

MEMORANDUM OF AGREEMENT

Between

Lindenwold Board of Education

And

Lindenwold Education Association

The following represents the Memorandum of Agreement ("MOA") between the Lindenwold Board of Education ("LBOE" and/or "Board") and the Lindenwold Education Association ("LEA"), collectively called "the Parties", for a new collective bargaining agreement:

1. **Cover Page and Contract Timelines**: The term of the new collective bargaining agreement shall be July 1, 2024, through June 30, 2027. All relevant dates in the agreement shall be changed to reflect this.
2. **Salary Increase**: The Parties agree to an increase as set forth in the Board's proposal of November 12, 2024, which is attached hereto, subject to parties reaching an agreed upon salary guide. The salary increase shall be retroactive to July 1, 2024. The Board will not seek retroactive reimbursement for any increases to healthcare contributions.

Stipends for extra-curricular and athletics shall be increased by 4.0% in year 1 of the agreement.

3. **Article I(A)** – Instructional Coaches shall be added to the bargaining unit.
4. **Article IV(B)(6)** – Agreement shall be amended to utilize PERC for arbitration.
5. **Article VIII(A)(2) & (K)** – Employees will be notified by email from the Board of Education of sick leave expiration.
6. **Article VIII(A)(2)** – Each shall report the dates of and reason for absence through the attendance management system via phone call or online entry. Evening custodians should report absences no later than four (4) hours before their assigned shift and day custodians should report their absence by 10 pm the day prior to their assignment. In the event of unforeseen circumstances, the custodian shall contact their supervisor immediately.
7. **Article VIII(L)** – An employee who becomes pregnant must apply in writing to the superintendent for a leave of absence before the end of the fourth month of pregnancy.
8. **Article IX(C)** – Military leave without pay shall be granted to any employee who is inducted or enlists in any branch of the Armed Forces of the United State for the period of said induction or initial enlistment. Such leave also will be granted to any employee

who wishes to accompany a spouse for up to two (2) years.

9. **Article X(C)** – Amend to read that courses required to be taken to acquire permanent certification shall not be paid for by the Board, except as approved by the Superintendent.
10. **Article X(D)** – All Certified staff will be given two weeks notice for any professional development workshop required by the Board of Education. A tentative agenda for any in-service day will be provided via district email at least three (3) school days prior.
11. **Article X(E)** – Board of Education will pay a maximum of \$3,500 for tuition reimbursement per individual with a total amount not to exceed \$65,000 for certified staff. For support staff, the Board shall pay \$1,000 for tuition reimbursement per individual with a total amount not to exceed \$5,000.

Add provision “The option to pay a fee to change the status of a credit to obtain college graduate level course status shall not meet compliance with this section of the contract provision for reimbursement, nor degree status movement.”

12. **Article X(H)** – A minimum of two (2) custodians will be granted permission to attend the NJEA Convention in each year upon request and approval, days shall be utilized as professional development days. Proof of attendance shall be submitted following attendance.
13. **Article XIV(H)(1)** – Compensation for Black Seal Licenses shall be added to the eligible custodian’s December 15 pay each year as follows: 2024-25: \$800; 2025-26: \$850; 2026-27: \$900.
14. **Article XIV(K)** - The shoe allowance shall be increased to \$125.
15. **Article XVIII** – No classroom teacher or specialist should be required to substitute for a classroom teacher, except in unpredictable emergencies. For the purpose of this provision, an emergency shall be defined as a situation for which there was no reasonable opportunity to make other arrangement. The administration agrees to follow the substitute coverage protocol listed below: First, a substitute teacher provided by the vendor. Second, a certified staff member during their duty period. Third, assigning a volunteer certified staff member. Fourth, assigning certified staff on a rotating basis.

Certified staff, as approved by the administration who write lesson plans, grade and/or post assignments and keep the grading system updated due to the long-term absence of a colleague or an unfilled teacher position and there is no long-term substitute, shall be compensated at the contractual hourly rate.

16. **Article XX(D)** – Instructional Coaches shall be added to “specialized personnel”.
17. **Article XX(G)** – When circumstances permit, the superintendent shall give tentative notice of assignments to new teachers not later than the last student day.

18. **Article XXII(A)** – Teachers shall indicate their presence for the work day by checking in and checking out on the digital register.
19. **Article XXII(B) & (F)** – The starting and ending times of each day shall be determined by the superintendent of schools after consultation with the administrative staff and input from the LEA co-presidents. The length of the workday for teachers, instructional assistants, hall monitors, PCA's, and LPNs shall be seven hours and fifteen (7:15) minutes, except as set forth in Article XXII, Item F.

Note – this shall begin no earlier than forty-five (45) days after final ratification of the Agreement.

20. **Article XXII(C)(1)** – The normal teaching load in middle and high school grades for all teachers shall be the average of 250 minutes per teaching schedule cycle.

The teaching load for the elementary level shall not exceed 340 minutes during the term of this agreement. This provision shall apply only to this agreement and shall be deleted on June 30, 2027.

21. **Article XXII(C)(1)(b)** – The full stipend amounts for exceeding the teaching load shall be \$6,000.
22. **Article XXII(C)(1)(c)** – All teachers PK-12 are guaranteed not less than a forty (40) minute continuous preparation period and not less than a forty (40) minute continuous lunch and not more than forty seven (47) minutes of duty time per day. On days where staff and students have early dismissal, all teachers PK-12 will be guaranteed not less than a thirty (30) minute continuous prep period and not less than a twenty (20) minute continuous lunch period. On days where students have early dismissal, but are full days for staff, all teachers PK-12 will be guaranteed a thirty (30) minute continuous prep period and not less than forty (40) minutes of a nonconsecutive lunch period. The nonconsecutive lunch periods shall be limited to no more than two (2) periods, with no period being less than ten (10) minutes. The Board shall provide staff with their schedule one week in advance of student only early dismissal days.
23. **Article XXII(C)(1)(c)(iii) & Article XXXII** – During any regular seven hour and fifteen minute (7:15) work day, teacher/staff designated lunch time shall be during a period of student lunch time.
24. **Article XXII(C)(1)(d)** – In cases where regular substitutes are not available, any qualified staff member may be used as substitutes during their non-teaching time on a rotating basis.
25. **Article XXII(C)(e)** – Teachers in grades PK-12 who suffer a loss of guaranteed prep time shall be compensated at a rate of \$30 per forty (40) minute period.
26. **Article XXII(F)(1)** – Buildings meetings conducted after school shall not exceed one (1)

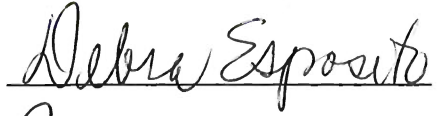
hour. LEA time shall not count towards this time limit.

27. **Article XXXII(A)(5)** – On early dismissal days preceding holidays and on open houses, secretaries may leave thirty (30) minutes after student dismissal. Central Office Secretaries shall leave at 1:30 pm. Secretaries may be asked to return for open house. The last two student days shall be full work days for secretaries.
28. **Article XXXII(A)(7)** – Secretaries shall not be permitted to use vacation time during the last week of August and the first two weeks of September.
29. **Article XXX(C)(1)** – The hourly rate for teachers shall increase to: 2024-25: \$48 per hour; 2025-26: \$49 per hour; 2026-27: \$50 per hour.
30. **Article XXXII(A)(4)** – Secretaries may elect to have a one-half hour lunch from the day after the last student day in June through August 31 in order to shorten their work day by thirty (30) minutes.
31. **Article XXXVI(B)(5)** – Noncertified staff vacations – 12 month employees shall receive one week vacation during the first year to be earned at the rate of .42 days per month and be prorated accordingly in the event the employee should leave before the end of the first year of employment.
32. **Instructional Coaches** – If an instructional coach is required to present information at any district meeting (including in-service days, faculty meetings, department meetings, PLC meetings, instructional academies), the coach will receive fourteen (14) days notice prior to the meeting.
33. **Academic Facilitators** – Academic Facilitators shall receive an annual stipend of \$6,500 which shall include the monthly meeting and ten (10) working days in the summer.
34. **Mentor Teachers** – New teachers to the District who are not enrolled in the state mentoring program will be assigned a District mentor. The District mentor shall be a voluntary position and be paid at the rate of \$250 per school year.
35. **Athletic Stipends** – Add Volleyball to titles.
36. **Lead Nurse** – Stipend at \$4,500.
37. **New Stipends** – New stipend amounts as follows: Color Guard Instructor \$3,500; Audio Video Editing Coordinator \$5,000; Assistant Audio Video Editing Coordinator \$2,500; Cappies Mentor \$2,000.

This agreement is subject to the parties reaching a formal agreement as to the salary guide, the formal ratification by the membership of Lindenwold Education Association as well as the full membership of the Lindenwold Board of Education.

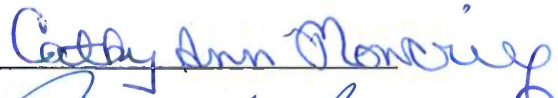
Lindenwold Education Association







Lindenwold Board of Education









Analysis of LEA Guides Combined
2024-2027

	Base Year 2023-2024	Total Cost Summary			3 Yr \$ Inc	3 Yr % Inc	Avg % Inc
		2024-2025	2025-2026	2026-2027			
Teachers	23,592,788	25,329,761	26,231,811	27,171,086	3,578,298	15.2%	5.1%
Instructional Assts	1,712,080	1,791,713	1,874,688	1,953,163	241,083	14.1%	4.7%
Secretarial	883,950	915,726	950,246	985,327	101,377	11.5%	3.8%
LPN	71,838	74,405	76,972	79,539	7,701	10.7%	3.6%
Custodians	1,021,549	1,120,390	1,183,333	1,251,776	230,227	22.54%	7.5%
Total w/out IA Guide	27,282,205	29,231,995	30,317,050	31,440,891	4,158,686	15.2%	5.1%

