

AGREEMENT

Between the

**BOARD OF EDUCATION OF
WATCHUNG HILLS REGIONAL HIGH SCHOOL DISTRICT**

And the

**WATCHUNG HILLS REGIONAL
EDUCATION ASSOCIATION**

**Aides, Technicians, Clericals, and
Non-supervisory/Non-confidential Administrative Assistants**



COUNTY OF SOMERSET

**Watchung Hills Regional High School
108 Stirling Road
Warren, New Jersey 07059**

CONTRACT PERIOD JULY 1, 2024 THROUGH JUNE 30, 2028

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THIS AGREEMENT made as of the 1st day of July, 2024, by and between the **WATCHUNG HILLS REGIONAL HIGH SCHOOL BOARD OF EDUCATION**, Warren, New Jersey, hereinafter called the "Board" and the **WATCHUNG HILLS REGIONAL EDUCATION ASSOCIATION**, hereinafter called the "Association".

ARTICLE I.

RECOGNITION

Pursuant to N.J.S.A. 34:13A-1 *et seq.*, the Board hereby recognizes the Association as majority representative and as sole and exclusive representative for collective negotiations for the terms and conditions of employment for all personnel within the following employee unit, whether or not they are members of the Association:

Including all technicians, security aides, teacher aides and clerical employees employed by the Watchung Hills Regional Board of Education, and, after July 1, 2005, the newly created, non-supervisory, non-confidential Administrative Assistants, and

Excluding all other employees including professionals, craftsmen, managerial executives, police, and supervisors within the meaning of the Act.

ARTICLE II

PRINCIPLES

- A. The Board and the Association, the parties of Agreement, accept the provisions of this Agreement as commitments, which they will cooperatively and in good faith honor, support and seek to fulfill.

- B. The provisions of this Agreement will constitute a binding obligation of the parties for the duration hereof or until changed by mutual consent in writing.
- C. If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held by the highest court of final jurisdiction to be contrary to law, then such provision or application shall not be deemed valid, but all other provisions or applications shall continue in full force and effect.

ARTICLE III.

NEGOTIATION OF SUCCESSOR AGREEMENT

- A. Whenever any representative of the Association or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he/she shall suffer no loss in pay.
- B. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter proposals. The Board shall make available to the Association for inspection at reasonable times that information which is available to the public.
- C. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.
- D. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE IV.

EMPLOYEE RIGHTS AND PRIVILEGES

- A. The Board shall not suspend, discipline or discharge any employee except for good and just cause.
- B. Whenever any employee is required to appear before the Superintendent or the Board, or any committee or member thereof, concerning any matter which could adversely affect the employee's position or employment or the salary or any increments pertaining thereto, then the employee shall be given prior notice of the reasons for the appearance and shall be entitled to have present a representative of the Association and/or a person of the employee's choice to advise and represent the employee.

ARTICLE V.

ASSOCIATION RIGHTS AND PRIVILEGES

- A. The Board agrees to furnish the Association in response to all reasonable requests such public records as are in the Board's possession at a charge not to exceed the Board's cost.
- B. Association privileges.
 - 1. Representatives of the Association shall be permitted to transact official Association business on school property provided that this shall not interfere with or interrupt normal operations.
 - 2. The Association and its representatives may use the school buildings for meetings. The principal of the buildings in question shall be notified via the conflict book in advance of

the time and place of all such meetings. Arrangements for meetings at extraordinary times will have prior approval of the principal, and the Association agrees to reimburse the Board for any extra custodial requirements.

3. The Association shall have the right to use school equipment in the building when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incidental to such use and agrees to pay for any loss or damage to the equipment as a result of its usage.
4. A bulletin board will be provided in the Faculty room for the exclusive use of the Association. The president of the Association will be responsible for material posted.
5. The Association shall be permitted the use of internal school mail facilities and the public address system after school hours for routine announcements.

ARTICLE VI.

GRIEVANCE PROCEDURES

A. Definition.

1. A grievance is a claim based on an event or condition, which adversely affects an employee or group of employees and/or is concerned with the interpretation, meaning or application of any of the provisions of this Agreement.
2. An "aggrieved person" is the person or persons making the claim.

3. A "party in interest" is the person or persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose.

1. The purpose of the procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting the welfare or terms and conditions of employment of employees.
2. Nothing herein contained shall be construed as limiting the right of any employee having a problem to discuss the matter informally with any appropriate member of the administration, and having the problem adjusted without the intervention of the Association.
3. An employee or group of employees who in person, by letter, or by petition, appeal directly to the Board of Education for redress of an alleged wrong or violation of the contract agreement, thereby bypassing the grievance procedure outlined in this Article, forfeit the right to use this grievance procedure on the same problem or complaint at a later date.

C. Procedure.

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to

expedite the process. The time limits specified may, however, be extended by mutual agreement.

2. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
3. Failure at any level of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved person to proceed to the next level. Failure at any level of this procedure to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

D. Actual Grievance Redress Procedure

1. Level One. An employee with a grievance shall first discuss it with the employee's immediate superior, with the objective of resolving the matter informally. Action by the aggrieved person must be initiated within thirty (30) calendar days of the time when he/she became aware of the grievance.
2. Level Two. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no

decision has been rendered within five (5) school days after presentation of the grievance, he/she may file his/her grievance in writing to the principal on the forms provided. The principal shall communicate his/her decision, with reasons, to the employee within five (5) school days of receipt of the written grievance.

3. Level Three. The employee, not later than five (5) school days after receipt of the principal's decision may appeal the principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing on the form provided, stating reasons for appeal. The Superintendent shall communicate his/her decisions in writing with reasons to the employee and the principal within ten (10) school days of the receipt of the appeal.
4. Level Four. If the grievance is not resolved to the employee's satisfaction, no later than fifteen (15) school days after receipt of the Superintendent's written decision, he/she may request a review by the Board of Education. The request shall be submitted in writing on the form provided through the Superintendent of Schools who shall attach all related papers and forward the request to the Board of Education within ten (10) school days of receipt of the request for review. The Board or a committee thereof shall review the grievance and shall, at the option of the Board or the request of a grievant, hold a hearing with the employee

and render a decision in writing, with reasons, within thirty-one (31) calendar days of receipt of the grievance by the Board, or of the date of the hearing with the employee whichever comes later.

5. Level Five.

- a. A grievance to proceed to Level Five must be concerned with the interpretation or meaning or application of any of the provisions of this Agreement.
- b. In the event that the aggrieved person is not satisfied with disposition of his/her grievance at Level Four, or in the event that the Board does not render a decision within thirty-one (31) school days after the submission of the grievance to the Board, he/she may, within five (5) school days after either of the above, request in writing that the Association submit his/her grievance to binding arbitration. If the Association determines that the grievance is meritorious, it may submit the grievance to binding arbitration by so notifying the Superintendent within five (5) school days after receipt of the request for submission from the aggrieved person.
- c. The Board and the Association shall then attempt to agree on an arbitrator. If no agreement on an arbitrator is reached within three (3) calendar days of the times that the request for binding arbitration is received by the Superintendent, then either party may

submit the grievance to arbitration under the Rules of the New Jersey Public Employment Relations Commission.

- d. The arbitrator so selected shall confer with representatives of the Board and the Association and begin hearings as soon as can be arranged. He shall then be restricted to considering only the question or questions submitted to him. The arbitrator shall have the authority only to interpret and apply the terms of this Agreement and shall not have any authority to alter in any way the terms and conditions of this Agreement or to add any provisions thereto. The arbitrator shall issue his/her decision within thirty (30) calendar days after he/she has concluded the hearings.
- e. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning, and decision only on the issue submitted.
- f. The party against whom the binding arbitration award is rendered shall be deemed the losing party and that party shall be responsible for payment of the fees of the arbitrator.
- g. Each party shall bear the total costs incurred by themselves. (See attached Grievance Form, pages 36-38)

E. Representation

- 1. Any aggrieved person may be represented at all stages of the grievance procedure by himself and/or at his option by a

representative selected or approved by the Association. However, the aggrieved person has the right to only one (1) representative at Level One.

2. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all formal stages of the grievance procedure.
3. Any grievance submitted by a group shall be represented by no more than three (3) representatives for the group.

F. Miscellaneous

1. All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file, and shall not be kept in the personnel file of any of the participants.
2. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of this procedure.
3. Even though a grievance has been filed and is pending all employees shall continue to adhere to all administrative directives and Board policies until such time as the matter in dispute has been resolved through the grievance/arbitration procedure.

4. No reprisal of any kind shall be taken by the Board or any member of the administration against an individual or individuals participating in the specified grievance procedure by reason of such participation.
5. After the grievance procedure has been exhausted the grievance may not be resubmitted provided the grievance procedure has been adhered to.
6. Voluntary termination of a contract by a grievant terminates any unresolved grievance after the effective termination date.

ARTICLE VII.

WORK YEAR

A. 12-Month Employees:

1. Offices will be closed on the following nine (9) holidays:

Independence Day

Labor Day

Thanksgiving (Thursday & Friday)

Christmas Holiday (two days)

New Year's Day

Good Friday

Memorial Day

If any of these holidays fall on a Saturday or Sunday, the preceding Friday or the following Monday shall be determined to be a holiday by the Superintendent and the Association.

2. If school will be in session and the offices will open on the six (6) holidays listed in Article VII(A)(3), the employees

will receive these six (6) holidays as alternate days during the year at their discretion upon approval by the principal.

3. If school is closed, the employee shall have these days off:

Columbus Day
Election Day
Veteran's Day
Lincoln's Birthday
Washington's Birthday
Martin Luther King Day

In addition and with reference to Martin Luther King holiday, prior written request and approval is required.

If any of these six days fall on a Saturday or Sunday, the employee will add one day to vacation to be taken at the employee's discretion upon approval by the principal.

Employees will be expected to be at school on these six days unless they are excused by their immediate supervisor or unless they fall on a Saturday or Sunday.

4. The day before Thanksgiving shall be one-half day.
5. Twelve-month employees will be allowed to leave at the same time as teachers in the event that teachers are dismissed due to an emergency declared by the Administration.

B. 10-Month Employees:

1. Ten (10) month employees shall work 188 days per year and shall receive seven (7) paid holidays. The seven (7) holidays shall be selected from the nine (9) holidays given to twelve-month employees. The decision as to which holidays shall be dropped shall be determined by the Superintendent and the Association by June 30.

2. If any holiday listed falls on a Saturday or Sunday, the employees shall be entitled to take as a holiday the preceding Friday or the following Monday as shall be determined by the Superintendent and the Association.
 3. Instructional Aides shall work the same calendar as teachers.
 4. Ten-month employees will be allowed to leave at the same time as the teachers in the event the teachers are dismissed due to an emergency declared by the administration.
- C. Secretarial staff will have a half day on the day before winter break and the day before Thanksgiving, provided students and teachers have a half day on those days.

ARTICLE VIII.

TYPES OF LEAVES

A. Vacations

1. 12-Month Employees:

One day per contract month during the first year, (July 1-June 30) of employment (not to exceed 10 days), two weeks (10 days) during the second year and each year thereafter up until five (5) years of employment, three weeks (15 days) in the sixth year of employment and each year thereafter up until the tenth year of employment, and four weeks (20 days) in the eleventh year of employment and each year thereafter.

2. 10-Month Employees:

Beginning July 1, 2005, all 10-month employees will be placed on a salary guide that has taken into consideration and

compensated them for vacation time previously available under the contract. Therefore, beginning July 1, 2005, 10-month employees will not be eligible for vacation time.

3. Vacation Time:

One half of earned time for 12-Month employees may be taken when school is in session with prior approval of the principal. Vacation may only be accumulated and carried forward for one year and if not used during such time, the vacation so accumulated shall be lost except when the employee is prevented from using such time due to the needs of the district.

B. Child Care Leave: Tenured Employees.

1. A tenured employee may request a child care leave without pay and the said leave shall be granted. The effective date and the duration of the leave shall be mutually agreed upon by the Superintendent and the employee.

Early notification to the Superintendent is desirable for replacement purposes.

2. Any tenured employee adopting an infant child shall receive similar leave which shall commence upon receiving de facto custody of said infant, or earlier, if necessary to fulfill the requirements for the adoption. The Superintendent must be notified as soon as adoption is applied for and kept up to date as to status.

C. Sick Leave: 12 and 10-Month Employees.

1. Twelve (12) days absence for personal illness with full pay in any school year for twelve-month employees: ten (10) days for ten-month employees. (N.J.S.A. 18A:30-3, 3.1)
2. Unused days of sick leave shall be accumulative without limit, beginning from the date of the employee's continuous employment by the Board. (N.J.S.A. 18A:30-3, 3.1)
3. In all absences under this section exceeding five (5) consecutive working days, the employee must file a physician's certificate with the principal of the school. (N.J.S.A. 18A:30-4).
4. By October 1 of each year, all employees shall be given a written accounting of accumulated sick-leave days as of June 30 of that calendar year.
5. Payment of unused sick leave upon retirement.
 - a. Eligibility: All full-time employees who have accumulated a minimum of seventy-five (75) unused sick days at the time of retirement from the district and who are eligible for pension benefits under the Public Employees Retirement System of the State of New Jersey shall be entitled to be paid in a lump sum upon retirement in an amount to be determined in accordance with the provisions of this section.
 - b. Exceptions: No employee shall be entitled to payment of this benefit upon returning from a leave of absence,

other than sick leave, until said employee has completed a minimum of ten months work.

- c. Benefit: Each eligible employee shall receive \$109.00 for each unused sick day up to a maximum payment of \$10,900.00. For example, if an employee retires during the specified year and has 75 unused sick leave days, that employee shall receive a lump sum payment in the amount of \$8,175.00. If the employee retires with 122 unused sick leave days during the specified year, that employee shall receive the maximum payment of \$10,900.00.
- d. Employees must provide a minimum of 120 days notice of intent to retire or lose this benefit. If there are unforeseen circumstances that would cause an employee to make the decision to retire on less than 120 days notice, the Board may extend that same unused sick day benefit afforded to those who notified properly.

D. Personal Reasons:

Three (3) days of absence per school year for personal business without reason having to be stated will be granted within the following limits:

- 1. Except in cases of emergency, application for personal leave must be made to the principal/supervisor or designated representative at least three (3) days before the date on which the absence is requested.

2. No more than six percent (6%) of the bargaining unit members shall be permitted such leave on any given day. Priority will be established in the order of the requests received.
3. No more than two (2) consecutive days of personal leave will be permitted.
4. Unused personal days shall convert to sick days and be added to an employee's sick leave bank at the end of each year
5. Personal days may not be taken on a day immediately preceding or following the NJEA Convention, the winter break or spring break, except as may be approved at the Supervisor's discretion on a case-by-case basis.

E. Illness in Immediate Family:

1. Where personal presence is advisable because of critical illness in the employee's immediate family, absences may be allowed with pay for five (5) working days in each school year. Additional time with pay may be granted in special emergencies at the discretion of the Superintendent.
2. Leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of the employee's immediate family. Additional leave may be granted at the discretion of the Board. No increment, experience or credit will be granted, nor shall such time count toward the fulfillment of the time requirements for acquiring tenure.

F. Death in Immediate Family:

1. Absences due to death in the employee's immediate family (defined herein as spouse, domestic partner [N.J.S.A. 26:8A-3], civil union partner [N.J.S.A. 37:1-29], child, grandparents, mother, father, sister, brother, mother-in-law and father-in-law) may be allowed with pay for a period not exceeding five (5) consecutive school days in each case. Such leave is for the purpose of arranging for and attending the funeral and a brief period of mourning in close proximity to the date of death, or to attend a memorial service within sixty (60) days of the date of death.
2. Employees shall be granted up to one (1) bereavement day to attend the funeral, memorial service (within 60 days of death) or cremation of another relative or close friend not included in the above definition of immediate family member. No more than a total of two (2) such one-day leaves shall be granted to an employee per school year.
3. In the event of extenuating circumstances, the 60-day restriction on proximity of a memorial service to date of death may be waived with the approval of the Superintendent.

G. Jury Duty:

Personal leave for jury duty shall be granted with pay. The payment by the court to the person on jury duty shall be submitted to the Board.

H. Military:

1. Absences for examination for military service shall be allowed with pay.
2. Leave of absence with pay for organized militia duty or reserve training shall be given according to state law.

I. Other:

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

1. All requests, extensions or renewals of extended leave shall be applied for in writing. The Superintendent shall give written notification of the Board's decision to the employee requesting the extension of the leave.
2. Leave taken pursuant to this Article shall be in addition to any sick leave except as indicated in D-3 in this Article.

ARTICLE IX

DAILY WORK HOURS

- A. When school is in session, as mutually agreed upon between the administration and the employee, the work day shall consist of eight (8) hours including a forty-five (45) minute uninterrupted lunch period.
- B. When school is not in session, office hours shall be 37.5 hours per week, including one uninterrupted hour for lunch.
- C. Coffee Breaks.
 1. Two (2) uninterrupted periods of fifteen (15) minutes (one in a.m. and one in p.m.).

2. The times shall be standardized and mutually agreed upon by the employee and immediate supervisor.
 3. The staff has an option of either a three-quarter hour lunch, with a one quarter hour break in the afternoon or a one hour lunch with no afternoon break, provided prior approval to do so is obtained from their supervisor.
- D. An employee shall notify an individual designated by the administration of unavailability for work as soon as possible, but in no case later than 7:00 a.m., on the day of the anticipated absence, except in the case of an emergency.
- E. When school classes are canceled due to inclement weather employees shall report to work by 12:00 noon unless excused by the Superintendent or designee.
- F. Aides shall be guaranteed a duty-free lunch period. In addition, aides shall be guaranteed a prep period, equal to the length of a student period, three (3) out of every four (4) workdays. Aides do not receive the breaks set forth herein.

ARTICLE X.

DUES DEDUCTION

- A. Deduction from Salary.

The Board agrees to deduct from the salaries of its employees dues for the Watchung Hills Regional Education Association, the Somerset County Educational Association, the New Jersey Education Association and the National Education Association as said employees individually and voluntarily authorize the Board to

deduct. Such deductions shall be made in compliance with Chapter 311, Public laws of 1967 (N.J.S.A. 52:14-15.9(e)) and under rules established by the New Jersey State Department of Education.

B. Representation Fee.

1. Purpose of Fee.

If an Aide, Technician or clerical does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

2. Amount of Fee/Notification.

Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fees to be paid by non-members will be determined by the Association in accordance with the law.

3. Deduction and Transmission of Fee.

a. Notification. On or about the 15th of September of each year the Board will submit to the Association a list of all employees in the bargaining unit. On or about

December 1 of each year the Association shall notify the Board of Education as to the names of those employees who are required to pay the representation fee.

- b. Payroll Deduction Schedule. The Board will deduct from the salaries of the employees referred to in Section B-1, the full amount of the yearly representation fee in equal installments beginning with the first paycheck in January.
- c. Termination of Employment. If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck to said employee during the membership year in question.
- d. Mechanics. Except as otherwise provided in this Article, the mechanics for transmission of such fees to the Association will, as nearly as possible, be the same as those used for the transmission of regular membership dues to the Association.
- e. Changes. The Association will notify the Board in writing of any changes in the list provided for in paragraph 1 above and/or the amount of the representation fee, and such changes will be reflected

in any deductions made more than 10 days after the Board received said notice.

- f. New Employees. On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding 30 day period. The list will include names, social security numbers, job titles, dates of employment and places of assignment for all such employees. The Board will also notify the Association of any change in the status of an employee regarding transfer, leave of absence, return from leave, retirement, resignation, separation from employment, death.

4. Hold Harmless.

The Association shall indemnify, defend and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Board in reliance upon salary deductions made pursuant to this Article.

ARTICLE XI.

INSURANCE COVERAGE

A. Entitlement.

To be eligible for insurance benefits, a salaried employee must be employed for a minimum of twenty (20) working hours per week and

must have a minimum of sixty (60) days employment before becoming eligible to apply.

Hourly employees must have a minimum of sixty (60) days of continuous employment and work a minimum of thirty (30) hours per week in order to be eligible for the benefits set forth in this Article.

1. Effective August 1, 2004, the Board exercised its right to leave the State Health Benefit Plan and provided coverage under Horizon Blue Cross Blue Shield of New Jersey (which was equal to or better than the coverage provided under the Comprehensive Blue Cross and Blue Shield with Rider J and full Major Medical Coverage under the plan provided by the State of New Jersey Public School Employees' Health Benefits plan.) Two plans were offered: Traditional Coverage and the Open Access POS Plan (Direct Access). The POS plan offered 100% in-network coverage with a \$5 co-pay and 70%/30% out-of-network coverage of reasonable and customary charges with \$100 deductible for single coverage and \$250 deductible for other coverage as well as \$2,000 out-of-network out-of-pocket maximum for single coverage and \$5,000 out-of-network out-of-pocket maximum for other coverage. The Board continued to bear 100% of the premium cost of the new medical benefit plan for all eligible employees and their eligible dependents.
2. All Employees working on or after July 1, 2008 are eligible to enroll into the Open Access POS Plan (Direct Access). This

plan, for all eligible enrolled employees, offers 100% in-network coverage with a \$5 co-pay and 80%/20% out-of-network coverage for reasonable and customary charges with \$100 deductible for single coverage and \$250 deductible for other coverage and \$1,000 out-of-network out-of-pocket maximum for single coverage and \$2,500 out-of-network out-of-pocket maximum for other coverage.

3. Elimination of Traditional Indemnity Health Insurance Plan -
The parties agree that the Traditional Indemnity Health Insurance Plan will be eliminated as of June 30, 2010 and no member of the WHREA shall be permitted to enroll in the Traditional Indemnity Health Insurance Plan for any period after June 30, 2010. Until that time, the only members of the WHREA who can choose the Traditional Indemnity Health Insurance Plan are the WHREA members who are currently enrolled in the Traditional Indemnity Health Insurance Plan and who have not elected to opt-out of the Traditional Indemnity Health Insurance Plan pursuant to Section 4, below. Any WHREA members who have not changed their Health Insurance Plan choice from the Traditional Indemnity Health Insurance Plan will, effective July 1, 2010, automatically be moved into the Open Access POS Plan (Direct Access).
4. The Board and the Association agree to reopen negotiations no sooner than May 1, 2017, at the request of either party, solely on the issue of modification of the base health

insurance plan, provided the "Cadillac Tax" or any similar penalty under the Affordable Care Act or any successor legislation is in effect, or will become effective, during the life of this Agreement.

5. Upon satisfactory proof of alternate coverage, employees who waive health benefit coverage to which they are entitled through this agreement shall receive the following payments. Payments are not to be considered a salary payment and, as such, are not pensionable. Any tax liability is the responsibility of the employee. One-half of the following opt-out amount will be paid to the eligible employee twice per year, once in December and once in June:

- a. Single Coverage - \$1,291
- b. Two Adults - \$2,874
- c. Family Coverage - \$3,344
- d. Parent/Child - \$1,907

6. The Board shall provide for each employee, upon enrollment, a description of the health care insurance coverage provided under this Article which shall include a clear description of conditions and limits of coverage.

- B. The Board shall provide effective July 1, 1988, 100% of the premium cost of dental coverage for employees under the 100%-80%-50%-Delta Dental Plan of New Jersey. It is understood that the Board may substitute comparable coverage under any other plan at any time in

its sole discretion. In addition and effective July 1, 1988, or as soon thereafter as may be practicable, the Board shall provide the above upgraded dental coverage for employee's eligible dependents. The Board shall pay 25% of the premium. In addition, effective July 1, 1989 the Board shall pay 100% of the premium cost of the coverage with the Board's liability for said payment capped at the premium rate for school year 1989-90.

- C. The Board shall provide at no cost to its employees long term disability coverage for those unable to work for medical reasons the cause of which is not work-related accident or injury. An employee who is certified as being unable to work for medical reasons must serve a waiting period of ninety (90) calendar days or use all accumulated sick time, whichever is greater. The Board, through this long-term disability plan pays sixty-five percent (65%) of the employee's salary until age 65, less any other benefits such as Social Security disability payments.

ARTICLE XII.

PROTECTION OF EMPLOYEES

- A. Employees shall immediately report cases of assault suffered by them in connection with their employment to their principal or other immediate superior.
- B. Such notification shall be immediately forwarded to the Superintendent who shall comply with any reasonable request from the employee for information in the possession of the Superintendent relating to the incident or the persons involved,

shall act in appropriate ways as liaison between the employee, the police and the court.

ARTICLE XIII.

EMPLOYMENT PROCEDURES

- A. Depending on the position, contracts are to be offered on a ten (10) or twelve (12) month basis.
- B. Resignation.
 - 1. An employee who is resigning from his/her position shall give thirty (30) days prior written notice.
 - 2. Earned vacation shall be paid according to the proportion of full months worked to the total contract year, unless proper notice has not been given. If the full thirty (30) day notice is not given, earned vacation shall be paid only in the same proportion as the amount of notice actually given.
- C. Notice of vacancies and promotional opportunities.
 - 1. Notice of vacancies and promotional opportunities within the school district shall be forwarded to the Association for posting upon receipt when school is in session.
 - 2. Employees interested in applying for any of these vacancies may indicate their interest in writing to the Superintendent within ten (10) days of submission of the notice to the Association. Such positions shall not be filled during the ten (10) day period.
 - 3. Employees who wish to be informed of vacancies and promotional opportunities which may occur during the summer months shall

leave a statement to that effect for the Superintendent prior to the close of school in June so notice of vacancies and promotional opportunities can be mailed to them. A copy of this notice shall be mailed to the Association. Upon receipt of this notice of vacancies and promotional opportunities, the employee should phone immediately about his/her interest in such position and then apply formally by return mail.

4. Notice of the selection of the successful candidates will be sent to all applicants and the Association.

ARTICLE XIV.

PERSONNEL RECORDS

- A. An employee may request in writing a review of his/her personnel file at the end of a one year period. A tenure employee may remove derogatory or obsolete material retained beyond three (3) years. An employee may supplement his/her folder with pertinent material.
- B. Final evaluation of an employee upon termination of his/her employment shall be concluded prior to severance, and no documents and/or other material shall be placed in the personnel file of such employee after severance or otherwise than in accordance with the procedure set forth in this Article.
- C. All evaluations shall be conducted openly. No mechanical devices shall be used for the purpose of eavesdropping.

ARTICLE XV.

SALARIES AND FRINGE BENEFITS

- A. The salaries of all administrative assistants, secretaries, aides and technicians are covered by this Agreement and are set forth in Schedules which are attached hereto and made a part hereof.
- B. Members may individually elect to have ten percent (10%) of their monthly salary deducted from their pay. These funds shall be paid on the final payday or according to a savings bank plan as requested by the member.
- C. Members employed on a ten (10) month basis are to be paid in twenty (20) installments. Members employed on a twelve-month basis are to be paid in twenty-four (24) installments.
- D. When a payday falls on a school holiday, vacation or weekend, members shall receive their paychecks on the last previous workday.
- E. All employees covered by this Agreement shall receive eighty percent (80%) tuition reimbursement payments for undergraduate school for successfully completed courses with prior approval by the Superintendent. To be covered by this provision, employees must work a minimum of twenty (20) hours per week.
- F. Employees in the unit shall be reimbursed at the prevailing OMB approved rate of cents per mile for use of their personal vehicle for travel on business of the Board of Education when they have obtained prior Board of Education approval in advance of such travel.

- G. Reduced tuition attendance: An employee who does not reside within the boundaries of the Watchung Hills Regional High School District or any sending district shall be permitted to enroll his or her children in the District and pay tuition for such attendance, through a payroll deduction, in the amount of fifty percent (50%) of the current regular educational tuition cost established in the District, so long as the employee remains employed in the District. Procedures and conditions for enrollment and payment of tuition shall be as established by Board Policy and Regulation. This provision is expressly limited to tuition enrollments where the child's educational needs can be met through a program provided within the parameters of the standard educational tuition cost and shall not be applicable to any situation which would require the District to expend additional funds in excess of the amount of the regular tuition charge. The Board's determination to not admit a tuition pupil hereunder shall not be subject to the contractual grievance procedure, including but not limited to binding arbitration. Nothing herein shall limit the right of the Board of Education to discipline any such tuition pupil, including but not limited to expulsion from the District where warranted.

ARTICLE XVI.

MISCELLANEOUS PROVISIONS

- A. Nondiscrimination.

The Board and the Association agree that neither shall discriminate in the application or administration of this Agreement on the basis

of race, creed, color, religion, age, national origin, disability, gender or sexual orientation, except where there is a bona fide occupational qualification.

B. Board Policy.

This Agreement constitutes a Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy. All Board rights and powers in effect prior to the effective date of this Agreement shall remain in effect unless specifically limited by this Agreement.

C. Savings Clause.

Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this Agreement, unless modified by the Board in the exercise of any right or function which was within the Board's authority prior to the effective date of this Agreement.

D. Copies of Agreement.

Copies of this Agreement shall be reproduced at the expense of the Board, which shall then be presented to all employees now employed or hereafter employed by the Board. By mutual agreement, copies shall be printed at the expense of the Board (50%) and the Association (50%) within sixty (60) days after the Agreement is

signed, which shall then be presented to all employees now employed and hereafter employed during the term of this Agreement.

E. No Strikes or Stoppages.

During the term of this Agreement the Association, its officers and members agree that individually or collectively they will not undertake any work stoppage, slowdown, picketing or interference with the normal operation of the school. Failure to report to work because of picketing or because of a dispute between the Board and another employee organization is a violation of this Agreement.

F. Compliance between Individual Contract and Master Agreement.

Any individual contract between the Board and an individual employee, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

G. Notice.

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or registered letter at the following addresses:

1. If by Association to Board at 108 Stirling Road, Warren, New Jersey 07059.
2. If by Board to Association at 108 Stirling Road, Warren, New Jersey 07059

H. Security Cameras

All security cameras located on school grounds are primarily intended to be used for purposes of ensuring safety and security, but may be used for other District purposes. All use of cameras and related video systems for safety or security purposes is solely within the District's discretion and managerial prerogative. If the Board intends to use specific security camera video recordings in its possession for purposes of discipline or evaluation of an employee, it will provide prior notice to the affected employee of its intention to utilize such recording(s).

ARTICLE XVII.

AMENDMENT AND DURATION OF AGREEMENT

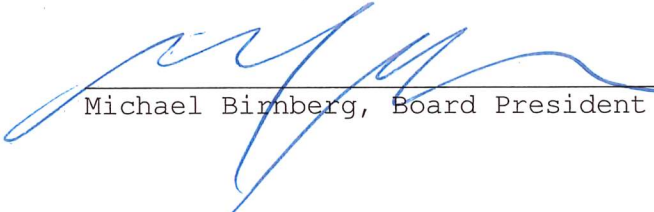
- A. In the negotiations leading to the signing of this Agreement, all parties interested had the right and opportunity to discuss all matters, which may be the subject of collective bargaining. This Agreement constitutes the entire understanding of the parties. During the term of this Agreement, neither party shall be obligated to bargain with respect to any subject or matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either party at the time of negotiation or execution of this Agreement.
- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

C. This Agreement shall remain in full force and effect **from July 1, 2024 through June 30, 2028.**

Signed and Accepted this 5 day of May, 2025.

FOR THE BOARD OF EDUCATION

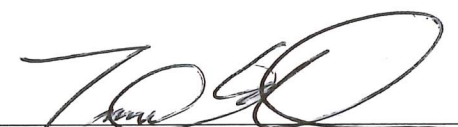
FOR THE EDUCATION ASSOCIATION


Michael Birnberg, Board President


Greg O'Reilly, President WHREA

ATTEST:

WITNESS:


Timothy Stys, SBA/BS


Michael Gangluff
Negotiations Chair

GRIEVANCE REPORT FORM

Grievance No.: _____

Distribution of Form:

1. Superintendent/Principal
2. Association
3. Grievant

Submit to Immediate Supervisor in duplicate.

Building

Assignment

Name of Grievant

Date Filed

STEP I (LEVEL 2)

A. Date Cause of Grievance Occurred: _____

B. (1) Statement of Grievance (attach additional pages if necessary)

(2) Statement of Relief Sought

Date Filed

Signature/Job Title



C. Disposition of Grievance by Immediate Superior

Date Filed

Signature/Job Title

D. Position of Grievant and/or Association

Date Filed

Signature/Job Title

STEP II (LEVEL 3)

A. Date received by Superintendent/Principal or Designee: _____

B. Disposition of Grievance by Superintendent/Principal or Designee

Date Filed

Signature/Job Title



C. Position of Grievant and/or Association

Date Filed

Signature/Job Title

STEP III (LEVEL 4)

Date received by Superintendent/Principal or Designee: _____

Disposition of Grievance by Board of Education

Date Filed

Signature of Board President

SCHEDULE A
Watchung Hills Salary Guides

Watchung Hills Secretarial Salary Guides for 2024-2025

Step	10-month	12-month	Admin
1	48,261	57,915	63,705
2	49,261	59,115	65,025
3	50,261	60,315	66,345
4	51,261	61,515	67,665
5	52,261	62,715	68,985
6	53,261	63,915	70,305
7	54,261	65,115	71,625
8	55,311	66,375	73,010
9	56,446	67,735	74,510
10	57,626	69,150	76,065

Watchung Hills Aide/Security Salary Guides for 2024-2025

Step	Aide	Security
1	48,245	54,223
2	49,360	55,458
3	50,475	56,693
4	51,590	57,928
5	52,705	59,163
6	53,820	60,398
7	54,940	61,634
8	56,060	62,870

Watchung Hills Secretarial Salary Guides for 2025-2026

Step	10-month	12-month	Admin
1	50,011	60,015	66,015
2	51,011	61,215	67,335
3	52,011	62,415	68,655
4	53,011	63,615	69,975
5	54,011	64,815	71,295
6	55,011	66,015	72,615
7	56,011	67,215	73,935
8	57,056	68,465	75,315
9	58,191	69,830	76,810
10	59,371	71,245	78,370

Watchung Hills Aide/Security Salary Guides for 2025-2026

Step	Aide	Security
1	49,785	55,971
2	50,900	57,176
3	52,015	58,381
4	53,130	59,586
5	54,245	60,791
6	55,360	61,996
7	56,480	63,203
8	57,600	64,410

Watchung Hills Secretarial Salary Guides for 2026-2027

Step	10-month	12-month	Admin
1	51,956	62,345	68,580
2	52,956	63,545	69,900
3	53,956	64,745	71,220
4	54,956	65,945	72,540
5	55,956	67,145	73,860
6	56,956	68,345	75,180
7	57,956	69,545	76,500
8	58,956	70,745	77,820
9	60,081	72,095	79,305
10	61,261	73,515	80,865

Watchung Hills Aide/Security Salary Guides for 2026-2027

Step	Aide	Security
1	51,450	57,844
2	52,565	59,019
3	53,680	60,194
4	54,795	61,369
5	55,910	62,544
6	57,025	63,719
7	58,145	64,897
8	59,265	66,075

Watchung Hills Secretarial Salary Guides for 2027-2028

Step	10-month	12-month	Admin
1	54,036	64,845	71,330
2	55,036	66,045	72,650
3	56,036	67,245	73,970
4	57,036	68,445	75,290
5	58,036	69,645	76,610
6	59,036	70,845	77,930
7	60,036	72,045	79,250
8	61,036	73,245	80,570
9	62,036	74,445	81,890
10	63,216	75,860	83,445

Watchung Hills Aide/Security Salary Guides for 2027-2028

Step	Aide	Security
1	53,370	59,972
2	54,485	61,117
3	55,600	62,262
4	56,715	63,407
5	57,830	64,552
6	58,945	65,697
7	60,065	66,846
8	61,185	67,995

