

AGREEMENT BETWEEN
THE BLACK HORSE PIKE REGIONAL SCHOOL DISTRICT BOARD OF EDUCATION
AND
THE BLACK HORSE PIKE EDUCATION ASSOCIATION

JULY 1, 2024 TO JUNE 30, 2027

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PREAMBLE

The parties to this Agreement are the Board of Education of the Black Horse Pike Regional School District, hereinafter called the "Board" and the Black Horse Pike Education Association, hereinafter called the "Association".

WHEREAS, the Board and Association have an obligation pursuant to N.J.S.A. 34; 13A-1, et seq., as amended and revised, to enter into collective bargaining with respect to terms and conditions of employment; and

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

IN CONSIDERATION of mutual covenants, the parties hereby agree as follows:

ARTICLE I: RECOGNITION

The Board recognizes the Association is supported by a majority of teachers and athletic trainers in the bargaining unit consisting of all certificated personnel but excluding the superintendent, assistant superintendent, directors, board secretary/business administrator, principals, vice principals, assistants to the principal, data manager, technology coordinator and all supervisory personnel.

A. DEFINITION OF A TEACHER

Whenever the term teacher is used in this Agreement, it shall mean a member of the defined bargaining unit, unless otherwise defined in a given article or section.

ARTICLE II: NEGOTIATIONS

A. BARGAINING PLEDGE

In an effort to secure mutually acceptable agreements, the Board and the Association pledge to bargain in good faith on terms and conditions of employment.

B. EXCHANGING PROPOSALS

Proposals for a successor agreement will be exchanged between the Board and the Association on or before December 1. Negotiations will commence on or before December 11. The parties may make counter-proposals during the course of negotiations. The proposal exchange dates and the negotiations starting date may be changed upon mutual agreement of the parties. Clarification and explanation of proposals will occur at bargaining sessions.

C. ASSOCIATION DATA COLLECTION

Upon reasonable request by the Association, the Board agrees to make known to the Association where and when the Association may inspect and photocopy such documents as the Board is required by law to make available to the public. It is understood by the parties that the budget annually adopted by the Board of Education, the Board Minutes, and any document required to be filed in report form with the Department of Education or any agency of the State of New Jersey, shall fall within the definition of public records for the purpose of this Agreement.

D. AUTHORITY OF THE TEAMS

The parties in the course of negotiations shall select their own representatives. The parties mutually pledge that their representatives shall be clothed with the appropriate power and authority to make proposals, consider proposals, reach tentative agreement, and do all that is necessary and proper for bonafide negotiations provided, however; that it is understood that no action binding the Board can be taken other than at a public meeting pursuant to a formal vote and that no action binding the Association can be taken other than by ratification by the membership.

E. NOTIFICATION OF EXISTING WORK RULES

In accordance with the requirements of N.J.S.A. 34:13A-1. et seq., as amended and revised, any changes or modifications in existing rules governing working conditions shall be negotiated with the Association before they are established.

F. SEPARABILITY

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

G. AGREEMENT MODIFICATION

The Agreement shall not be modified in whole or in part by the parties except by written instrument duly executed by both parties.

H. RIGHTS OF THE PARTIES

It is understood by both parties that under the rulings of the Courts of New Jersey and the State Commissioner of Education, the Board and the Association are forbidden to waive any rights or powers granted to them by law.

ARTICLE III: LIAISON COMMITTEES

A. BUILDING LEVEL ADVISORY COMMITTEE

1. During the school year, there shall be a Building Level Advisory Committee in each school building. The committee may meet periodically with the principal upon 15 calendar days' notice, or earlier by mutual agreement, in order to discuss matters relative to current practices and problems of that school and, if sufficiently important, to refer a matter to the Superintendent's Liaison Committee or Board/Association Liaison Committee for further consideration.

2. Each Building Level Advisory Committee shall consist of eight members: four to be selected by the Association, the principal, and three resource persons to be selected by the principal. Each group shall be permitted to bring in additional District personnel as needed to address specific items which appear on the agenda.

B. SUPERINTENDENT'S LIAISON COMMITTEE

The Association shall select a committee of four members which shall meet periodically by mutual agreement during the school year with the superintendent and others designated by the superintendent to discuss and review matters of interest and concern to the Association and the superintendent. The Association must submit agenda items five (5) days prior to the scheduled meeting. The Board will also submit agenda items five (5) days prior to the scheduled meeting.

C. BOARD/ASSOCIATION LIAISON COMMITTEE

1. The Association shall select a committee of six members which may meet periodically during the school year with a committee of the Board and the superintendent to discuss matters of interest and concern to the parties. At their discretion, each party may bring additional persons to liaison meetings; however, no more than ten persons shall be present for either party at any one time.
2. Meetings may be requested by the Association or the Board. The meeting dates, times, and sites shall be by mutual agreement.
3. An agenda shall be established prior to the meeting and communicated to participants at least 24 hours in advance. The agenda shall be decided by consultation between the superintendent and Association designee. Other items may be discussed by mutual agreement of those in attendance at a particular meeting.
4. Matters which could be discussed and treated at the Building or Superintendent level may not come to the Board/Association Liaison until the respective Building or Superintendent Level Committees have discussed them.

ARTICLE IV: ASSOCIATION RIGHTS AND PRIVILEGES

A. ASSOCIATION BUSINESS

During a teacher's lunch period, that teacher may engage in Association business or meetings. A teacher shall not engage in Association business during teaching hours as defined under Article XVII, nor shall Association meetings be conducted on school premises without authorization by the appropriate administrator. Association business shall not be defined as "incidental social contact."

B. SCHOOL BULLETIN BOARDS

Posters or announcements pertinent to Association affairs may be posted on school bulletin boards with prior approval of the building administrator.

C. ASSOCIATION BULLETIN BOARDS

In each school building, the Association shall have the use of a bulletin board in the faculty workroom and the faculty dining room. Such boards shall not be used by individuals. An individual must secure Association approval for all posting.

D. COMMUNICATIONS WITH MEMBERSHIP

The Association may use teacher mailboxes, school email and interschool mail to communicate with its membership except that State statutes and Board policies prohibiting distribution of campaign materials related to National, State, Municipal, County and School Board elections must be strictly followed.

E. REIMBURSEMENT FOR SUPPLIES

The Association agrees to reimburse the Board for the actual cost of school district supplies used for Association business.

F. LEAVE FOR THE ASSOCIATION PRESIDENT

Upon prior written request, following the timelines and procedures outlined in Article IX of this Agreement, the Board shall grant temporary leave with pay to the Association president and/or teachers called as witnesses or subpoenaed to testify at adjudicative proceedings involving the Board and the Association. The president of the Association shall be released from his duty assignment; such release shall be one period of the day and the last period of the day when the schedule does not rotate. In addition, the president of the Association shall not teach more than 25 instructional classes per week.

G. RELEASE TIME FOR ASSOCIATION VICE PRESIDENTS

The Vice President of the Association (one per each high school in the District) shall be released from his/her duty assignment. The Board will endeavor to provide that release period for one period of the day and the last period of the day when schedule does not rotate. When construction of a master schedule does not permit such an assignment, the parties shall meet to discuss alternates to the last period duty assignment.

H. EXCLUSIVE REPRESENTATIVE

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 teachers as defined in the unit, and to no other organization.

I. AGENCY SHOP PROVISIONS

1. Representation Fee

If a teacher does not become a member of the Association, during any membership year, that teacher will be required to pay a representation fee to the Association for that membership year.

2. Indemnification of the Board

The Association shall indemnify and hold the Board harmless against any and all claims, demands, suits, and other forms of liability including, but not limited to, counsel fees, legal costs and expenses, damages awarded, and judgments rendered that may arise out of, or by reason of, action taken by the Board in conformance with this provision.

J. ASSOCIATION OFFICE SPACE

The Board will provide space (mutually agreed to by the association and administration) to conduct its business. The Association may locate a telephone and computer in that space at its own expense. The space may not be used for Association business when the classroom through which access is gained to that space, is in use.

K. LEAVE FOR ASSOCIATION BUSINESS

Five (5) days shall be available to the Association, at the discretion of the President of the Association, to be utilized for Association business. These days must have prior administrative approval, which said approval shall not be unreasonably denied.

ARTICLE V: GRIEVANCE PROCEDURE

A. DEFINITIONS

1. A grievance shall mean a complaint by the Association that there has occurred to any teacher, or group or class of teachers in the unit, a violation of the Agreement; or that such teacher, group or class of teachers has been treated unfairly or inequitably by reason of any act or condition which is contrary to written Board Policy, or written administrative decision which may be amended from time to time, except that the term grievance shall not apply to any matter in which: (a) a method of review is prescribed by law or by any rule or regulation of the State Commissioner of Education and State Board of Education having the force and effect of law; (b) the Board is without authority to act; (c) a complaint of a non-tenured teacher which arises by reason of not being re-employed; or (d) a complaint by any certificated

personnel occasioned by lack of appointment to, or lack of retention in, any position for which tenure is either not possible or not required.

2. A grievance that affects a group or class of teachers in all high school buildings shall be filed simultaneously at Level II with the building principals.

3. Nothing herein contained shall be construed to limit the right of any teacher to discuss a matter informally with an immediate supervisor and have the grievance adjusted without intervention of the Association, provided that adjustment is not inconsistent with the terms of this Agreement and that the Association, at the request of the aggrieved party, is given the opportunity to be present at the discussions and to state the Association's views.

B. PROCEDURE

1. To be considered under this procedure, a grievance must be initiated by the Association within 20 school days of its alleged occurrence or from the time when the teacher or teachers involved could reasonably have known of its occurrence. Grievances shall be processed with all due speed.

2. In the event a grievance is filed at such time that it cannot be processed through all of the steps in the grievance procedure by June 30th of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to the aggrieved, the time limits set forth herein may, by mutual agreement between the Board and Association, be reduced so that the grievance procedure may be exhausted prior to the end of the school year as defined above or as soon thereafter as is practicable.

C. LEVEL ONE: INITIAL GRIEVANCE

Except as provided in Section A-2 above, a teacher with a grievance shall first discuss it with an immediate superior in an attempt to resolve the matter informally at that level. If this informal discussion does not resolve the matter within two school days, the Association may present a complaint in writing, within five school days to the immediate superior, and this complaint shall make known full details of the grievance. The complaint shall specify:

1. the nature and date of the alleged occurrence in reasonable detail;
 2. the nature and extent of any injury, loss or inconvenience;
 3. the results of the previous informal discussions;
 4. the dissatisfaction with decisions previously rendered;
 5. expected relief or corrective action or alternatives; and
 6. a citation of the specific sections and provisions of this Agreement, Board Policy, or administrative decision alleged to have been violated, misapplied, or misinterpreted wherever possible and applicable.
- After initial filing, additional discovery may be presented by the Board and/or Association at any level.

The immediate superior shall communicate a decision to the Association in writing within five school days of receipt of the written grievance.

D. LEVEL TWO: APPEAL TO THE PRINCIPAL

In the event the grievance is not satisfactorily resolved in the preceding step, the Association may appeal the decision to the building principal within five school days. The grievance appeal shall state the reason(s) the supervisor's response is not satisfactory. Informal discussion may be convened at the principal's level at the discretion of the principal. The building principal shall render a written decision within five school days after receiving the complaint.

E. LEVEL THREE: APPEAL TO THE SUPERINTENDENT

If the Association is not satisfied with the disposition of the grievance at Level Two, or if no decision has been rendered within five school days after presentation of the grievance at Level Two, the Association may file the grievance with the superintendent of schools, in writing, within seven school days of the date of the receipt of the principal's decision or within twelve school days of presentation of the grievance at Level Two. The grievance appeal shall state the reason(s) for dissatisfaction with the principal's response.

The superintendent shall meet with the Association and the teacher or teachers involved within eight school days of such a request. The superintendent and the Association may involve those parties in any meeting deemed needed for the settlement of the grievance. The superintendent shall submit a written decision to the Association within six school days of the meeting or fourteen school days of the request.

F. LEVEL FOUR: APPEAL TO THE BOARD

If the Association is not satisfied with the decision of the superintendent, a written appeal may be submitted directly to the Board of Education within seven school days after receiving the superintendent's written response. The Association shall submit to the Board Secretary, a request in writing, that the Board hear the matter. The request shall state the reasons the superintendent's response was not satisfactory. The Board President shall determine the site of the meeting and whether to schedule the appeal for an executive session at the next regular Meeting or at an executive session of a special meeting, either of such meetings to be no later than three weeks after the date of the receipt of the written request. Prior notice of such meeting shall be given to the Association so that it may participate. The Board shall render a written decision within one month from the date of the receipt of the written request.

G. APPEAL BEYOND THE BOARD OF EDUCATION

1. It is understood by the parties to this Agreement that some matters have been declared nonarbitratable by the New Jersey Supreme Court and that such matters may be grieved under this grievance procedure only to the level of the Board of Education. If the Association wishes third party resolution in such matters, they may seek redress in the Courts or before the Commissioner of Education. Grievances concerning matters related to terms and conditions of employment which are embodied in New Jersey Statutes and are mandatory now and may become mandatory and or permissive in the future shall be submitted to binding arbitration.

2. If the Association is dissatisfied with the decision of the Board of Education, it may request the appointment of an arbitrator, such request to be made known to the superintendent no later than two weeks after the written decision of the Board of Education is delivered to the Association. Such a request can be honored only if the Association waives the right, if any, in writing, to submit the grievance to any other administrative or judicial tribunal except for the purpose of enforcing the arbitrator's decision.

3. The matter thereafter shall be processed pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association.

4. The arbitrator shall be limited to consideration of the issues submitted and shall consider nothing else. The arbitrator cannot add anything to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The decisions of the arbitrator shall be binding upon both parties. If the arbitrator finds for the Association, the Board will meet within ten days to act upon the arbitrator's findings.

5. Costs

a. Each party shall bear the total cost which it incurs.

b. The fees and expenses of the arbitrator are the only costs which shall be shared by the two parties and such costs shall be shared equally.

c. If time is lost by any teacher due to arbitration proceedings necessitating the retention of a substitute, the Board will pay the cost of the substitute for not more than one teacher per day. Such a teacher shall suffer no loss in salary.

H. GENERAL PROVISIONS

1. All time limits must be adhered to unless a change is mutually agreeable to all parties. If such time limits are not adhered to by the Board or administration, the Association may initiate action to the next step in the procedure. If the Association fails to adhere to such time limits, the grievance shall be considered withdrawn.

2. Grievances must be in writing and must identify the teacher(s) involved.

3. Unless physically impossible, the teacher(s) involved must be present at all stages of the grievance procedure which requires attendance. It is understood that all meetings shall be mutually agreed upon unless such meetings are held during the normal work day.

4. In matters where discrimination due to race, color, creed, sex, national origin, sexual orientation, ancestry, age, or physical handicap is involved, they shall be treated by this grievance procedure up to the Board Level. The District's affirmative action officer shall sit in on all informal sessions and shall attempt to conciliate the matter. If said grievance is not resolved at the Board Level, the Association reserves the right to petition the Commissioner of Education, the State and/or Federal Courts, and or the appropriate State or Federal agency.

5. To assist the person who will hear the grievance at the next level, all appeals should state the grievant's reason(s) for dissatisfaction with the response offered at the level being appealed.

ARTICLE VI: DURATION

A. AGREEMENT DURATION

This Agreement shall be effective from July 1, 2024 to June 30, 2027.

B. BARGAINING LIMITATION

For the life of this Agreement both the Association and the Board waive the right and agree that neither shall be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

ARTICLE VII: INSURANCE COVERAGE

A. HEALTH BENEFITS PROGRAM

The Board shall provide family health care insurance protection for each teacher in the bargaining unit. The present insurance plan utilized by the Board of Education is as follows. The medical plan is provided by Amerihealth and offers two Point-of-Service plan options, POS 15 and POS 20. POS 15 offers lower in-network co-payments, and higher out-of-network out of pocket cost, relative to higher in-network co-payments, and lower out-of-network out of pocket cost through POS 20. Both plans cover vision exams and hardware, and provide a \$100 reimbursement. The parties shall be bound by the rules and regulations of Chapter 78, Public Law 2011 and other statutes, codes, and regulations governing health care insurance

for public employees, except that effective July 1, 2020 the employees shall be responsible to pay Nineteen Percent (19%) of the costs of their applicable (i.e. single, parent/child, employee/spouse or family) health insurance premium. Effective July 1, 2007 the deductible on both medical plans shall be \$500, and office co-pays shall be:

| | | | | |
|---------|------|-----|------|------------|
| POS 15: | \$15 | PCP | \$25 | Specialist |
| POS 20: | \$20 | PCP | \$30 | Specialist |

B. DENTAL INSURANCE

The Board shall provide a family dental insurance program agreed to by the Association and the Board, which will cover 100 percent of diagnostic and preventative dental services, up to four prophylaxis procedures per year, 100 percent of remaining basic dental services, and 50 percent of prosthodontic services, up to a maximum of \$1,800 per year for these services for each eligible patient, when such services are performed by member dentists whose fees are based upon "usual, customary, and reasonable fee" concept. Orthodontic coverage on a 50/50 co-pay basis up to a maximum of \$1,500 per case will be included. The \$1,500 maximum is separate and apart from the \$1,800 maximum for preventative, basic and prosthodontic services. All present and future teachers will become eligible for this benefit on the first day of the month following two months of continuous full time employment with a minimum of 20 hours per week. Eligibility, enrollment and governing administrative policies shall be as negotiated with the carrier and as regulated by the State Health Benefits Commission, pursuant to Chapter 12, P.L. 1975 and subsequently enacted controlling legislation. The dental program will incorporate a rollover provision.

C. PRESCRIPTION INSURANCE

The Board shall provide a family prescription insurance plan as offered by a carrier agreed to by the Association and the Board. Conditions and provisions of the coverage are as administered by Express Scripts as the pharmacy benefits manager. The co-payments are \$15 brand, \$10 generic and \$1 for other prescriptions.

D. EXTENSION OF BENEFITS

The Board will continue to pay the medical insurance premiums for coverage described in this Agreement for up to one year for teachers who are temporarily medically disabled for an extended period of time and are unable to report to work. The medical disability must be described briefly in writing by a physician and the physician must certify the disability precludes the employee's return to work. Disputes concerning the nature and scope of such disabilities shall be resolved by the process described in Article X, Section D-3c of this Agreement. At the Board's discretion, the coverage may be extended for up to one additional year.

E. NONPARTICIPATING TEACHERS

In the event that a teacher chooses not to participate in or be enrolled in the health care insurance plan provided by the Board, said employee may make no claim on the Board for payment or other consideration in lieu of participation. The parties agree to establish a Section 125 (IRS Code Plan) for the purposes of making available a cash option.

1. Any employee hired prior to 7/1/2018 otherwise entitled to full family health insurance and any other insurance coverage shall have the option to withdraw from such coverage and to be paid a sum equal to the following:

7/1/2018 – 6/30/2019 - \$6000.. 7/1/2019 – 6/30/2021 - \$4,000.00.

All withdrawals from health insurance coverage shall be for a minimum of one year corresponding to the benefits period established by the Board's carrier. The cash payment shall be a stipend payable quarterly. Any employee hired effective 7/1/2018 or later shall receive \$4,000.

2. In addition to the family health insurance coverage, the employee shall have the option to withdraw from other insurance coverage available by the Board of Education and to be paid a sum equal to 40% of the said coverage. All withdrawals from the insurance coverage shall be for a minimum of one year corresponding to the benefits period established by the Board's carrier. The cash payment shall be in the form of a stipend payable quarterly.

3. Notwithstanding the above, the employees who have a change in status, e.g. termination of employment, divorce (copy of decree required), legal separation (copy of decree required), death (copy of certificate required), group contract/policy terminated, military discharge (Form D0214 required), which causes them to lose coverage elsewhere shall be entitled to re-enroll in the health plan during the plan year providing the employee gives the Board notice of the change in status within sixty (60) days of the event causing the change; otherwise all elections or cash options shall be in effect for the entire twelve (12) month benefit period. The Board's obligation for the cash option shall be pro-rated for those employees subject to a change in status.

4. Return to benefits plan for reasons other than change of status is subject to the terms of the carrier.

5. The parties agree that the cash option provision shall be rescinded if there is any tax liability (state or federal) to employees who continue to choose benefits.

F. DESCRIPTION OF COVERAGE

The Board agrees to request that the insurance carrier provide each teacher with a description of the health care insurance coverage provided under this article. The board shall continue to pay 100% of the cost of premiums for all health insurance plans.

ARTICLE VIII: SICK LEAVE

A. ENTITLEMENT AND NOTIFICATION

Commencing on September first of each school year, ten-month teachers employed in the District shall be entitled to 10 sick leave days for each school year as of the first day of school. Teachers who join the staff after the beginning of the school year shall be entitled to one sick leave day for each month or remaining portion thereof remaining in that school year. Unused sick leave shall accumulate from year to year with no maximum limit.

If a teacher is absent four consecutive school days, a doctor's certificate concerning the illness shall be presented to the superintendent. The teacher shall notify the principal, or the principal's representative of anticipated absence due to illness as early as possible, but not later than one hour before school opens on the day of the absence. When possible, notification should be made prior to 10:30 p.m. the evening preceding the absence. Such notification also is required the day prior to taking any approved leave pursuant to Article IX. Daily call-in shall not be required in a case of extended illness. A ten-month teacher who fails to comply with notification procedures for anticipated absence shall suffer a loss of wages equal to 1/200th of the teacher's annual salary for each day notification is not provided.

B. REIMBURSEMENT FOR UNUSED SICK LEAVE AT RETIREMENT

Upon retirement from the teaching profession and retirement from the service of the Board, as confirmed by the New Jersey Teachers' Pension and Annuity Fund, a teacher or designated beneficiary shall receive a lump sum payment equal to \$80.00 per day for each day of unused accumulated sick leave. Those hired prior to May 21, 2010 are not limited under current law. Those employees hired after May 21, 2010 are limited to \$15,000, as per Public Law 2007 Chapter

92, on the date of retirement, provided:

1. The teacher has been employed continuously by the Board including periods of approved leave of absence for a period of 15 complete years or more,

2. and the teacher has notified the Board, by November 1 of the year prior to the fiscal year in which retirement will take place, of the intent to retire, if they intend to retire within the next twelve (12) months. In emergent circumstances a later notice will be accepted by the Board; however, payment shall be deferred one year to allow for budgeting by the Board. Payment shall be made on July 15th for anyone retiring on or prior to June 30, or 30 days after the actual retirement date for employees retiring between June 30 and November 1.

Exceptions to the period of employment and notification timelines described above will be granted only in cases of unforeseen disability retirement from the teaching profession as confirmed by the Teachers' Pension and Annuity Fund.

Teachers who accept payment described in this section shall not be eligible for reinstatement of unused accumulated sick leave as provided in Section B of this article if they have received compensation in accordance with this section, should they leave retirement to be re-employed by the District.

ARTICLE IX: TEMPORARY LEAVES OF ABSENCE

A. TYPES

All requests for leaves of absence must be submitted through the Office of the Principal to the superintendent for approval at least five school days in advance of the leave date(s). As of the beginning of each school year, teachers shall be entitled to the following leaves of absence with full pay each school year:

1. Personal Leave

Employees shall be entitled up to three (3) days for personal leave. Application for personal leave shall be made five school days before taking such leave, except in emergencies. The applicant shall certify, as required by the form, that the reason for leave is an urgent personal matter which cannot be reasonably met during non-school hours. In all instances where an additional explanation is required pursuant to this article, a determination to grant the request shall be at the discretion of the administration and subject finally to the grievance procedure found in Article V of this Agreement.

Personal leave may not be granted for days which fall immediately prior to or immediately after a school closing date (not including Saturday or Sunday) or an extended recess period. In emergency circumstances, the superintendent may exercise discretion to waive this restriction provided a written explanation for the need for leave accompanies the request and provided the superintendent finds the reason to fall within the intended use for personal leave.

Unused personal leave shall be accumulated as sick leave.

Requests to use personal leave for religious holidays will be granted provided the request is made a minimum of 30 days prior to day requested. Request for leave must state "religious holiday" as the reason for the leave. Personal leave may be granted for religious observance only when commitment cannot be met beyond regular school hours.

2. Professional Leave

Teachers shall be allowed up to two (2) days for the purpose of visiting other schools or for attending meetings, clinics, or conferences of an educational nature, if requested to do so or if they have received the approval of the principal and superintendent. Following the approved professional leave, form attached hereto as Schedule B-2, entitled "Approved Professional Development Summary Report" must be submitted to the Office of the Superintendent, if so appropriate according to Policy and Regulation 3240.

3. Bereavement Leave

Teachers may be granted up to five (5) days within one (1) month following the death of a teacher's parent, spouse, child, son-in-law, daughter-in-law, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandparent, grandchild, or surrogate parent which could include a grandparent who actually raised the teacher, or a member of the immediate household. Teachers may be granted up to three (3) days within one (1) month following the death of a grandparent-in-law or a great-grandparent. Teachers may also be granted up to one (1) day in the event of the death of a teacher's relative outside the immediate family as defined above. Teachers may request bereavement days that do not immediately follow the event, provided a reason is indicated in the request, subject to administration approval. Documentation may be required prior to approval. Where additional absence due to family death is required because of the emotional disability of the teacher, such absence may be charged to accumulated and authorized sick leave, upon request of the teacher. Where additional absence due to family death is required because of geographic distance to the funeral site, such absence may be requested and granted as personal leave, in accordance with Section A-1 of this article.

4. Other Temporary Leaves

Other leaves of absence with pay may be granted by the Board at its discretion.

5. Effect of Temporary Leave Upon Sick Time

Leaves taken pursuant to this article shall be in addition to any sick leave to which the teacher is entitled, except for emotional disability leave as described in Section A-3 of this article.

B. DEATH OF A TEACHER OR PUPIL

In the event of the death of a teacher or pupil in this District, using discretion, the superintendent shall determine the extent of representation on behalf of the District to attend services. Teachers who wish to attend services may utilize personal leave in accordance with the rules governing use of personal leave described in Section A-3 of this article.

ARTICLE X: EXTENDED LEAVES OF ABSENCE

A. ASSOCIATION BUSINESS

The Board agrees that up to one tenured teacher designated by the Association shall, upon request, be granted a leave of absence without pay for up to two (2) years for the purpose of engaging in the activities of the Association or its affiliates, provided a minimum of 60 days' notice has been given to the Board. Additional time may be granted by the Board at its discretion, provided 90 days' notice has been given.

B. PUBLIC SERVICE. EDUCATION AND OVERSEAS LEAVE

A leave of absence without pay of up to one (1) year shall be granted to any tenured teacher who joins the Peace Corps, VISTA, National Teacher Corps, or serves as an exchange teacher or overseas teacher and is a full-time participant in any such program, or accepts a Fullbright Scholarship.

C. MILITARY LEAVE

Military leave without pay for the period of induction or initial enlistment shall be granted to any teacher who is inducted or who enlists in any branch of the Armed Forces of the United States. Extensions of military leave may be granted by the Board at its discretion.

Time necessary for persons called into temporary active duty or any unit of the U.S. Reserves or State National Guard shall be granted provided such obligations cannot be fulfilled on days when school is not in session. For the purpose of this Agreement, the determination of what constitutes "temporary active duty" shall be made by the Board at its discretion. In no event shall the term apply to service rendered by an individual beyond the initial military obligation as required by Federal Statute. A teacher absent because of temporary active military duty shall be paid a salary differential in accordance with the requirements of N.J.S.A. 3 8:23-1 or N.J.S.A. 38A: 4-4.

D. MATERNITY DISABILITY, PATERNITY LEAVE AND CHILD REARING LEAVE

Child rearing leave without pay and disability leave with or without pay shall be granted in accordance with the conditions outlined hereinafter:

1. Any teacher seeking a leave of absence for reasons associated with disability due to pregnancy, maternity/paternity or for child rearing leave during the first year of the child's life shall file a written request for such leave with the superintendent at least 90 days in advance of the first day of anticipated disability or child rearing leave. The written request shall include:

- a) a physician's certifications of pregnancy and estimated delivery date,
- b) the date on which the teacher intends to return,
- c) request for medical disability leave which specifies the anticipated beginning and ending date for disability leave may be necessary. The Board will honor changes of ending date (It is understood that medical disability is not always predictable and that a change in the date be supported by the attending physician's written recommendation.),
- d) a notice of intent to use accumulated sick leave (It is understood that a teacher cannot know how many sick leave days will remain available to her 90 day in advance; therefore, final notice of how many days will be taken for medical disability leave due to pregnancy need not be submitted until the week of the teacher's departure for her disability leave. If sufficient accumulated sick leave is not available to cover the entire period of medical disability, the teacher may indicate that she wishes to use all which is remaining to her upon her departure. Request for use of accumulated sick leave which is beyond 30 calendar days before and/or after the anticipated delivery date and must be accompanied by a physician's certification of nature of the disability and his/her recommendation with respect to employment.), and
- e) a request for child rearing leave without pay, including paternity leave, if desired, which includes the ending date. If applicable, it will be assumed that such leave will begin at the end of the approved medical disability period. In situations where a teacher has no available accumulated sick leave or does not wish to use sick leave for the period of disability, the request should so state and should include a beginning date for unpaid leave.

2. The Board shall honor leave dates so requested if they will not substantially interfere with the effective administration of the educational program to which the teacher was assigned, subject to the following conditions:

a) As a condition of the teacher's return, the Board may require production of a certificate from a physician certifying that the teacher is medically able to resume her duties.

b) In no event shall non-tenured teachers have such leaves of absence extended beyond the end of the contract year in which leave is requested to commence.

c) In no event shall such leaves for tenured teachers extend beyond a period of two semesters from the date on which said leave is to commence.

d) The Board may grant a leave for dates other than those requested upon finding that the grant of leave for the dates requested would substantially interfere with the administration of the school. In general, maternity disability/paternity/child rearing leaves shall commence and end at the beginning of a semester.

e) The Board will honor sick leave requests which meet the requirements and criteria established in Section I herein, so long as the delivery occurs within the time specified in the teacher's request for use of sick leave. If delivery occurs prior to the initially requested disability period, the Board shall permit use of accumulated sick leave for the required absence prior to delivery and for all school days during a 30 calendar day period following delivery.

f) The Board understands that an anticipated delivery date represents a physician's best estimate and that circumstances can cause the estimate to be incorrect. The Board will not act to deny leave under this article when date estimates are incorrect because of circumstances beyond the pregnant teacher's control.

g) When the teacher's absence due to disability leave does not extend 30 days before and after delivery and the teacher has furnished a prior notice from a physician certifying the pregnancy and the anticipated delivery date, the Board shall not require the physician's notice described under Section A of Article VIII (SICK LEAVE) of this Agreement.

3. The Board reserves the right to remove any pregnant teacher from her position or to insist that the teacher accept a leave of absence therefrom, in accordance with the provisions of Section D of this article, if after her pregnancy is confirmed, her teaching performance has substantially declined in comparison to her performance prior to the medical confirmation of pregnancy, or if her physical condition or capacity is such that her health would be impaired if she were to continue teaching. Such physical capacity shall be deemed so impaired if any of the following occur:

a) the pregnant teacher, after written request from the superintendent, fails to produce a certification from her physician that she is medically able to continue to perform her duties,

b) the pregnant teacher's physician and a physician designated by the Board agree that she is not medically able to continue to perform her duties, or

c) if, after a difference of medical opinion by the teacher's physician and the Board's physician, a third physician designated by mutual agreement of the teacher and the Board, or, if no such agreement can be reached, the Camden County Medical Society certifies that, in his/her opinion, the teacher is not medically able to perform her duties. If it becomes necessary to seek the opinion of a third physician, the fee involved shall be shared by the Board and the teacher involved.

4. In the case of termination of pregnancy for any reason other than normal birth, the employee shall notify the Board of such circumstances and the Board shall honor a request to return earlier than the date originally established upon receipt of medical certification by the teacher's physician of her physical fitness to teach, and if the Board has not contractually obligated itself to a replacement teacher, or if another position exists for which the teacher is certificated and qualified to take. If the returning teacher's position is occupied by a non-tenured replacement, the replacement teacher may be given a 60 day termination notice to make room for the returning teacher if the returning teacher so requests. During the 60 day period the Board agrees to utilize the services of the returning teacher as a substitute teacher at the substitute teaching pay rates. If the substitute or replacement teacher leaves earlier than 60 days, the returning teacher will be assigned to the position immediately upon departure of the substitute teacher.

The processes for restoration of medical benefits shall be initiated by the Board upon notification from the returning teacher that she wishes to return to her position because of an unanticipated termination of pregnancy.

5. After the granting of leave to any teacher pursuant to the provisions of Section D of this article, the Board will give reasonable consideration to a request from the teacher for either the extension or reduction of the period of leave so granted, provided the teacher requesting the same makes written application to the superintendent at least 60 days before the date such extension or reduction will become effective, and submits with that application a certificate from a physician certifying that said reduction or extension of leave is not medically contraindicated and that the teacher is or will be able to resume her duties on the date such resumption is requested and provided the date of return falls at the beginning of a semester and provided a vacancy exists for which the teacher is certificated and qualified to fill.

E. FAMILY ILLNESS LEAVE

A leave of absence for up to one (1) year shall be granted for purpose of caring for a sick member of a teacher's immediate family. Additional leave may be granted at the discretion of the Board.

F. PUBLIC OFFICE LEAVE

The Board shall grant a leave of absence without pay to any teacher to serve in an elected or appointed office for the term to which the teacher was elected or appointed, re-elected, or re-appointed.

G. SABBATICAL LEAVE

I. A sabbatical leave shall be granted by the Board to a teacher for study, including study in another area of specialization; for travel or for other reasons of value to the school system.

2. Sabbatical leave shall be granted subject to the following conditions:

a) Percentage of Teachers

If there are sufficient qualified applicants, sabbatical leaves shall be granted to a minimum of one per 100 or majority fraction thereof at any one time.

b) Requests

Requests for sabbatical leave must be received by the superintendent in writing, in such form as may be mutually agreed upon by the Association and the superintendent, no later than March 1 and action must be taken on all such requests no later than May 1, of the school year preceding the school year for which the sabbatical leave is requested.

c) Minimum Time to Qualify

The teacher has completed at least seven (7) full years of service in the Black Horse Pike Regional School District.

d) Pay

Sabbatical leave shall be without pay. e)

Return

Upon return from a sabbatical leave, a teacher shall be given credit for any horizontal movement on the salary guide.

H. TEACHER ILLNESS OR DISABILITY LEAVE

A leave of absence without pay for up to one (1) year may be granted to a teacher who has become disabled or ill, as confirmed by medical certification. Provisions found in Section D of this article shall apply in such matters.

I. OTHER LEAVES

Other leaves of absence without pay may be granted by the Board at its discretion.

J. INCREMENT CREDIT UPON RETURN FROM LEAVE

1. Upon return from a leave granted pursuant to Sections A, B, C, or G of this article, teachers shall be considered as if they were actively employed by the Board during leave and shall be placed on the salary schedule at the level they would have achieved if they had not been absent, provided however, that time spent on said leaves shall not count toward the fulfillment of the time requirements for acquiring tenure. A teacher shall not receive credit for time spent on leave granted pursuant to Sections D, E, F, H, or I of this article, nor shall this time count toward the fulfillment of the time requirements for acquiring tenure.

2. All benefits to which teachers were entitled at the time a leave of absence commenced, including unused accumulated sick leave, shall be restored upon return, and they shall be assigned to the same positions, if vacant, which they held at the time said leave commenced.

K. EXTENSION OF LEAVE

All extensions or renewals of leave shall be applied for and granted in writing. Applications for extensions or renewals of leaves shall be received by the superintendent at least 60 days before the anticipated beginning date of such extensions or renewals.

L. FAMILY LEAVE ACTS

An extended leave of absence shall be considered to include the employee's entitlement under the State and Federal Family Leave Acts, except that during that portion of the leave considered as part of the State or Federal Family Leave Act, the Board shall continue to pay for medical benefits as required by the Acts.

ARTICLE XI: TUITION REIMBURSEMENT

The Board shall reimburse staff members for graduate credits and approved undergraduate credits earned during the course of a given school year under the following conditions:

A. AVAILABLE FUNDS

Eligible staff members shall be reimbursed only for actual costs of tuition. Under no circumstances shall the Board incur a cost-of more than \$80,000.00 in any fiscal year.

All distributions shall be made in the October following the school year in which the course was taken, i.e. paid for, for teachers who met the submission requirements by September 1 of a given school year. Extensions will be granted up until September 30th when the grade for a summer course is not released prior to September 1st. If the total costs of all requests for reimbursement exceeds \$80,000, all credits will be reimbursed on an equal dollar per credit hour basis up to the maximum reimbursement of \$80,000.

Reimbursement during a given school year to an individual teacher shall have no bearing of future reimbursement to that teacher. In no instance shall a teacher be reimbursed for more than 12 credits per school year.

Employees receiving tuition reimbursement shall be required to remain employed in the District for four (4) years after the completion of their last course. In the event that an employee leaves the District before four (4) years, then the Employee shall reimburse the District for all tuition reimbursement as follows: After 1 year – 100%; after 2 years 75% after 3 years 50% after 4 years 25%.

B. APPLICATIONS

1. Applications shall be filed beginning July 1 of the school year involved but none shall be

considered which are filed after December 1 of a given school year. The request shall indicate the type of graduate course the teacher intends to take, the anticipated tuition cost, and the name of the college or university whose graduate credits are acceptable to the New Jersey State Board of Examiners for certification purposes.

2. The superintendent shall, within 20 school days after the deadline for submission of requests, publish a list of those requesting reimbursement. The list shall indicate those persons eligible for reimbursement under standards established in this article.

C. QUALIFYING COURSES

1. Graduate Courses

Staff members taking courses "in their discipline" is defined to mean in the teacher's subject area, education courses, or a course which is required in a program considered to be in the teacher's subject area, shall be eligible for tuition reimbursement in accordance with the standards contained in this article without prior approval of the superintendent.

A course taken outside of a teacher's subject area, or which is not an education course or which is a course not required in a program which is considered to be in the teacher's subject area, shall be defined as a "course taken outside of discipline" and shall not be subject to tuition reimbursement unless the superintendent shall have indicated prior approval of said course for tuition reimbursement purposes. The superintendent shall respond to a request for approval within ten school days of its receipt.

2. Undergraduate Courses

A teacher who wishes consideration for reimbursement for an undergraduate course must seek prior approval of the superintendent in the manner described in Section C-1 of this article.

3. Leaves of Absence Courses

Courses taken during a leave of absence will not be considered for tuition reimbursement with the exception of courses taken while on sabbatical.

D. GRADE REQUIREMENT

In no event shall a teacher receive reimbursement unless the teacher receives a grade of "B" or higher, or its equivalent, or "passing" in a pass/fail course. The grade must be verified by an official transcript or by a letter of explanation from the college or university involved which explains when the transcript will be available. This must be received by the superintendent within 90 days of course completion. If a teacher takes courses over more than one semester, the official transcript need not be sent until after the completion of the last course for that fiscal year. Copies of the unofficial transcript will be accepted after completion of courses during earlier semesters in order to permit initial payment.

E. OTHER REQUIREMENTS

Subject to the conditions described in this article and subject to receipt of official college transcripts, verification of courses as graduate credit, verification of actual tuition costs, verification of available funds and substantiation that the college or university offers graduate credits acceptable to the New Jersey State Board of Examiners for certification purposes, and upon receipt of a signed voucher required by statute, tuition shall be reimbursable to teachers within 15 days after the Board meeting which follows the fulfillment of these conditions.

F. REIMBURSEMENT FOR WORKSHOPS AND SEMINARS

The Board agrees to budget an amount each year equal to \$40,000, to be divided among the various departments on the basis of the number of teachers included. By filing their requests through the department supervisor to the principal and the superintendent, teachers may seek approval for use of these funds for reimbursement of registration and travel costs to attend workshops, clinics, seminars, conferences, and other meeting events which are related to their specific assignment within the District. Approval to spend up to the amount requested will be included in the response to the leave request. Requests will be considered on a first-come, first-served basis. Requests may be filed well in advance of the requested date as a way to reserve funds. Reimbursement will occur after the fact, upon submission of the required receipts and signed voucher.

ARTICLE XII: SALARY AND COMPENSATION

A. SALARY GUIDE

Salaries of teachers covered by this Agreement shall correspond with those set forth in Schedule D attached hereto. If it is anticipated that graduate credits will be earned during the school year which will make a teacher eligible for a higher salary scale, indication of same must be presented in writing to the superintendent on or before November 1 of the preceding school year, in order to permit budgetary provision for such needs. Evidence of satisfactory completion of such graduate credits must be submitted to the superintendent by official transcript. The deadline for submitting evidence of satisfactory completion of graduate credits shall be September 1st. Extensions will be granted up until September 30th when the grade for a summer course is not released prior to September 1st.

B. CO-CURRICULAR BONUSES

Bonuses for co-curricular activities shall be paid as set forth in Schedule E attached hereto.

C. DEFINITIONS

Definitions of classes on the salary guides, definition of terms regarding salaries, military service credit, and experience credit shall be as set forth in Schedule C attached hereto.

D. WORKING BEYOND THE NORMAL TEACHER SCHOOL YEAR

1. School Counselors

Compensation for school counselors who work in excess of the teacher work year shall be at a per diem rate equal to 1/200th of the individual's base salary. All counselors shall be required to remain a minimum of two days or a maximum of three days immediately after the teachers' last work day.

Counselors may be asked to work additional days during the summer as needed. Working such days shall be voluntary and may be declined by a counselor. The declined days shall be reallocated to other school counselors. Summer hours for school counselors shall be pensionable. Payment for summer work will be received in their salaries September through June following the time worked. Counselors shall work a maximum of 18 additional hours related to counseling initiatives and will be compensated at the at the hourly rate as outlined in Article XII, Section I.

Coordination of state testing will be a supervisory responsibility and, as such, not a responsibility of the school counselors.

2. Child Study Team Members

All Child Study Team members shall be required to work a minimum of two days or a maximum of three days during the summer months as identified by their supervisor, which will be scheduled during the three weekdays prior to the start of the school year for teachers.

Case Managers may be asked to work additional days during the summer as needed. Working such days shall be voluntary and may be declined by a case manager. The declined days shall be reallocated to other CST members. Summer hours for case managers shall be pensionable. Compensation for Child Study Team members who work in excess of the teacher work year shall be at a per diem rate equal to 1/200th of the individual's base salary, which shall be added for pension calculation purposes.

3. Cooperative Vocational Program Coordinators

Compensation for cooperative vocational program work coordinators (hereinafter called work coordinators), required by the Board to work in excess of the teacher work year, shall be at a per diem rate of their annual salaries for additional days worked. The per diem rate shall be 1/200th of an individual work coordinator's base salary. Work coordinators shall work no more than 5 days in excess of the normal teacher work year. Any work coordinator who requests fewer summer days will be granted approval. Any work coordinator who requests to be excused for the entire summer will be granted approval. By application to the principal 60 days in advance, a work coordinator may request additional summer days not to exceed twenty. The summer stipends for work coordinators shall be added to base salaries for pension calculation purposes. Deductions for days not worked shall be at 1/200th of the base salaries shown on the teachers' salary guides.

4. Science Teachers

One (1) science teacher per school shall be employed for one regular length day each summer at the rate of \$150 per day to receive, catalog and inventory supplies. The Board will entertain a request by the Science Supervisor for an additional teacher in the summer, which will be requested through the Chief school Administrator.

5. Athletic Trainers

When Possible, an Athletic Trainer, who is a certified teacher, can be offered to teach a class outside of their work day hours at a rate of 1/200th of their salary per day prorated for the number of classes taught on a voluntary basis. Athletic Trainers are also eligible to cover classes at the coverage rate outside of their scheduled works hours on a voluntary basis.

E. INITIAL SALARY

Whenever a teacher shall accept office, position, or employment as a teacher, the initial placement on the salary guide shall be at a point agreed by the teacher and the Board.

F. SERVICE INCREMENT

To encourage continuity in service, to attain stability of staff; and to give recognition to those whose interest in the community is attested by extended employment; an additional increment of \$150.00 shall be given upon the completion of three years of continuous service. Similar increments of \$150.00 shall be given after the sixth, ninth, twelfth, fifteenth, eighteenth, twenty-first, and twenty-four years of continuous service in the District.

Effective with the 2010-11 school year, teachers who received these increments in 2009-10 will continue to receive those same increments, but will receive no additional service increments.

Teachers not receiving service increments in 2009-10 will not be eligible for any such payments in the future.

G. SUMMER PAYMENT PLAN

Teachers may elect independently to have a portion of their salary withheld and deposited to their credit in the South Jersey Federal Credit Union, and/or deposited for tax-deferred annuities, upon executing appropriate payroll authorization forms which shall be in lieu of a summer payment plan as contemplated in N.J.S.A. 18A: 29-3.

H. MILEAGE REIMBURSEMENT

Mileage reimbursement for travel approved in advance by the superintendent shall be compensated at the State of New Jersey rate. The Association will be notified through its President whenever there is a change in this rate.

I. COMPENSATION FOR OTHER PROGRAMS

Compensation for all positions covered under this article shall be at a flat rate of \$47 including Common Time and Class Coverage as of July 1, 2024.

The fees shown in this section may be adjusted upward by the Board at its discretion.

| Compensation for Other Programs | |
|--|---------|
| Summer School | \$47.00 |
| Home Instruction | \$47.00 |
| Work Study Supervision | \$47.00 |
| Twilight/Alternative Program | \$47.00 |
| Common Time coverage (Prep/Lunch) | \$47.00 |
| Class Time coverage | \$47.00 |
| Pre/Post school supervision | \$47.00 |
| Outside use of facilities | \$47.00 |
| Detention Monitors | \$47.00 |
| Additional Chaperoning | \$47.00 |
| Lavatory Monitor | \$30.00 |

J. CHANGE IN COMPENSATION

If rates higher than those initially posted are necessary to fill an opening, a re-posting for five school days at the higher rate will be made to provide opportunity for teachers employed in the District to submit applications.

K. DIRECT DEPOSIT

Direct deposit of the employees' paychecks shall be implemented as soon as possible after the execution of the herein contract. Employees shall be entitled to identify an institution only once during any one contract year, identifying same on the form attached to the contract document. Employees agree that any and all liability relative to employees' paychecks will fall upon the identified employee's bank and not on the Board of Education.

ARTICLE XIII: TEACHER EMPLOYMENT

A. TEACHER ASSIGNMENTS

The Board will endeavor to provide teachers with written notice of their subject assignments for the following year by May 30, but shall provide that notice no later than June 15th. Such assignments shall be subject to change if circumstances warrant.

B. ANTICIPATED POSITIONS

The superintendent shall deliver to the Association within 40 days following the annual budget election, a tentative list of positions expected to be available for the following school year. The list may be changed after the date, if circumstances warrant. Teachers who desire to apply for such openings may file a letter of application with the superintendent within ten calendar days of the posting. In formulating assignments, the Board agrees that consideration shall be given to the expressed desires of the teachers; however, nothing contained herein shall prohibit the administration from the exercise of its discretion in good faith in making teacher assignments.

C. TEACHER TRANSFER

Notice of involuntary reassignment shall be given to teachers affected as soon as practical. An involuntary transfer or reassignment shall be made only after a meeting between the teacher and the principal, at which time the teacher shall be notified of the reason therefor. In the event the teacher objects to the transfer or reassignment at the time of the meeting, and upon the request of

the teacher, the superintendent shall meet with the teacher. The teacher may, at the teacher's option, have an Association representative at such a meeting. The determination to transfer or reassign shall not be subject to the grievance procedure.

D. POSTING VACANCIES

A notice of employment vacancies shall be sent electronically to all members as far in advance as practical, ordinarily at least five (5) days before the due date for applications.

E. MENTORING

The new teacher shall pay the mentoring fee over the course of the year through automatic payroll deduction. Upon completion of the first year and submission by the District of the necessary certification paperwork, the teacher shall receive fifty percent reimbursement of the fees paid and the remaining fifty percent will be paid upon tenure. Should certification not take place, the staff member will reimburse the District the amount of money previously paid.

Teachers hired effective July 1, 2009 or thereafter shall not be eligible for reimbursement.

ARTICLE XIV: PROMOTIONS

A. ADVANCE NOTICE

The Board agrees that there shall be as much advance notice as possible, which, except in emergencies, shall be at least five (5) days' notice to the Association and its members of the availability of promotional positions. For the purpose of this Agreement, promotional positions shall include positions paying a salary differential and/or positions on the administrative-supervisory levels of responsibility.

B. APPLICATIONS

Teachers who desire to apply for such promotional positions shall submit an application in writing to the superintendent within the time limits specified in the notice.

C. SELECTION

Without limiting the Board's or Administration's discretion in the final determination, the Board agrees to consider teachers presently employed in filling the aforesaid promotional positions.

ARTICLE XV: OTHER PROGRAMS

A. PUBLICIZING POSITIONS

All staff employment opportunities in school year and summer programs shall be publicized by the superintendent in accordance with the procedure set forth in Article XIV of this Agreement.

B. SELECTION CRITERIA

Demonstrated ability to meet the position's qualifications shall be necessary for initial employment to such positions. Satisfactory performance in an assignment is a requirement for reassignment in ensuing years. Satisfactory performance shall be defined as the absence of written notice to the contrary.

C. ASSOCIATION PRIORITY

Except where previous poor performance has been documented, a lack of qualifications exists, or another certificated teacher held the position the previous school year; teachers employed in the District shall be given priority to other program assignments over applicants from outside the District.

ARTICLE XVI: SCHOOL CALENDAR

A. ASSOCIATION INPUT

Before adoption of the school calendar, the Board will consider the suggestions of the Association concerning vacations and holidays. The Board reserves the right to make the final decision with respect to the school calendar. Association suggestions should be submitted to the superintendent by February 1 of the prior school year.

B. WORKYEAR

The Board hereby agrees that the teacher work year shall be limited to:

1. all days when pupils are in attendance;
2. two days for attendance at the New Jersey Education Association Convention;
3. five additional days for orientation, closing and in-service training; and
4. three in-service days for teachers new to the district.
5. Teachers shall report on Wednesday & Thursday before Labor Day each year for Professional Development. Teachers shall have off the Friday before Labor Day. The Tuesday after Labor Day, the Teachers shall have a day of preparation without students or Professional Development (no meetings).
6. The Teacher's last day of work shall be the day of Graduation.

C. MAXIMUM NUMBER OF DAYS

The total number of days will not exceed 188 for teachers with prior experience with the District. Of the 188 days, 181 shall be student contact days.

ARTICLE XVII: TEACHING HOURS AND LOAD

A. TEACHING HOURS

1. The in-school workday shall consist of no more than 7 hours and 30 minutes. A half-day under normal scheduling shall require 4 periods of attendance, while under special/revised schedules, 4.0 hours shall be required for attendance. The four periods must be the first four periods or the last four periods of the day.
2. Building-based teachers may be required to remain after the end of the regular workday without additional compensation, for the purpose of attending building faculty or other professional meetings an average of two days each month. Such meeting shall begin no later than 15 minutes after the student dismissal time and shall run for no more than 45 minutes. In cases of emergencies involving the health and safety of students or teachers, additional time may be needed.
3. Teachers are to sign in the time of arrival to school and sign out the time when they leave for the

day. In the event of an early departure, permission must be secured in advance from the principal. An "Early Departure" form must be completed prior to the teacher leaving the building.

4. Except in emergencies, meetings which take place after the regular in-school work day and which require attendance, shall not be called on Fridays or on any day immediately preceding any holiday, or other day upon which teacher attendance is not required at school.

5. Room assignments should be given to the department supervisor for teacher input so that classroom changes can be minimized.

6. All teachers involved in co-curricular, paid activities, athletics, and/or non-athletics, shall be responsible for supervising these pupils after school hours until their departures from school via the activity or athletic bus.

7. When a CARE professional staff member is required to stay beyond the contracted work day or work during their lunch or prep when re-scheduling is not an option, they shall be compensated at the hourly rate as outlined in Article XII, Section I.

8. Full PD days - Professional development from 8AM - 1PM (This includes the Opening Days on Wednesday and Thursday before Labor Day, and the Tuesday after Labor Day)

9. Teachers can choose to receive payment at the class coverage rate in lieu of getting coverage for IEP meetings that occur during the teacher's lunch or prep.

B. TEACHING LOAD

1. The teaching load for teachers shall be 30 instructional classes per week consisting of teaching and/or non-teaching assignments. This is not to be interpreted to mean that six teaching instructional classes per day is considered normal. The Board affirms present policy in that generally teaching loads assigned to teachers shall not exceed 25 instructional classes per week except as set forth in paragraph #2 below.

2. While the Board reserves the right to make such adjustments in teaching assignments as may be educationally desired, none of the existing teaching personnel shall have their employment terminated by reason of six instructional class assignments.

a) When possible and practical, any six instructional class assignment shall be made first on a voluntary basis, and failing that, on a rotating basis for one year.

b) If a teacher schedule exceeds 5 instructional classes, the teacher shall be compensated as follows: If a teacher is scheduled an additional full class for a full school year, that teacher shall receive the

full stipend as follows: The compensation shall be pensionable in accordance with pension regulations.

7/1/24 – 6/30/25 - \$4000, OR leave at 2:10

7/1/25 – 6/30/26 - \$4500 OR leave at 2:10

7/1/26 and after - \$5000 OR leave at 2:10

5+ (Science labs, semester courses) receive percent of stipend or is entitled to leave at 2:10

If a teacher is scheduled less than a full class, the stipend will be based on the percentage of a full class. Teachers whose schedule exceeds 5 instructional classes must make a one-time determination at the start of the school year to either receive the compensation in time or money.

3. Teachers (except counselors) will be required to attend three evening assignments or meetings each year related to the student activity program without compensation. The three evening assignments shall be Back to School Night, Graduation Night, and a chaperone duty for a school event (such as a dance, play, etc.).

In cases for counselors, they are required to attend Back to School Night and 2 events hosted by the Counseling Office. These duties shall be assigned by the supervisor. Any additional night assignments for the counseling departments shall be compensated under Article XII D.1. The Board understands that teacher attendance at the 7th/8th Grade Orientation is voluntary. Advisors, teachers, and coaches who must attend events related to compensated co-curricular assignments shall not be compensated beyond the activity stipend.

A teacher who substitutes for another teacher shall not be compensated for attending a student activity function if the first teacher would not have been compensated under provisions of this section. No teacher shall be assigned to chaperone an activity scheduled on a holiday or extended weekend.

4. Those teachers assuming a sixth instructional class shall be responsible for a maximum of 30 assigned instructional classes and will not be assigned a homeroom and will be required to assume no other instructional or supervisory duties. Teachers with a sixth instructional class shall not be given a homeroom.

5. The Board recognizes that wherever possible, multiple preparations should be limited. Whenever possible efforts will be made to limit this number to two subject areas or two levels of the same subject. In some instances; however, more than two preparations will be required by problems in homogeneous scheduling, teacher certification, class size, total pupil assignment, and the number of different courses offered in particular disciplines. A preparation constitutes any course for which a course of study has been written.

6. Work schedules shall provide a daily preparation period for each teacher. Said preparation period shall be utilized only for professional preparation and growth. During this period, the teachers will not be assigned any duties unless an emergency arises which affects the safety, health, and welfare of pupils and/or staff. Existence of an emergency is to be determined by the superintendent or principal.

During their prep period, teachers may not leave the building and may not switch lunch and prep without the approval of the principal.

7. It is the intention of the Board not to require teachers to teach continuously for more than four instructional classes (two periods where double instructional classes are involved). It is recognized that this goal may not be achieved in all cases. Where it is not possible to limit continuous instructional classes, a teacher may be requested to teach additional continuous instructional classes. Such requests shall not be unreasonably refused.

8. Teachers shall have a daily duty-free lunch period. Teachers may not leave the building for both their Prep Period and their Duty-Free Lunch. Any teacher who leaves the building must sign-out and sign-in again through the General Office.

9. It is the policy of the Board to avoid assigning a teacher to substitute teaching assignments during the teacher's preparation period. Where circumstances do not permit the obtaining of a substitute teacher, full-time teachers may be assigned additional classes during their preparation periods. Such assignments shall be made to qualified volunteers selected by the administration. Payment shall be made for such services hereinafter provided as outlined in Article XII, section I.

10. Educators agree that class size is an important factor in the quality of education. The Board and the Association share this concern and both desire to reduce class size to the optimal educational size.

11. The duty period for Basic Skills Instructional Program (BSIP) coordinators shall be used for program coordination tasks. While the SRA (or ASHA) program is still required, the BSIP coordinators shall be provided an additional release period to perform program tasks. If a substitute program for the SRA (or ASHA) is ever created, the district will negotiate with the Association over release time for that purpose.

12. The duty period of the, School Activities Treasurer, and one (1) Peer Mediation Coordinators shall be used for program coordination tasks.

13. The Board agrees that a teacher's assigned lunch time will generally fall between 10:00a.m. and 1:00 p.m. If, for some reason, a teacher's lunch time falls outside of the above-listed times, the Board and the Association will work together to come to a mutually-agreed upon alternative schedule.

14. A teacher who teaches more than 5.0 instructional classes may be released thirty (30) minutes prior to the end of the regular day subject to the election made in item 2B above. This early release does not apply to Counselors, SAC, Reading Specialists, Nurses, Athletic Trainers, Librarians, Academic Coaches and Child Study Team. This release time only applies in semesters where the teacher is actually teaching in excess of 5.0 instructional classes. All teachers must still attend faculty meetings and parent/teacher conferences. This definition is solely for the purposes of early dismissal.

15. Instructional classes will be counted based on the number of instructional periods over the course of the 4-day (A,B,C,D) cycle. An "instructional period" shall be any period in which the teacher is responsible for writing/planning/assessing a lesson and delivering instruction. Common Time Enrichment does not count towards a teachers' number of instructional periods. A teacher with 15 instructional periods over the course of the 4-letter day cycle is considered to have 5.0 instructional classes. Any teacher with more than 15 instructional periods over the course of the 4-day (A,B,C,D) cycles considered to have more than 5.0 instructional classes. Calculation of over 5.0 instructional classes applies in marking periods where the teacher is actually teaching in excess 5.0 instructional classes.

16. All employees (except school counselors, nurses, athletic trainers, child study team members, and teachers with more than 5.0 instructional classes per marking period) may be required to work a total of two (2) common periods per marking period without additional compensation during enrichment or PLC.

17. When possible or practical, duties throughout the year (study hall, lunch supervision, hall duty, etc.) will be rotated on a semester basis.

18. Education Specialists (Counselors, Nurses, CST, Success Coach, etc.) where it is necessary to work through their lunch period due to an emergency that affects the welfare of a student may leave at 2:10. The existence of an emergency is to be determined by the Supervisor or Principal.

19. In the event that the Board desires a change in the schedule, and it impacts the existing Collective Bargaining Agreement language, the Board and the Association will meet to discuss substitute language.

ARTICLE XVIII: TEACHER RIGHTS

A. SCOPE

Nothing contained herein shall be construed to deny or restrict to any teacher such rights as the teacher may have under New Jersey Laws or other applicable laws and regulations.

B. DUE PROCESS

Appropriate procedural due process of law shall be afforded teachers in disciplinary matters.

C. REPRESENTATION IN EMPLOYMENT MATTERS

Whenever a teacher is required to appear before the Board or any committee of the Board concerning a matter which could adversely affect continuation of that teacher in their office, position, or employment or the salary or any increments pertaining thereto, said 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/or represent the teacher.

D. CRITICISM

Any question or criticism by a supervisor, administrator, or Board member of a teacher or of his/her instructional methodology shall be made in confidence, except in matters requiring public hearings or adjudication proceedings.

E. FACULTY MEETING AGENDA AND NOTICE

The notice and the agenda for all general faculty meetings shall be given to the teachers at least two days prior to the meeting, except in the case of an emergency meeting. Teacher shall have the opportunity to suggest items for the agenda. Last minute agenda items may be added by the principal.

F. COCURRICULAR ASSIGNMENTS

Teacher participation in co-curricular activities which extend beyond the regularly scheduled in school day shall be voluntary. Where no volunteers are available, the superintendent shall make assignments on a rotating basis.

If a teacher's employment in a co-curricular position will not be recommended for renewal for the following year, the teacher must be informed of that decision before the position can be posted.

G. REDUCTION IN FORCE

If a reduction of force is being considered, the Board shall notify the Association not less than 60 days before the layoff is to occur and, upon request, shall discuss same with the Association.

H. COST OF INSTRUCTIONAL MATERIALS

Teachers shall not be charged for material, supplies and duplicating services for preparation of instructional materials.

ARTICLE XIX: TEACHER EVALUATIONS

A. CERTIFICATION OF EVALUATORS

Teachers shall be evaluated only by persons properly certified by the State to supervise instruction. Teacher evaluation will be consistent with the Teacher Effectiveness and Accountability for the Children of New Jersey (Teach New Jersey, N.J.S.A. 18A: 6-117, et seq.).

B. OPENNESS AND LENGTH OF CLASSROOM OBSERVATIONS

Teacher evaluation will be consistent with the Teacher Effectiveness and Accountability for the Children of New Jersey (Teach New Jersey, N.J.S.A. 18A: 6-117, et seq.). All observations of the performance of teachers shall be conducted openly with full knowledge of the teacher involved. Observations made for the purpose of a written analysis of a teacher's work performance shall involve continuous observation in the classroom for a class period.

C. TEACHER REVIEW OF OBSERVATION REPORT

A teacher shall be afforded the opportunity to review with the observer the contents of the observation report and he/she shall affix his/her signature to it or acknowledge electronically. Teachers shall receive a copy of their Observation Report and/or Summative Evaluation at least Twenty-Four (24) hours prior to their conference with administration, unless a teacher requests an earlier meeting. The report shall have imprinted upon it the following legend:

"The teacher's acknowledgement of this report shall indicate that it has been read by him/her, shall not signify agreement with the contents thereof, and the teacher shall have the right to append any comments to this report."

D. DEROGATORY FILE MATERIAL

No derogatory material will be placed in the teacher's file unless the teacher has been given the opportunity to read same and file an answer. The teacher shall sign the material to indicate the teacher has seen it but such signature shall not signify agreement with the contents thereof.

E. FILE INSPECTION

Upon request, a teacher will be afforded the opportunity to inspect, with the exception of pre-employment information, his/her personnel file in the presence of the superintendent or a designee. After the initial copy, the teacher may have a copy of file materials available for inspection at his/her own expense. There shall be only one official file.

F. OUTSIDE COMPLAINTS

If a complaint regarding a teacher is made by any outside person and such complaint necessitates a formal hearing, then the teacher involved shall have the right to be represented at the hearing.

ARTICLE XX: PROTECTION OF TEACHERS

A. CIVIL ACTION

Whenever any civil action has been brought, or shall be brought, against any teacher for any act or omission arising out of and in the course of the performance of duties of such teacher, the Board shall defray all costs of defending such action, including reasonable counsel fees and expenses together with costs of appeal, if any, and shall save harmless and protect such teacher from any financial loss resulting therefrom. This subparagraph shall apply to use of an automobile in the performance of a teacher's duties; however, the use of such automobile shall have been authorized in writing in advance by the superintendent.

B. CRIMINAL ACTION

Should any criminal action be instituted against any teacher for any act or omission arising out of the performance of the duties of such teacher and such action is dismissed or results in a final disposition in favor of the teacher, the Board of Education shall reimburse that teacher for the cost of defending such action, including reasonable counsel fees and the expense of the original hearing or trial and all appeals.

C. WORKER'S COMPENSATION

Whenever any teacher who is entitled to sick leave pursuant to this Agreement is absent from a post or duty as the result of personal injury caused by an accident arising out of and in the course of employment, the Board shall pay such teacher full salary or wages for the period of one calendar year without having such absence charged to the annual accumulated sick leave provided herein. Salary payments shall be made for absence during the waiting period and during the period the teacher received or was eligible to receive temporary disability benefit under Chapter 15 of Title 34 of the revised statutes. Any amount of salary or wages paid or payable to the teacher pursuant to this section shall be reduced by the amount of Worker's Compensation award made for temporary disability.

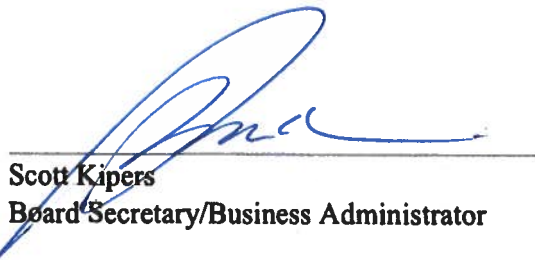
D. SUSPENSION OF A TEACHER

In the event a teacher is suspended by the superintendent and the board president from performing his/her duties for the Board, such suspension shall be with pay pending action by the Board.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their respective corporate officers and have affixed their seals hereto on this XXth day of XXXXXX, 2024.

ATTEST:

BLACK HORSE PIKE REGIONAL SCHOOL DISTRICT BOARD OF EDUCATION



Scott Kipers
Board Secretary/Business Administrator



Kevin Bucceroni
President, Board of Education

BLACK HORSE PIKE EDUCATION ASSOCIATION



John Lawlor
Chairperson, Negotiations Committee



Kim Loring
President, BHPEA

**Black Horse Pike Regional School District
Teachers Salary Guide 2024 - 2027**

| Year One | | | | | | | | |
|-----------|-----------------|--------|---------|---------|--------|---------|---------|--------|
| 2024-2025 | | | | | | | | |
| Step | Step Conversion | BA | BA + 15 | BA + 30 | MA | MA + 15 | MA + 30 | DOC |
| 1 | 1-3 | 59,500 | 60,025 | 60,450 | 61,300 | 62,150 | 63,000 | 63,850 |
| 2 | 4-5 | 60,000 | 60,525 | 60,950 | 61,800 | 62,650 | 63,500 | 64,350 |
| 3 | 6-7 | 60,500 | 61,025 | 61,450 | 62,300 | 63,150 | 64,000 | 64,850 |
| 4 | 8-9 | 61,000 | 61,525 | 61,950 | 62,800 | 63,650 | 64,500 | 65,350 |
| 5 | 10 | 62,000 | 62,525 | 62,950 | 63,800 | 64,650 | 65,500 | 66,350 |
| 6 | 11 | 64,500 | 65,025 | 65,450 | 66,300 | 67,150 | 68,000 | 68,850 |
| 7 | 12 | 68,700 | 69,225 | 69,650 | 70,500 | 71,350 | 72,200 | 73,050 |
| 8 | 13 | 73,600 | 74,125 | 74,550 | 75,400 | 76,250 | 77,100 | 77,950 |
| 9 | 14 | 78,600 | 79,125 | 79,550 | 80,400 | 81,250 | 82,100 | 82,950 |
| 10 | 14A | 83,650 | 84,175 | 84,600 | 85,450 | 86,300 | 87,150 | 88,000 |
| 11 | 14B | 88,600 | 89,125 | 89,550 | 90,400 | 91,250 | 92,100 | 92,950 |
| 12 | 15 | 94,000 | 94,525 | 94,950 | 95,800 | 96,650 | 97,500 | 98,350 |

| Year Two | | | | | | | | |
|-----------|-----------------|--------|---------|---------|--------|---------|---------|---------|
| 2025-2026 | | | | | | | | |
| Step | Step Conversion | BA | BA + 15 | BA + 30 | MA | MA + 15 | MA + 30 | DOC |
| 1 | 1 | 60,000 | 60,525 | 60,950 | 61,800 | 62,650 | 63,500 | 64,350 |
| 2 | 2-4 | 60,500 | 61,025 | 61,450 | 62,300 | 63,150 | 64,000 | 64,850 |
| 3 | 5-6 | 61,000 | 61,525 | 61,950 | 62,800 | 63,650 | 64,500 | 65,350 |
| 4 | 7-8 | 61,500 | 62,025 | 62,450 | 63,300 | 64,150 | 65,000 | 65,850 |
| 5 | 9-10 | 62,500 | 63,025 | 63,450 | 64,300 | 65,150 | 66,000 | 66,850 |
| 6 | 11 | 64,500 | 65,025 | 65,450 | 66,300 | 67,150 | 68,000 | 68,850 |
| 7 | 12 | 68,700 | 69,225 | 69,650 | 70,500 | 71,350 | 72,200 | 73,050 |
| 8 | 13 | 73,600 | 74,125 | 74,550 | 75,400 | 76,250 | 77,100 | 77,950 |
| 9 | 14 | 78,600 | 79,125 | 79,550 | 80,400 | 81,250 | 82,100 | 82,950 |
| 10 | 14A | 84,025 | 84,550 | 84,975 | 85,825 | 86,675 | 87,525 | 88,375 |
| 11 | 14B | 89,600 | 90,125 | 90,550 | 91,400 | 92,250 | 93,100 | 93,950 |
| 12 | 15 | 96,000 | 96,525 | 96,950 | 97,800 | 98,650 | 99,500 | 100,350 |

| Year Three | | | | | | | | |
|------------|-----------------|--------|---------|---------|--------|---------|---------|---------|
| 2026-2027 | | | | | | | | |
| Step | Step Conversion | BA | BA + 15 | BA + 30 | MA | MA + 15 | MA + 30 | DOC |
| 1 | 1-2 | 60,500 | 61,025 | 61,450 | 62,300 | 63,150 | 64,000 | 64,850 |
| 2 | 3-5 | 61,000 | 61,525 | 61,950 | 62,800 | 63,650 | 64,500 | 65,350 |
| 3 | 6-7 | 61,500 | 62,025 | 62,450 | 63,300 | 64,150 | 65,000 | 65,850 |
| 4 | 8-9 | 62,500 | 63,025 | 63,450 | 64,300 | 65,150 | 66,000 | 66,850 |
| 5 | 10-11 | 65,000 | 65,525 | 65,950 | 66,800 | 67,650 | 68,500 | 69,350 |
| 6 | 12 | 69,000 | 69,525 | 69,950 | 70,800 | 71,650 | 72,500 | 73,350 |
| 7 | 13 | 74,000 | 74,525 | 74,950 | 75,800 | 76,650 | 77,500 | 78,350 |
| 8 | 14 | 79,000 | 79,525 | 79,950 | 80,800 | 81,650 | 82,500 | 83,350 |
| 9 | 14A | 84,800 | 85,325 | 85,750 | 86,600 | 87,450 | 88,300 | 89,150 |
| 10 | 14B | 91,200 | 91,725 | 92,150 | 93,000 | 93,850 | 94,700 | 95,550 |
| 11 | 15 | 98,000 | 98,525 | 98,950 | 99,800 | 100,650 | 101,500 | 102,350 |

Curricular Stipend Multipliers (Schedule E)

COCURRICULAR SALARY GUIDE

Except where noted, the rate below shall be multiplied by the salary designated as Step Four of the Class B Salary Guide appearing as Schedule D of this Agreement, to arrive at the cocurricular stipend.

| Coaching/Athletics | Position | Rate | 2024-25 | Rate | 2025-26 | Rate | 2026-27 |
|-----------------------------------|----------|----------|--------------|----------|--------------|----------|--------------|
| Fall Cheerleading | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | JV Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| | Fr Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Winter Cheerleading | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | JV Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| | Fr Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Cross Country | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | JV Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Fall Tennis | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | V Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| | JV Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Football | Head | 0.166152 | \$ 10,135.27 | 0.166152 | \$ 10,218.35 | 0.166152 | \$ 10,384.50 |
| | V Asst | 0.110803 | \$ 6,758.98 | 0.110803 | \$ 6,814.38 | 0.110803 | \$ 6,925.19 |
| | JV Asst | 0.110803 | \$ 6,758.98 | 0.110803 | \$ 6,814.38 | 0.110803 | \$ 6,925.19 |
| | Fr Asst | 0.110803 | \$ 6,758.98 | 0.110803 | \$ 6,814.38 | 0.110803 | \$ 6,925.19 |
| Field Hockey | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | JV Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Lacrosse | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | JV Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Soccer | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | V Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| | JV Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Swimming | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | V Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Basketball | Head | 0.1571 | \$ 9,583.10 | 0.1571 | \$ 9,661.65 | 0.1571 | \$ 9,818.75 |
| | JV Asst | 0.104768 | \$ 6,390.85 | 0.104768 | \$ 6,443.23 | 0.104768 | \$ 6,548.00 |
| | Fr Asst | 0.104768 | \$ 6,390.85 | 0.104768 | \$ 6,443.23 | 0.104768 | \$ 6,548.00 |
| Wrestling | Head | 0.1571 | \$ 9,583.10 | 0.1571 | \$ 9,661.65 | 0.1571 | \$ 9,818.75 |
| | V Asst | 0.104768 | \$ 6,390.85 | 0.104768 | \$ 6,443.23 | 0.104768 | \$ 6,548.00 |
| | JV Asst | 0.104768 | \$ 6,390.85 | 0.104768 | \$ 6,443.23 | 0.104768 | \$ 6,548.00 |
| Spring Tennis | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | JV Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Softball/Baseball | Head | 0.114964 | \$ 7,012.80 | 0.114964 | \$ 7,070.29 | 0.114964 | \$ 7,185.25 |
| | V Asst | 0.076677 | \$ 4,677.30 | 0.076677 | \$ 4,715.64 | 0.076677 | \$ 4,792.31 |
| | JV Asst | 0.076677 | \$ 4,677.30 | 0.076677 | \$ 4,715.64 | 0.076677 | \$ 4,792.31 |
| | Fr Asst | 0.076677 | \$ 4,677.30 | 0.076677 | \$ 4,715.64 | 0.076677 | \$ 4,792.31 |
| Golf | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | JV Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Track (Boys/Girls) | Head | 0.118606 | \$ 7,234.97 | 0.118606 | \$ 7,294.27 | 0.118606 | \$ 7,412.88 |
| | V Asst | 0.07907 | \$ 4,823.27 | 0.07907 | \$ 4,862.81 | 0.07907 | \$ 4,941.88 |
| Winter Track | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | V Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Volleyball | Head | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| | V Asst | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| E Sports - Fall | Head | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| E Sports - Spring | Head | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| | | | | | | | |
| Ticket Sellers/Takers per game | | 0.001561 | \$ 95.22 | 0.001561 | \$ 96.00 | 0.001561 | \$ 97.56 |
| Photographer/Timers per game | | 0.001561 | \$ 95.22 | 0.001561 | \$ 96.00 | 0.001561 | \$ 97.56 |
| Game Supervision per game | | 0.001561 | \$ 95.22 | 0.001561 | \$ 96.00 | 0.001561 | \$ 97.56 |
| Nurse per game | | 0.002341 | \$ 142.80 | 0.002341 | \$ 143.97 | 0.002341 | \$ 146.31 |
| Nurse for Fall Sports Med per day | | 0.005722 | \$ 349.04 | 0.005722 | \$ 351.90 | 0.005722 | \$ 357.63 |

Curricular Stipend Multipliers (Schedule E)

COCURRICULAR SALARY GUIDE

| Other Activities | Position | OTHER ACTIVITIES | | | | | |
|-------------------------------------|----------|------------------|-------------|----------|-------------|----------|-------------|
| | | Rate | 2024-25 | Rate | 2025-26 | Rate | 2026-27 |
| Newspaper Supervisor | | 0.078030 | \$ 4,759.83 | 0.078030 | \$ 4,798.85 | 0.078030 | \$ 4,876.88 |
| Yearbook Literacy Advisor | | 0.094468 | \$ 5,762.55 | 0.094468 | \$ 5,809.78 | 0.094468 | \$ 5,904.25 |
| Yearbook Business Advisor | | 0.072828 | \$ 4,442.51 | 0.072828 | \$ 4,478.92 | 0.072828 | \$ 4,551.75 |
| Yearbook Asst Literacy | | 0.057222 | \$ 3,490.54 | 0.057222 | \$ 3,519.15 | 0.057222 | \$ 3,576.38 |
| School Public Information | | 0.060343 | \$ 3,680.92 | 0.060343 | \$ 3,711.09 | 0.060343 | \$ 3,771.44 |
| District Public Information | | 0.091555 | \$ 5,584.86 | 0.091555 | \$ 5,630.63 | 0.091555 | \$ 5,722.19 |
| Director of Musical | | 0.093636 | \$ 5,711.80 | 0.093636 | \$ 5,758.61 | 0.093636 | \$ 5,852.25 |
| Asst Director; Musical | | 0.062424 | \$ 3,807.86 | 0.062424 | \$ 3,839.08 | 0.062424 | \$ 3,901.50 |
| Musical Asst | | 0.044009 | \$ 2,684.55 | 0.044009 | \$ 2,706.55 | 0.044009 | \$ 2,750.56 |
| Stage Crew Supervisor | | 0.083232 | \$ 5,077.15 | 0.083232 | \$ 5,118.77 | 0.083232 | \$ 5,202.00 |
| Coordinator of Dramatics | | 0.031212 | \$ 1,903.93 | 0.031212 | \$ 1,919.54 | 0.031212 | \$ 1,950.75 |
| One-Act Play Director | | 0.026530 | \$ 1,618.33 | 0.026530 | \$ 1,631.60 | 0.026530 | \$ 1,658.13 |
| Fall Drama Production Advisor | | 0.062425 | \$ 3,807.93 | 0.062425 | \$ 3,839.14 | 0.062425 | \$ 3,901.56 |
| Asst Director; Fall Production | | 0.020808 | \$ 1,269.29 | 0.020808 | \$ 1,279.69 | 0.020808 | \$ 1,300.50 |
| National Honor Society Advisor | | 0.026530 | \$ 1,618.33 | 0.026530 | \$ 1,631.60 | 0.026530 | \$ 1,658.13 |
| Student Council Advisor | | 0.066378 | \$ 4,049.06 | 0.066378 | \$ 4,082.25 | 0.066378 | \$ 4,148.63 |
| Asst Student Council Advisor | | 0.020808 | \$ 1,269.29 | 0.020808 | \$ 1,279.69 | 0.020808 | \$ 1,300.50 |
| Service Club Advisor | | 0.047754 | \$ 2,912.99 | 0.047754 | \$ 2,936.87 | 0.047754 | \$ 2,984.63 |
| D.E.C.A. Advisor | | 0.036414 | \$ 2,221.25 | 0.036414 | \$ 2,239.46 | 0.036414 | \$ 2,275.88 |
| F.B.L.A. Advisor | | 0.036414 | \$ 2,221.25 | 0.036414 | \$ 2,239.46 | 0.036414 | \$ 2,275.88 |
| Peer-to-Peer/Student-to-Student | | 0.036414 | \$ 2,221.25 | 0.036414 | \$ 2,239.46 | 0.036414 | \$ 2,275.88 |
| School Activities Treasurer | | 0.093636 | \$ 5,711.80 | 0.093636 | \$ 5,758.61 | 0.093636 | \$ 5,852.25 |
| Peer Mediation Coordinator | | | \$ 1,000.00 | | \$ 1,000.00 | | \$ 1,000.00 |
| All Chartered and Approved Clubs | | 0.020808 | \$ 1,269.29 | 0.020808 | \$ 1,279.69 | 0.020808 | \$ 1,300.50 |
| Television Broadcasting News Team | | 0.066378 | \$ 4,049.06 | 0.066378 | \$ 4,082.25 | 0.066378 | \$ 4,148.63 |
| Tech Squad | | 0.020808 | \$ 1,269.29 | 0.020808 | \$ 1,279.69 | 0.020808 | \$ 1,300.50 |
| World of Difference Advisor | | 0.066378 | \$ 4,049.06 | 0.066378 | \$ 4,082.25 | 0.066378 | \$ 4,148.63 |
| Administrative Detention (per hour) | | 0.000832 | \$ 50.75 | 0.000832 | \$ 51.17 | 0.000832 | \$ 52.00 |
| Strength and Conditioning | Summer | 0.042105 | \$ 2,568.41 | 0.042105 | \$ 2,589.46 | 0.042105 | \$ 2,631.56 |
| | Fall | 0.080787 | \$ 4,928.01 | 0.080787 | \$ 4,968.40 | 0.080787 | \$ 5,049.19 |
| | Winter | 0.087061 | \$ 5,310.72 | 0.087061 | \$ 5,354.25 | 0.087061 | \$ 5,441.31 |
| | Spring | 0.063163 | \$ 3,852.94 | 0.063163 | \$ 3,884.52 | 0.063163 | \$ 3,947.69 |
| Full Trainer | | 0.149297 | \$ 9,107.12 | 0.149297 | \$ 9,181.77 | 0.149297 | \$ 9,331.06 |
| Choir Director | | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Chorale Director | | 0.031212 | \$ 1,903.93 | 0.031212 | \$ 1,919.54 | 0.031212 | \$ 1,950.75 |
| Marching Band Director | | 0.110822 | \$ 6,760.14 | 0.110822 | \$ 6,815.55 | 0.110822 | \$ 6,926.38 |
| Asst Marching Band Director | | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Marching Band Asst | | 0.041616 | \$ 2,538.58 | 0.041616 | \$ 2,559.38 | 0.041616 | \$ 2,601.00 |
| S.T.E.A.M. Academy | | 0.066378 | \$ 4,049.06 | 0.066378 | \$ 4,082.25 | 0.066378 | \$ 4,148.63 |
| Summer Band Asst | | 0.016646 | \$ 1,015.41 | 0.016646 | \$ 1,023.73 | 0.016646 | \$ 1,040.38 |
| Jazz Band/Ensemble Director | | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Class Advisor | | 0.057638 | \$ 3,515.92 | 0.057638 | \$ 3,544.74 | 0.057638 | \$ 3,602.38 |
| Early Morning Supervisor | | 0.043697 | \$ 2,665.52 | 0.043697 | \$ 2,687.37 | 0.043697 | \$ 2,731.06 |
| Indoor Percussion | | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |
| Indoor Colorguard | | 0.070747 | \$ 4,315.57 | 0.070747 | \$ 4,350.94 | 0.070747 | \$ 4,421.69 |

COCURRICULAR SALARY GUIDE LONGEVITY

1. Coaches and Advisors receiving longevity prior to the 2003-2006 contract shall continue to do so but at their 2002-2003 longevity rate. No additional persons shall be eligible for this compensation. In addition, coaches and advisors not part of the Association shall be ineligible for this compensation.