees individually by email of any available promotional positions during the summer. Teachers shall submit summer addresses (if different) to the Superintendent's office prior to June 30th.
- B. The Superintendent shall advise all employees individually by email of any instructional or stipend positions during the summer. Teachers shall submit summer addresses (if different) to the Superintendent's office prior to June 30th.
- C. The Board agrees to review the professional background, attainments and other relevant factors of all applicants. Due consideration shall be given to qualified teachers already employed by

the Board. The Board's decision in filling a promotional vacancy is not subject to the Grievance Procedure.

### **ARTICLE XII - TRANSFERS AND REASSIGNMENTS**

- A. No later than May 1st of each school year, the Superintendent shall post in all school buildings a list of the known vacancies which shall occur during the following school year.
- B. Teachers who desire a change in grade and/or subject assignment or who desire transfer to another building may file a written statement of such desire with the Superintendent not later than May 15.
- C. As soon as practical, but no later than June 1, the Superintendent shall notify all teachers who have been reassigned or transferred and the nature of such reassignment or transfer, in response to their written request.
- D. A transfer reassignment shall be affected effected by a meeting between the teacher involved and the Principal. In the event that a teacher objects to the transfer or reassignment at this meeting, upon the request of the teacher, a meeting with the Superintendent shall take place. The teacher may, at his/her option, have an Association representative present at such meeting. The Board's decision in matters of assignment is not subject to the Grievance Procedure.

### **ARTICLE XIII - HEALTH CARE INSURANCE**

The Board shall provide the health care insurance protection designated below:

#### **A. HEALTH CARE INSURANCE:**

- 1. Effective July 1, 2010 all employees not in the POS plan will be moved to the current POS plan or its equivalent. The Board of Education will provide coverage to all full-time employees covered by this Agreement, their spouse, civil union partner and dependents. Documentation of a civil union shall be provided to be eligible for health benefits. The Board may at its sole discretion offer health plans which may be selected voluntarily by employees.

Effective June 30, 2010, the Traditional Health Plan will no longer be available to any employee.

- a. The Board shall pay the cost of individual coverage for all employees who choose to participate in the group plan minus tier four employee payments established by P.L. 2011, Chapter 78, and the payment schedule established by P.L. 2020 Chapter 44.
  - i. If appealed during 2012-2013, employees would make contributions at the 2012-2013 rate for the term of the Agreement

- ii. If appealed during 2013-2014, employees would make contributions at the 2013-2014 rate for the term of the Agreement.
  - iii. If appealed during 2014-2015, employees would make contributions at the 2014-2015 rate for the term of the Agreement.
  - iv. If Public Law 2011, Chapter 78 is repealed during the term of the Agreement, all contributions would conclude on June 30, 2015. Unless prohibited by law, contributions would be the subject of negotiations on the successor agreement.
  - v. The Board will further pay 100% of the additional premium, minus tier four employee payments established by P.L. 2011, Chapter 78, and the payment schedule established by P.L. 2020 Chapter 44 of the appropriate family type coverage for those individuals who choose to enroll their dependent spouse and/or dependent children in the group plan.
2. The individual employee shall be responsible for completing and filing application forms to insure confidentiality of the claim.
  3. The Board shall provide each new employee with a description of the health care insurance coverage at the beginning of each school year. Whenever an agreement has been made to change the terms of coverage, all employees should receive at the beginning of the school year a description of the new coverage.
    - a. Effective July 1, 2021 all new employees shall be enrolled in the Omnia Health benefit plan. Prior to earning tenure, employees have the option of purchasing other plans offered by the board by paying the difference in premiums between the Omnia Plan and the selected plan. Upon tenure, employees may select from any of the plans offered by the board.
  4. Retired employees, who have not deferred their retirement, under P.L. 1987 Chapter 386 may have the option of remaining in the Board offered health benefit plans on the terms detailed in the policies and agreed upon by the Board and the employee, but the expenses of the premiums are to be paid by the retired individuals.
  5. Employees on extended leave may have the option of remaining in the Board's offered health benefit plans but the expenses of the premiums are to be paid by the individual on leave.
  6. Effective January 1, 2019, the Board's health provider shall implement the following:
    - a. Primary care physician co-pay \$10.00
    - b. Specialist co-pay \$20.00
    - c. Emergency room co-pay \$100.00
    - d. Elimination of the prescription flow through

**B. PRESCRIPTION DRUG INSURANCE:**

The Board will pay the cost of individual coverage, minus tier four employee payments established by P.L. 2011, Chapter 78, and the payment schedule established by P.L. 2020 Chapter 44, for all teachers who choose to participate in the Health Prescription Drug Plan or its equivalent to the current level of benefits provided by the District on May 1, 2010. Additionally, the Board will pay 100% of the cost of family coverage, minus tier four employee contributions established by P.L. 2011, Chapter 78, and the payment schedule established by P.L. 2020 Chapter 44, for all teachers who choose to participate in the District's Prescription Drug Plan or its equivalent.

**C. DENTAL PLAN:**

Board pays 100% of costs for employees only.

D. Teachers who separate from the District for any other purpose shall be entitled to maintain benefits at his/her own expense in accordance with the terms of the Consolidated Omnibus Budget Reconciliation Act.

**E. HEALTH BENEFITS "OPT OUT"**

An employee who has health benefit coverage through a spouse or from another source and who can demonstrate same to the Business Administrator, may elect to forego all or a portion of his/her health benefit coverage for a full school year and receive a cash payment of twenty-five percent (25%) of the premium savings to the Board of Education, not to exceed five thousand dollars (\$5,000), on June 30th of the school year. Said payment will not be considered salary, nor will it be considered pensionable. The Board shall establish an IRS Section 125 plan. The individual unit member shall be responsible for any tax liability. The employee shall complete the forms by which an employee shall waive coverage and apply for payment.

An employee who has waived all or a portion of his/her health benefit coverage will be allowed to restore such coverage on an immediate basis, without the necessity of a health questionnaire for the employee or his/her family members, in the event of a hardship or change of life event.

Reentry into all health benefit coverage for reason of hardship or change of life applies only in the following situations which result in the loss of health benefits coverage through the employee's spouse or other source:

Termination of employment (proof of termination of benefits required)

Legal Separation (a copy of decree is required)

Group contract/policy terminated (proof of termination of benefits required)

Disability of spouse which eliminates benefits (proof of termination of benefits required)

Divorce (a copy of the decree is required)

Death of Spouse (a copy of death certificate is required)

Military Discharge (a copy of DD214 is required)

In addition, any employee who has waived all his/her health benefit coverage may automatically restore his/her coverage by applying during the open enrollment period during any school year. The reinstatement date under such conditions will be April 1. It will not be necessary for any employee or his/her family members to complete a Statement of Health (proof of insurability) to restore coverage during the open enrollment period.

#### **ARTICLE XIV - PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT**

The Board encourages professional growth by all staff members. In accordance with N.J.A.C. 6:11-13, the Association and the Board pledge to cooperate through the Local Professional Development Committee(LPDC) in forming the district professional development program in accordance with the standards established by the State Professional Teaching Standards Board and Commissioner of Education.

##### **A. IN-SERVICE COURSES:**

1. It shall be the responsibility of the Superintendent, with the assistance of the LPDC, to recommend in-service courses to the Board.

##### **B. STAFF DEVELOPMENT WORKSHOPS:**

1. It shall be the responsibility of the Superintendent in cooperation with the Local Professional Development Committee to arrange staff workshops to meet the educational goals of the District.
2. Suggestions for workshops can be initiated by the Association, the Local Professional Development Committee and the Administration.

##### **C. SUMMER PROGRAMS FOR PROFESSIONAL DEVELOPMENT:**

Courses/Workshops attended by teachers under A or B which are attended during compensable time or are paid for by the Board but not offered or sponsored by the Board are not eligible for in-service credit on the salary guide.

##### **D. MENTORING**

1. All mentoring opportunities shall be posted.
2. No one shall mentor during a year in which at leave of absence for the mentor is anticipated.

**E. DISTRICT-RUN PROFESSIONAL DEVELOPMENT**

Teachers shall be paid \$25.00 per hour for district-run professional development completed outside the work day/work year. Participation in district-run professional development scheduled outside the work day/work year shall be voluntary.

**ARTICLE XV - GRIEVANCE PROCEDURE**

**A. DEFINITION**

1. A "grievance" shall mean a claim by a teacher or the Association concerning an interpretation, application or violation of this Agreement, policies or Administrative decisions affecting teachers' terms and conditions of employment.
2. A grievance to be considered under this procedure must be initiated within thirty (30) calendar days from the date the alleged improper action first occurred.
3. Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with an appropriate member of the Administration, and having the grievance adjusted without the intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement.

**B. PROCEDURE**

**LEVEL ONE:**

Any teacher with a grievance shall submit it in writing to his/her principal (or immediate supervisor) either directly or through the Association's designated representative in an attempt to resolve the matter at this level. The Principal shall have ten (10) teacher working days to reach a decision and to communicate it in writing to the grievant and to the Association.

**LEVEL TWO:**

If the grievance is not satisfactorily adjusted under the provisions of Level One above, the teacher may appeal the grievance by submitting it in writing, within ten (10) teacher working days after the decision at Level One above, to the Superintendent of Schools. The Superintendent of Schools shall have ten (10) working days to reach a decision and to communicate it in writing to the grievant and to the Association.

**LEVEL THREE:**

If the grievance is not satisfactorily adjusted under the provisions of Level One and Two above, the teacher may appeal the grievance, within ten (10) working days after the

decision at Level Two above, by requesting a review of the Board of Education. Such request -shall be made in writing through the Superintendent of Schools, who shall attach all related documents and forward the request to the Board. The Board shall have thirty (30) days to reach a decision and to communicate it in writing to the grievant and to the Association.

#### **LEVEL FOUR**

If the grievance is not resolved satisfactorily under the provisions outlined in Levels One through Three above, the grievance may be submitted to the New Jersey Public Employment Relations Commission for advisory arbitration.

#### **C. MISCELLANEOUS**

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 maximum and every effort should be made to expedite the process. Failure to process a grievance to the next level of the procedure within the specified time limit shall be deemed as a waiver of further appeal.
2. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
3. All meetings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives.
4. Time limits at any level of the procedure may be waived by mutual written consent. However, such waivers will set no precedents for future waivers of time limits.

#### **ARTICLE XVI - MISCELLANEOUS PROVISIONS**

- A. If any provision of this Agreement or any application of this Agreement to any teacher or group of teachers 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 provision or application shall continue in full force and effect.
- B. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- C. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of teachers or in the application of administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, marital status, sexual orientation or family relations.



- D. Copies of this Agreement shall be printed within thirty (30) days after the Agreement is signed and presented to all teachers now employed, hereafter employed, or considered for employment by the Board.
- E. The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey and of the
- G. Employees authorized to use their personal vehicles as part of their assigned duties shall be reimbursed at the OMB mileage rate upon submission of previously authorized vouchers. No employee of the District shall use any form of travel at the expense of the Board without expressed prior written approval of the Superintendent and the Board of Education.
- H. The Board shall make available in each building a telephone which may be used by teachers for private conversation. The telephone lines available for teachers will be toll restricted to the 201, 908, and 973 area codes.
- I. The Board shall make a 457 plan available to employees.

**ARTICLE XVII - DURATION OF AGREEMENT**

**THIS AGREEMENT** shall take effect July 1, 2024 and shall continue in full force and effect without change until June 30, 2027, except in the case of any mutually agreed upon amendments hereto, which amendments shall be embodied in writing and signed by both Parties.



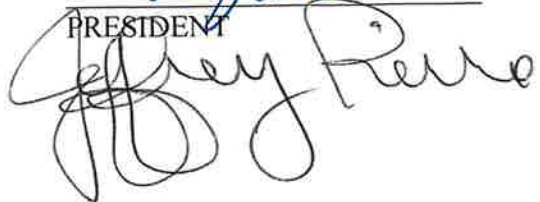
**THIS AGREEMENT** incorporates the entire understanding of the Parties on all matters which were or could have been the subject of negotiation, and during the terms of the Agreement neither Party shall be required to renegotiate with respect to said matters for the period covered herein.

**IN WITNESS WHEREOF**, the Parties hereto have caused this AGREEMENT to be executed by their duly authorized officers of the date and year aforesaid.

**FOR THE NORTH CALDWELL BOARD OF EDUCATION**

 _____ PRESIDENT	 _____ SECRETARY	11/13/24 _____ DATE
---	--	---------------------------

**FOR THE NORTH CALDWELL EDUCATION ASSOCIATION**

 _____ PRESIDENT	 _____ NEGOTIATIONS CHAIRPERSON	_____ DATE
 _____		

## APPENDIX A

### INCENTIVE PLAN CONCEPTS

- 1. Which employees are eligible for this incentive?** Employees who are eligible to receive any enrollment level above single for any of the insurances under Article XIII, A., B. and/or C.
- 2. Is the Incentive Plan voluntary?** Yes. No employee must participate if she or he chooses not to do so.
- 3. What is the purpose of the Plan?** The purpose of the plan is to encourage eligible employees to waive unnecessary duplicate family coverage.
- 4. What is the "Incentive" portion of the Plan?** Employees who are eligible for any enrollment and who waive all coverage for any of the three types of insurance for a full calendar year shall receive the percentage set forth in Article XIII, E.
- 5. May an employee waive only one type of insurance and not others?** Yes.
- 6. May an employee who has no other health/hospitalization coverage waive the health/hospitalization coverage?** No. Such a waiver will not be allowed. An employee waiving coverage under A. (health/hospitalization) must provide proof of alternative coverage or the waiver will not be allowed.
- 7. May an employee who has no other dental or prescription coverage waive any or all of those coverages?** Yes.
- 8. If an employee waives coverage, may he/she re-enroll?** Yes, but only at the open enrollment periods, subject to carrier rules. The only exception is that if a spouse's health/hospitalization coverage is terminated during an insurance year, the employee may re-enroll immediately in the District's plan. If such re-enrollment occurs during the insurance year, no incentive payment will be made to the employee for that year.
- 9. What happens to the waiver payment if the employee re-enrolls on other than a January 1st?** No incentive payment will be made for that insurance for that year.
- 10. If an employee waives coverage for an entire year, may he/she re-enter the plans on the next open enrollment date?** Yes.
- 11. When do employees receive their incentive payment?** The payment shall be made upon the close of the calendar year in which the waiver occurs.
- 12. How does an employee sign up for this Plan?** Each potentially eligible employee will receive a form from the administration. It will contain a final return date and waiver of coverage, and will specify the incentive payment which will be received.

**13. Are there any other matters which the parties must attend to with respect to this issue?**  
Yes. In order, to protect all employees from Federal and State taxation of existing benefits if this plan is in effect, the District is setting up a Section 125 account. Note that employees who receive such a waiver incentive are subject to normal Federal and State withholding on such payment.

## **SCHEDULE A - EXTRA-CURRICULAR ACTIVITIES**

### **Activity**

Yearbook Advisor	\$1000
Honor Choir	\$750.00
Winter Concert	\$35.00/hr/teacher up to four (4)
Spring Concert	\$35.00/hr/teacher up to four (4)
6 <sup>th</sup> Grade Trip	\$300.00
Parent Workshop	\$40.00/hr plus one (1) hour paid prep for initial presentation
3 <sup>rd</sup> Grade Orientation	\$40.00/hr
Grandview Recess Coordinator	\$1800
Teacher-in-Charge	\$1000
Steam Tank Coordinator	\$800.00
ESY Nurse	\$6,000

Before school band/chorus ensemble rehearsals will be compensated at the assigned teacher's hourly rate based on his/her annual salary. Music teachers will be excused from evening parent teacher conferences.

**SCHEDULE B - Salary Guides  
July 1, 2024 – June 30, 2025**

Step	BA	BA+10	BA+15	BA+20	BA+30	MA	MA+10	MA+15	MA+20	MA+30	MA+40	MA+45	MA+50
1-2	56,395	57,441	57,964	58,486	59,531	60,891	61,988	62,537	63,086	64,184	65,281	65,830	66,379
3	56,895	57,941	58,464	58,986	60,031	61,391	62,488	63,037	63,586	64,684	65,781	66,330	66,879
4	57,895	58,941	59,464	59,986	61,031	62,391	63,488	64,037	64,586	65,684	66,781	67,330	67,879
5	59,195	60,241	60,764	61,286	62,331	63,691	64,788	65,337	65,886	66,984	68,081	68,630	69,179
6	60,545	61,591	62,114	62,636	63,681	65,041	66,138	66,687	67,236	68,334	69,431	69,980	70,529
7	61,895	62,941	63,464	63,986	65,031	66,391	67,488	68,037	68,586	69,684	70,781	71,330	71,879
8	63,245	64,291	64,814	65,336	66,381	67,741	68,838	69,387	69,936	71,034	72,131	72,680	73,229
9	64,645	65,691	66,214	66,736	67,781	69,141	70,238	70,787	71,336	72,434	73,531	74,080	74,629
10	66,315	67,361	67,884	68,406	69,451	70,811	71,908	72,457	73,006	74,104	75,201	75,750	76,299
11	68,415	69,461	69,984	70,506	71,551	72,911	74,008	74,557	75,106	76,204	77,301	77,850	78,399
12	70,515	71,561	72,084	72,606	73,651	75,011	76,108	76,657	77,206	78,304	79,401	79,950	80,499
13	72,615	73,661	74,184	74,706	75,751	77,111	78,208	78,757	79,306	80,404	81,501	82,050	82,599
14	75,141	76,187	76,710	77,232	78,277	79,637	80,734	81,283	81,832	82,930	84,027	84,576	85,125
15	77,667	78,713	79,236	79,758	80,803	82,163	83,260	83,809	84,358	85,456	86,553	87,102	87,651
16	80,867	81,913	82,436	82,958	84,003	85,363	86,460	87,009	87,558	88,656	89,753	90,302	90,851
17	84,067	85,113	85,636	86,158	87,203	88,563	89,660	90,209	90,758	91,856	92,953	93,502	94,051
18	87,467	88,513	89,036	89,558	90,603	91,963	93,060	93,609	94,158	95,256	96,353	96,902	97,451
19	91,417	92,463	92,986	93,508	94,553	95,913	97,010	97,559	98,108	99,206	100,303	100,852	101,401
20	95,367	96,413	96,936	97,458	98,503	99,863	100,960	101,509	102,058	103,156	104,253	104,802	105,351

Effective July 1, 2012, those employees on the BA Column or MA Column shall only be eligible for column movement at 15 credit intervals, i.e. BA, BA15, BA30, MA, MA15, MA30, MA45. Those employees on BA10, BA20, MA10, MA20, MA40, and MA50 may remain on those columns for the balance of their employment with the Board. Effective February 1, 2013, those employees between columns are only eligible for column movement at 15 credit intervals as noted above or may remain on the column they attain as of February 1, 2013 for the balance of their employment with the Board.

**SCHEDULE B - Salary Guides  
July 1, 2025 – June 30, 2026**

Step	BA	BA+10	BA+15	BA+20	BA+30	MA	MA+10	MA+15	MA+20	MA+30	MA+40	MA+45	MA+50
1	57,673	58,719	59,242	59,764	60,809	62,169	63,266	63,815	64,364	65,462	66,559	67,108	67,657
2-3	58,173	59,219	59,742	60,264	61,309	62,669	63,766	64,315	64,864	65,962	67,059	67,608	68,157
4	59,173	60,219	60,742	61,264	62,309	63,669	64,766	65,315	65,864	66,962	68,059	68,608	69,157
5	60,417	61,463	61,986	62,508	63,553	64,913	66,010	66,559	67,108	68,206	69,303	69,852	70,401
6	61,747	62,793	63,316	63,838	64,883	66,243	67,340	67,889	68,438	69,536	70,633	71,182	71,731
7	63,077	64,123	64,646	65,168	66,213	67,573	68,670	69,219	69,768	70,866	71,963	72,512	73,061
8	64,427	65,473	65,996	66,518	67,563	68,923	70,020	70,569	71,118	72,216	73,313	73,862	74,411
9	65,757	66,803	67,326	67,848	68,893	70,253	71,350	71,899	72,448	73,546	74,643	75,192	75,741
10	67,357	68,403	68,926	69,448	70,493	71,853	72,950	73,499	74,048	75,146	76,243	76,792	77,341
11	69,457	70,503	71,026	71,548	72,593	73,953	75,050	75,599	76,148	77,246	78,343	78,892	79,441
12	71,557	72,603	73,126	73,648	74,693	76,053	77,150	77,699	78,248	79,346	80,443	80,992	81,541
13	73,757	74,803	75,326	75,848	76,893	78,253	79,350	79,899	80,448	81,546	82,643	83,192	83,741
14	76,287	77,333	77,856	78,378	79,423	80,783	81,880	82,429	82,978	84,076	85,173	85,722	86,271
15	78,817	79,863	80,386	80,908	81,953	83,313	84,410	84,959	85,508	86,606	87,703	88,252	88,801
16	82,067	83,113	83,636	84,158	85,203	86,563	87,660	88,209	88,758	89,856	90,953	91,502	92,051
17	85,317	86,363	86,886	87,408	88,453	89,813	90,910	91,459	92,008	93,106	94,203	94,752	95,301
18	88,717	89,763	90,286	90,808	91,853	93,213	94,310	94,859	95,408	96,506	97,603	98,152	98,701
19	92,667	93,713	94,236	94,758	95,803	97,163	98,260	98,809	99,358	100,456	101,553	102,102	102,651
20	96,617	97,663	98,186	98,708	99,753	101,113	102,210	102,759	103,308	104,406	105,503	106,052	106,601

Effective July 1, 2012, those employees on the BA Column or MA Column shall only be eligible for column movement at 15 credit intervals, i.e. BA, BA15, BA30, MA, MA15, MA30, MA45. Those employees on BA10, BA20, MA10, MA20, MA40, and MA50 may remain on those columns for the balance of their employment with the Board. Effective February 1, 2013, those employees between columns are only eligible for column movement at 15 credit intervals as noted above or may remain on the column they attain as of February 1, 2013 for the balance of their employment with the Board.

**SCHEDULE B - Salary Guides  
July 1, 2026 – June 30, 2027**

Step	BA	BA+10	BA+15	BA+20	BA+30	MA	MA+10	MA+15	MA+20	MA+30	MA+40	MA+45	MA+50
1-2	60,002	61,048	61,571	62,093	63,138	64,498	65,595	66,144	66,693	67,791	68,888	69,437	69,986
3-4	61,002	62,048	62,571	63,093	64,138	65,498	66,595	67,144	67,693	68,791	69,888	70,437	70,986
5	62,002	63,048	63,571	64,093	65,138	66,498	67,595	68,144	68,693	69,791	70,888	71,437	71,986
6	63,247	64,293	64,816	65,338	66,383	67,743	68,840	69,389	69,938	71,036	72,133	72,682	73,231
7	64,517	65,563	66,086	66,608	67,653	69,013	70,110	70,659	71,208	72,306	73,403	73,952	74,501
8	65,817	66,863	67,386	67,908	68,953	70,313	71,410	71,959	72,508	73,606	74,703	75,252	75,801
9	67,117	68,163	68,686	69,208	70,253	71,613	72,710	73,259	73,808	74,906	76,003	76,552	77,101
10	68,667	69,713	70,236	70,758	71,803	73,163	74,260	74,809	75,358	76,456	77,553	78,102	78,651
11	70,767	71,813	72,336	72,858	73,903	75,263	76,360	76,909	77,458	78,556	79,653	80,202	80,751
12	72,867	73,913	74,436	74,958	76,003	77,363	78,460	79,009	79,558	80,656	81,753	82,302	82,851
13	75,067	76,113	76,636	77,158	78,203	79,563	80,660	81,209	81,758	82,856	83,953	84,502	85,051
14	77,567	78,613	79,136	79,658	80,703	82,063	83,160	83,709	84,258	85,356	86,453	87,002	87,551
15	80,067	81,113	81,636	82,158	83,203	84,563	85,660	86,209	86,758	87,856	88,953	89,502	90,051
16	83,317	84,363	84,886	85,408	86,453	87,813	88,910	89,459	90,008	91,106	92,203	92,752	93,301
17	86,567	87,613	88,136	88,658	89,703	91,063	92,160	92,709	93,258	94,356	95,453	96,002	96,551
18	89,967	91,013	91,536	92,058	93,103	94,463	95,560	96,109	96,658	97,756	98,853	99,402	99,951
19	93,917	94,963	95,486	96,008	97,053	98,413	99,510	100,059	100,608	101,706	102,803	103,352	103,901
20	97,867	98,913	99,436	99,958	101,003	102,363	103,460	104,009	104,558	105,656	106,753	107,302	107,851

Effective July 1, 2012, those employees on the BA Column or MA Column shall only be eligible for column movement at 15 credit intervals, i.e. BA, BA15, BA30, MA, MA15, MA30, MA45. Those employees on BA10, BA20, MA10, MA20, MA40, and MA50 may remain on those columns for the balance of their employment with the Board. Effective February 1, 2013, those employees between columns are only eligible for column movement at 15 credit intervals as noted above or may remain on the column they attain as of February 1, 2013 for the balance of their employment with the Board.

**Guide Movement**

<b>Base Year 2023-2024</b>		<b>Year 1 2024-25</b>		<b>Year 2 2025-26</b>		<b>Year 3 2026-27</b>
				<b>1</b>	→	<b>1-2</b>
<b>1</b>	→	<b>1-2</b>	→	<b>2-3</b>	→	<b>3-4</b>
<b>2</b>	→	<b>3</b>	→	<b>4</b>	→	<b>5</b>
<b>3</b>	→	<b>4</b>	→	<b>5</b>	→	<b>6</b>
<b>4</b>	→	<b>5</b>	→	<b>6</b>	→	<b>7</b>
<b>5</b>	→	<b>6</b>	→	<b>7</b>	→	<b>8</b>
<b>6</b>	→	<b>7</b>	→	<b>8</b>	→	<b>9</b>
<b>7</b>	→	<b>8</b>	→	<b>9</b>	→	<b>10</b>
<b>8</b>	→	<b>9</b>	→	<b>10</b>	→	<b>11</b>
<b>9</b>	→	<b>10</b>	→	<b>11</b>	→	<b>12</b>
<b>10</b>	→	<b>11</b>	→	<b>12</b>	→	<b>13</b>
<b>11</b>	→	<b>12</b>	→	<b>13</b>	→	<b>14</b>
<b>12</b>	→	<b>13</b>	→	<b>14</b>	→	<b>15</b>
<b>13</b>	→	<b>14</b>	→	<b>15</b>	→	<b>16</b>
<b>14</b>	→	<b>15</b>	→	<b>16</b>	→	<b>17</b>
<b>15</b>	→	<b>16</b>	→	<b>17</b>	→	<b>18</b>
<b>16</b>	→	<b>17</b>	→	<b>18</b>	→	<b>19</b>
<b>17</b>	→	<b>18</b>	→	<b>19</b>	→	<b>20</b>
<b>18</b>	→	<b>19</b>	→	<b>20</b>	→	<b>20</b>
<b>19</b>	→	<b>20</b>	→	<b>20</b>	→	<b>20</b>
<b>20</b>	→	<b>20</b>	→	<b>20</b>	→	<b>20</b>