AGREEMENT

between

BERGENFIELD BOARD OF EDUCATION

AND

BERGENFIELD EDUCATION ASSOCIATION

2026-2031

INDEX

ARTICLE		PAGE
PREAMBLE		1
1.	RECOGNITION	1
2.	NEGOTIATION OF SUCCESSOR AGREEMENT	2
3.	GRIEVANCE PROCEDURE	3
4.	ASSOCIATION RIGHTS AND PRIVILEGES	5
5.	TEACHER EMPLOYMENT	7
6.	TEACHERS' HOURS	10
7.	TEACHERS' EVALUATION	15
8.	PERSONNEL RECORD FILES	16
9.	TRANSFERS AND REASSIGNMENTS	17
10.	SABBATICAL LEAVE	18
11.	ABSENCE PROVISIONS	23
12.	EXTENDED LEAVES OF ABSENCE	30
13.	BOARD - STAFF RELATIONS	32
14.	CLASS SIZE	34
15.	CLASS COVERAGE	34
16.	INSURANCE PROTECTION	35
17.	REMUNERATION FOR ACCUMULATED SICK DAYS AND RETIREMENT NOTICE STIPEND	37
18.	DIRECT DEPOSIT	38
19.	PAST PRACTICES CLAUSE	39
20.	BOARD RIGHTS AND RESPONSIBILITIES	39
21.	SPECIALISTS	40
22.	GRIEVANCE PROCEDURE (NON-CERTIFICATED PERSONNEL)	40
23.	TENURE (CUSTODIANS)	41
24.	SALARIES (CUSTODIANS)	42
25.	VACATIONS/MISCELLANEOUS (CUSTODIANS)	43
26.	VACATIONS/MISCELLANEOUS (SECRETARIES)	46
27.	SENIORITY PROVISIONS (SECRETARIES)	48
28.	SENIORITY PROVISIONS (CUSTODIANS, BUS DRIVERS AND PARAS)	49
29.	PARAPROFESSIONAL EMPLOYMENT	50
30.	AGENCY SHOP	53
31.	MISCELLANEOUS PROVISIONS	54
32	DURATION OF AGREEMENT	56
33	APPENDIX	57
A-1	TEACHERS' SALARY GUIDE	62
A-2	TEACHERS' ADVANCEMENT CHART	67
B-1	PARAPROFESSIONALS SALARY GUIDE	68
B-2	CLASSROOM PARAPROFESSIONALS' ADVANCEMENT CHART	71
C.	ATHLETIC DEPARTMENT PERSONNEL SALARY GUIDE	72
D.	EXTRA PAY FOR EXTRA SERVICES	74
E-1.	CUSTODIAL SALARY GUIDE	77
E-2.	CUSTODIAL ADVANCEMENT CHART	80
F.	PART-TIME HOURLY EMPLOYEES	81
G-1.	SECRETARIAL SALARY GUIDE	82
G-2.	SECRETARY ADVANCEMENT CHART	85
H-1.	BUS DRIVERS' SALARY GUIDE	86
H-2.	BUS DRIVERS' ADVANCEMENT CHART	89
I.	BELL SCHEDULES	90
J.	TEACHER IN CHARGE	94
K.	AFFIRMATIVE ACTION	95

PREAMBLE

In order to effectuate the provisions of Section 19 of Article I of the Constitution of the State of New Jersey and Chapter 303, P.L. of 1968 as amended by Chapter 123, of 1974, THIS AGREEMENT IS MADE AND ENTERED INTO THIS 18th DAY OF May, 2026 by and between the BERGENFIELD BOARD OF EDUCATION (hereinafter referred to as the "Board") and the BERGENFIELD EDUCATION ASSOCIATION (hereinafter referred to as the "Association").

ARTICLE 1

RECOGNITION

The Board hereby recognizes the Bergenfield Education Association as the exclusive negotiating representatives, as defined under the laws of the State of New Jersey and in accordance with Chapter 303, Public Laws of 1968, as amended by Chapter 123, Public Laws of 1974, (as amended) for custodians, secretaries, bus drivers, paraprofessionals and all certified teaching personnel under contract and all certified part-time hourly employees. The categories of certified personnel included are: classroom teachers, school counselors, nurses, special subject teachers, (art, media specialists, music, physical education and reading), special education teachers, speech therapists and child study team staff. The categories of non-certified personnel are: part-time hourly employees; excluding, school business administrator, assistants to the superintendent, principals, assistant principals, directors and supervisors, transportation foreman, transportation manager, maintenance foreman. The secretary to superintendent, secretary to school business administrator, secretaries to the assistant to the superintendent of curriculum and instruction, secretaries to the assistant superintendent of personnel/director of personnel, payroll manager, business

analyst(s), district accountant and accounts payable manager shall be excluded from the collective negotiations unit as "confidential" employees. The term "employee" when used hereinafter in this agreement shall refer to all employees represented by the name of the employee organization in the negotiating unit as above defined.

ARTICLE 2

NEGOTIATION OF SUCCESSOR AGREEMENT

1. The Board and the Association shall exchange proposals no later than January 15, 2031.

2. The parties shall commence negotiations concerning these proposals during the month of January or as soon as a mutually agreeable date is set.

3. 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.

It is understood that any of these dates may be waived by mutual agreement of the parties in writing. The proposals specified in section 1 above will represent all of the proposals of the parties. As agreements are reached on items, they shall be reduced to writing and initialed by the duly authorized representatives of the Board of Education and the Bergenfield Association. It is understood that the Board and the Association reserve the final authority to review, ratify or reject any tentative agreements reached by the parties' representatives.

ARTICLE 3

GRIEVANCE PROCEDURE

A. DEFINITION:

A grievance for all purposes except arbitration shall consist of any claimed inequitable application or interpretation of the rules, regulations, or contracts bearing upon the employment relationship. For all purposes of arbitration a grievance shall consist of a claimed inequitable application or interpretation of the terms and conditions of this agreement.

B. PROCEDURE:

Step 1 - Informal discussion between building principal and/or director and the grievant at which the Association representative may be present. If no agreement is reached, the grievance and answer shall be reduced to writing within five (5) school days. (No grievance shall be filed later than thirty (30) school days after the alleged grievance became known or should have become known to the aggrieved. Only the Association or Superintendent of Schools may carry a grievance beyond this step).

Step 2 - The written grievances shall be presented to the Superintendent of Schools within ten (10) school days by the Association President or his/her designee and a meeting thereon shall be held within five (5) school days. The Superintendent's answer, in writing, shall be delivered within ten (10) school days of the meeting. The Association or Superintendent of Schools may initiate group grievances at this step.

Step 3 - If the matter is not settled, the written grievance and written answers shall be submitted within ten (10) school days to the Board or its subcommittee. The Association shall meet with

the Board or its subcommittee to discuss the grievance within fifteen (15) school days of the presentation of the grievance. A decision in writing shall be rendered by the Board within fifteen (15) school days after the meeting. Where no arbitrable grievance, step 3 shall be the final step.

Step 4. - Arbitration grievances as defined in Paragraph A above shall concern the application and interpretation of the terms of this agreement. Within ten (10) school days of the Board's action if unsatisfactory to the Association, it may, in writing, demand arbitration. In the case of which a grievance is submitted for arbitration, the arbitrator shall be selected from the panel of and pursuant to the rules of P.E.R.C., 495 W. State Street, P.O. Box 429, Trenton, New Jersey 08625-0429.

Step 5 - Arbitration under this grievance procedure shall not include:

1. The failure or refusal of the Board to renew the contract of a non-tenured teacher.

2. Any matter which concerns a subject for which an alternate method of review is prescribed.

3. Any matter which concerns a subject of educational policy decision-making.

The arbitrator shall be bound by the language of the contract and may neither add to, detract from, or in any way modify the same. The arbitration procedure shall be governed by the rules of the Public Employment Relations Commission. The opinion of the arbitrator shall be binding and any costs arising out of arbitration shall be borne equally between the parties.

ARTICLE 4

ASSOCIATION RIGHTS AND PRIVILEGES

A. The Board agrees, upon written request to the Superintendent and at a mutually agreeable time and place, to provide access to the Association to records normally available to citizens of Bergenfield. In addition, the Board will provide such other records as it deems advisable to assist the Association in its function, including agenda and minutes of all Public meetings of the Board of Education and work experience preparation table for employees covered by this agreement based on figures of August 31st.

B. Representatives of the Association, BCEA, NJEA and NEA may be permitted to conduct official Association business on school property providing that it shall not interfere with or interrupt normal school operations or specifically approved functions. When the official Association business occurs during the in-school workday, the Superintendent or his/her designated representative shall approve such visits prior to their occurrence. When the official Association business occurs on school property outside the school workday or during the lunch period of the participant or participants, the Superintendent or his/her designated representative shall be notified of such visits prior to their occurrence.

C. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings with the approval of the Principal. Likewise the Association shall have the right to use school equipment, with the approval of the Principal, with the understanding that the Association will be responsible for the reasonable cost of all materials and supplies and the repair of damages.

D. The Association may install a bulletin board for its exclusive use in the faculty lounge of each school building.

E. The Association shall have the right to use school mailboxes as it deems necessary for Association material. A copy of such material shall be placed in the principal's mailbox, and the principal or his/her designee must initial the same prior to distribution. If the principal and his/her designee are both unavailable, and the material is considered time-sensitive by the Association, the Association shall be permitted to electronically forward the material to the central office, which shall be considered adequate to satisfy the notice requirements of this provision. Such materials shall be distributed only before or after school hours or during the duty-free lunch period. Except in emergency circumstances, no material shall be hand distributed during the in-school workday.

F. The President of the Bergenfield Education Association shall be allowed one free period a day in which to conduct official Association business. The President of the Association shall have the opportunity to be allowed one (1) additional free period if the Association so notifies the Superintendent in writing of their intention to exercise this option. Said notice must be delivered to the Superintendent with a copy to the building principal no later than May 1st of the school year preceding the school year in which this additional period is to be used. In the event the option is exercised the Association shall pay the Board of Education the cost of this free period which the parties agree is 1/6th of the President's annual wage and shall be paid in full no later than January 1.

G. 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 unit and to no other minority within the recognized organization.

ARTICLE 5

TEACHER EMPLOYMENT

A. 1. The Superintendent of Schools and the Board of Education shall determine each teacher's place on the scale on the basis of training and experience in comparable schools up to a maximum of eight years. No teacher entering with experience outside the Bergenfield system shall be placed at a point higher on the scale than any teacher with equal experience within the system. This provision does not limit the prerogative of the Superintendent from giving credit for more than eight (8) years of experience in situations deemed necessary for the good of the school system.

2. Veterans who have served in the active military or naval service of the United States or of the State of New Jersey, in time of war or an emergency, or for or during any period of training, or pursuant to or in connection with the operation of any system of selected service, will be entitled to receive equivalent years of employment for such service up to a maximum of four years. However, credit for teaching experience in any school system added to military service shall not exceed eight years (for this purpose one year of military service equals one school year). In order to be eligible for such credit, the employee must advise the Board of

his/her prior active military or naval service at the time the offer of employment is accepted by the employee. Should the employee provide such notice at any time following the commencement of employment or initial guide placement, service credit will be provided prospectively only.

3. Credit, not to exceed two years may be granted for service in the Peace Corps, VISTA, National Teachers Corps work or on a Fulbright scholarship.

B. Teachers employed shall be notified of their contract and salary guide status on or before May 15.

C. Teachers shall be notified of their class and/or subject assignments as soon as possible and no later than ten (10) calendar days prior to the end of the school year, except in case of necessary schedule changes.

D. Previously accumulated sick leave days will be restored to all teachers returning to the system from approved leave or R.I.F.

E. No employee will be required to remain in a building or in any part of a building during the removal of hazardous materials when his/her presence in the building or part of the building is prohibited by Federal and/or State Law.

F. The Board shall use its best efforts to notify paraprofessionals of their contract and salary guide status for the ensuing school year before May 15.

G. All teaching staff members shall work the same contractual work year and shall be assigned to the same pupil contact time.

H. Effective July 1, 2014, the following procedures shall govern the development of new extracurricular activities and stipended positions:

a. New extracurricular activities and stipended positions shall be developed only upon application by the Principal and approval by the Board.

b. The Principal shall be required to make such application to the Board by December 15th.

c. Following Board approval, the Board and the Association shall negotiate the appropriate grouping for the new extracurricular activity, as well as the stipend to be paid for the new extracurricular position.

d. The new extracurricular activity shall be in place no later than August 1st of the year following Board approval.

e. Teachers may volunteer for any new stipended position. However, there is no guarantee that the new extracurricular activity will be scheduled annually, and therefore there is no guarantee that the stipend will be paid in the future.

f. The procedures for the supervision and evaluation of extracurricular advisors shall be developed and

implemented in accordance with existing state law and regulation.

ARTICLE 6

TEACHERS' HOURS

A. The normal in-school workday shall consist of not more than six (6) hours and fifty-five (55) minutes for Middle and High School teachers and not more than six (6) hours and forty-two (42) minutes for Elementary School teachers, which shall include a duty-free lunch period of forty-five (45) minutes. This does not include additional requirements as set forth below.

B. Teachers will be required to report for duty ten (10) minutes before the opening of the pupils' school day. Elementary school teachers shall be required to report for duty at 8:20 a.m., middle school teachers shall be required to report to duty at 7:45 a.m., and high school teachers shall be required to report for duty at 7:50 a.m. Teachers shall be required to remain a minimum of ten (10) minutes every day after the close of the pupils' school day. Special rules as to hours may be authorized by the Superintendent of Schools for particular grades and subject matter teachers in consideration of special needs; any hours in excess of above hours shall be with consultation with the President of the Association or his/her designee.

C. Effective upon ratification of the 2015-2018 Agreement, elementary school special subject teachers shall be permitted travel time of thirty (30) minutes between buildings. Effective with the 2026-2027 school year, teachers and

certificated staff members will have 25 minutes of travel time for all district school buildings.

D. Teachers shall indicate their presence in the building by initialing the faculty roster when they enter and leave the building.

E. 1. Effective September, 1996, the normal workday of all 6-12 classroom teachers will consist of the following: 5 teaching periods, 1 operation period, 2 preparation periods, 1 homeroom assignment and 1 lunch period. Effective September, 2014, the normal workday of all 6-12 classroom teachers will consist of the following: 5 teaching periods, 2 preparation periods, 1 homeroom assignment and 1 lunch period. Reductions in the number of teaching periods and reduction of the student load may be at the discretion of the Superintendent of Schools. The daily schedule for all 6-12 classroom teachers will be governed by Bell Schedules, which are attached hereto as Appendix I. The class times set forth therein shall govern the daily schedule and shall be subject to negotiations Block Scheduling: Block scheduling periods shall not exceed 86 minutes, if the Board goes to block scheduling. If the Board reverts back to the old schedule, the contract reverts back to the standard day language for workday. The Board has the right to require that all sixth through twelfth grade teachers teach five classes per day.

The teachers shall remain after the students for ten minutes each day.

2. Team meetings for grades 6-8 will take place on an as needed basis. Teachers performing team meetings during their preparation periods shall be compensated at a rate of $12.00 per preparation period. Effective July 1, 2010, the normal workday for elementary teachers will be six (6) hours and forty-two (42) minutes, inclusive of a duty-free lunch period, which represents an additional ten minutes at the beginning of the workday and ten minutes at the end of the workday over the workday prior to September, 1996. Effective July 1, 2014, the normal workday for elementary school teachers will be six (6) hours and forty-two (42) minutes, inclusive of a forty-five (45) minute duty-free lunch period. Effective July 1, 2016, elementary school preparation periods shall be increased by four (4) minutes, and all elementary school teachers shall be guaranteed a daily preparation period of no less than forty (40) consecutive minutes. Effective July 1, 2022, elementary school teachers shall receive forty (40) additional minutes of preparation time for every five (5) school days. This does not include additional requirements as defined in paragraph B. Elementary teachers include pre-kindergarten through fifth grade and the specialists in those grades.

3. It is agreed that teachers shall attend two (2) meetings each year at no cost to the Board. Thereafter, teachers shall be compensated at the class coverage rate for each I&RS, 504 or IEP meeting attended during preparation time. Teachers shall be available upon request to attend I&RS, 504 and IEP meetings, including annual review, eligibility and evaluation planning meetings, during their preparation time.

4. Effective July 1, 2016, teachers may volunteer to teach an additional course in the form of an online/blended learning opportunity as follows: two (2) courses per discipline, to a maximum of ten (10) courses per year. The compensation shall be $5,000 for full year and $2,500 for half year courses, with additional compensation for preparation and curriculum development at $1,000 for a year-long course and $500 for a half year course. For an online course lasting for one quarter of the year, the compensation shall be $1,250, with an additional $250 for preparation and curriculum development.

5. In an emergency situation a teacher may be assigned an additional teaching period. If a teacher is assigned an additional period, he/she shall be paid 1/6 of their base salary, in lieu of one (1) preparation period.

F. In connection with official duties, teachers shall receive a mileage reimbursement for expenses incurred in the ownership and operation of their automobiles within the course and scope of employment in an amount to equal the prevailing NJOMB (state law) rate.

G. All teachers are to attend Parent's Night/Afternoon, Open House Programs, Orientation Programs, In-service Training Programs and such other programs designated by the Superintendent of Schools. If teachers know they cannot attend, they shall arrange with the Principal or Director to fulfill their obligation. Teachers employed to more than one (1) building may attend such conferences on a rotating basis.

H. High school graduation may be scheduled to occur any day of the work week, Monday through Friday.

I. 1. Teachers will be assigned to chaperone dances and other after school activities on a fair and equitable basis by the Principal. Music teachers' attendance at performances such as concerts, ceremonies and parades that occur outside of contractual hours and are not aligned with stipend positions (i.e., Band Director, Band Coach, Color Guard Advisor) will satisfy the chaperone requirement through these qualifying events. Music teachers who attend more than 2 qualifying after school activities shall be paid the extra pay for extra services hourly rate for the additional time worked.

2. Please note that Article 6.I is completely separate from Article 6.G which requires all teachers to attend open house, conferences, etc.

J. Notice of the agenda for any faculty or other professional meetings shall be given to the teachers involved at least two (2) days prior to the meeting. Effective with the 2026-2027 school year, teachers and certificated staff members will attend fifteen total meetings per school year. Ten of those meetings will be department meetings. Five of those meetings will be faculty meetings.

K. The school year for teachers and 10 month certificated employees shall be one hundred eighty-four (184) days, which shall include one (1) day for the purpose of Superintendent Convocation and Opening Faculty Meetings, one (1) full day of school year preparation (no mandatory meetings can be scheduled on this day), and two (2) professional development days. To the maximum extent possible, these days shall be structured so as to be eligible for continuing education credits. In addition, there shall be one (1) day of

orientation for new teachers, which will be held with no additional compensation. In the event that unforeseen circumstances, such as inclement weather or a school-wide emergency, require the closing of school on a professional development day, such professional development shall be rescheduled for a mutually agreed upon date by the Spring Recess. If the parties cannot agree upon a new date, the professional development shall be scheduled to occur on the first non-school business day, other than the legal holiday of Good Friday, during the Spring Recess. The last day of the school year for students shall be the last day of the school year for teachers. No staff will be required to remain on duty beyond the last day for students.

L. Effective July 1, 2022, guidance counselors will follow the same work hours, work days, attendance at Parent's Night/Afternoon, Open House Programs, Orientation Programs, In-service Training Programs and such other programs designated by the Superintendent of Schools matching the teachers in their respective buildings.

ARTICLE 7

TEACHERS' EVALUATION

NON-TENURE

A. Non-tenure teacher evaluations shall be in accordance with existing State law and regulation.

B. The teacher shall receive one (1) copy of the evaluation for his/her personal files and shall sign and date the original for his/her personnel files in the Superintendent's office. The teacher may append, in writing, his/her own views concerning the evaluation on all copies.

TENURE

Tenure teacher evaluations shall be in accordance with existing state law and regulation.

ARTICLE 8

PERSONNEL RECORD FILES

All employees may at reasonable times and places and in the presence of an administrator, examine the materials in their files.

While no material may be removed from the files, the employee shall have the right to append as part of the permanent record, his/her own comments, in writing to any material contained in the files. A copy of such comments shall be provided to the evaluator for his/her information only.

The District will maintain one personnel file for each employee, which file shall be located in the Personnel Office at the Board's Central Office. This file shall include any and all employee information. At the end of each school year, all employees' files that are to be maintained must be submitted to and be housed in the Personnel Office. All disks and material on individual hard drives related to personnel, not kept in the Personnel Office, shall be erased at the end of each school year. No administrator shall keep information on any employee in a file other than the District file which is located in the Personnel Office.

The Board will utilize a state approved observation instrument under Excellent Educators for New Jersey (EE4NJ). One copy of each observation form will be appended to the final evaluation form which will be maintained in the individual teacher's personnel file located in the Personnel Office.

At the end of each school year, all copies of the observation forms maintained in each building will be returned to the individual teacher with that teacher's copy of the final evaluation form, except that one copy will be appended to the final evaluation form maintained in the Board's Central Office, as set forth in paragraph 3 above.

ARTICLE 9

TRANSFERS AND REASSIGNMENTS

A. Notices of all vacancies in the school system will be posted in each school by the Superintendent of Schools or his/her designee within fifteen (15) school days of:

1. Acceptance of a letter of resignation.

2. Official Board action vacating a position or creating a new position within the school system.

B. Staff members who are interested may then apply for said position according to the following protocol:

1. Five (5) school days will be given in which to submit a letter of intent.

2. All those who are interested will be considered by application and/or interview.

3. Each applicant will be given the courtesy of a reply to his/her application or interview within a reasonable period of time.

C. The Superintendent reserves the right to fill any vacancy of an emergency nature as soon as possible. Normally, these

vacancies will apply only for September 1st opening except in cases of non or partial teaching assignments.

D. Teachers desiring a change of subject assignment shall make their request in writing to their Principal or Director.

E. Teachers desiring a change of school shall make their request in writing to the Superintendent of Schools.

F. Teachers requesting transfer to another school will be interviewed by the Principal of the school requested.

G. Approval of the request will be based on the best interest of the school system as a whole as determined by the Board.

H. When an involuntary transfer is made, the transfer shall first be discussed with the teacher by the Superintendent or his/her designee and/or the Principal.

I. Any change in subject or position shall be made in writing by June 1st to the teacher involved except where there are necessary schedule changes.

All coaches shall be re-hired or non-renewed prior to June 30 of each year.

ARTICLE 10

SABBATICAL LEAVE

A. ELIGIBILITY

1. Applicant must have completed seven (7) years of service in Bergenfield prior to the date of beginning of leave.

2. Applicant must agree, in writing, to serve at least one (1) full academic year in the Bergenfield Schools

following the leave, or reimburse the Board of Education for the amount received while on leave, within one calendar year from the date of resignation.

3. All benefits to which a teacher was entitled at the time his/her sabbatical commenced including unused accumulated sick leave shall be restored to him/her upon his/her return and he/she shall be assigned to the same position which he/she held at the time said leave commenced if available or if not, to any available position for which he/she is certified.

B. BASIS FOR LEAVE

1. The applicant shall submit a "project", to the Superintendent of Schools. The project may include graduate study, independent study or research deemed to be of benefit to the aims and objectives of the Bergenfield Public Schools.

2. The applicant's record of achievement shall be considered in the Superintendent's recommendation.

C. PROCEDURE

1. A letter giving written notice of intent to make application for sabbatical leave shall be presented to the Superintendent of Schools on or before June 30th (or fourteen months) of the school year preceding the school year in which the leave is to take place.

2. A résumé of the "project" shall be submitted to the Superintendent of Schools on or before October 1st of the school year preceding the school year in which the leave

is to take place. The résumé shall be the outline of the project.

3. The Superintendent of Schools or his/her designee shall review the "project" in consultation with the committee of appropriate staff members, one of whom shall be designated by the President of the B.E.A. to represent B.E.A. and make his/her recommendations to the Board of Education no later than the regular meeting of the Board in January of that year. The applicant shall be notified as soon as the Board of Education has taken action on the application.

4. Interim reports shall be submitted every three months. One copy of the completed "project" shall be filed with the Superintendent of Schools as the property of the Board of Education.

D. SPECIAL PROVISIONS

1. Illness or Accident:

Should the program of study or itinerary being pursued by a teacher on sabbatical leave be interrupted by serious accident or illness (established by evidence satisfactory to the Superintendent) this fact shall not constitute a breach of the conditions of such leave nor prejudice the teacher against receiving all the rights and benefits provided for under the terms of sabbatical leave, providing the Superintendent is notified of such accident or illness by registered letter within ten (10) days of its occurrence. Arrangements may be made, subsequently, to carry out the intent of the sabbatical leave contract.

2. Forfeiture of Leave:

The teacher to whom sabbatical leave has been granted shall accept responsibility for providing evidence (official transcript or comparable document) that the purpose of the leave is being fulfilled, bearing in mind that an ethical relationship exists between the recipient and the Committee of Review and a contractual agreement with the Superintendent of Schools and the Board of Education. If the Superintendent is convinced that a teacher on sabbatical leave is not fulfilling the purpose for which the leave of absence was granted, he/she shall report this fact to the Board of Education and the Bergenfield Education Association and the Board may terminate the leave of absence.

3. Sabbatical to Maternity Leave:

If a teacher on sabbatical leave shall ascertain that she is pregnant, she shall immediately report this fact to the Superintendent. She may continue the sabbatical leave providing she meets all of the sabbatical requirements during that period of time. Upon consultation with the Superintendent and at a mutually agreeable time he/she must accept a leave of absence under the maternity or family leave regulations of the Agreement.

If an applicant for sabbatical leave is favorably considered the applicant will then present to the Superintendent a statement of condition of health from a licensed physician. The cost of such examination to be paid by the Board.

E. SALARY PROVISIONS

1. A sabbatical year shall extend from July 1st of any given year to June 30th of the following calendar year.

2. Persons may be granted a leave of absence for one half year (July 1st to January 31st or February 1st to June 30th.)

3. Remuneration shall be based on the annual contract salary of the employee. Employees granted a leave for one year shall receive one half their contract salary in twenty (20) semi-monthly payments. Employees granted a leave for one half year shall receive their normal salary (full salary) in twenty (20) semi-monthly payments.

4. On returning to educational service, after sabbatical leave, the staff member shall obtain all salary and fringe benefits as would have been obtained had he/she been active in his/her regular position for that year.

5. No full-time employment shall be undertaken by any person on sabbatical leave. Part-time employment must be approved by the Superintendent of Schools prior to granting the leave unless extreme emergent circumstances require consideration of such a request after the leave has begun.

ARTICLE 11

ABSENCE PROVISIONS

Absence of all regularly contracted employees shall be governed by state law and the following detailed provisions:

A. GENERAL

1. Sick leave with pay shall be granted to all regularly contracted employees of the Board on the basis of thirteen (13) school days per year for each year of employment for those on a ten (10) month contract and thirteen (13) school days for those on twelve (12) month contracts. Effective July 1, 2014, the annual sick leave for all custodians and secretaries shall be reduced from thirteen (13) days to eleven (11) days. Effective July 1, 2014, the annual sick leave for all paraprofessionals who are receiving benefits from the Board shall be reduced from thirteen (13) days to eleven (11) days. Any paraprofessional who is not receiving benefits from the Board shall continue to receive thirteen (13) days of annual sick leave. Effective July 1, 2022, the annual sick day leave for all members covered by this contract will be eleven (11) days.

2. Unused sick leave shall accumulate up to a maximum of eleven (11) days per year.

3. When an employee is on sick leave beyond his/her allotted number of days, the Board of Education, upon the recommendation of the Superintendent, shall consider each case on an individual basis to determine the pay status for certified long term illness.

4. In cases where any employee must leave school during regular hours for personal illness or other emergency, the following rules shall apply:

   An employee who leaves due to illness or emergency prior to working one-half (1/2) of their contractual work day shall be charged one (1) full sick-day. An employee who leaves due to illness or emergency after having worked one-half (1/2) of their contractual work day shall be charged one-half (1/2) of a sick day.

5. There shall be no deduction of time or salary for absence due to quarantine. Upon return to work the employee must present a quarantine release or doctor's note to the principal.

6. In cases where full salary is paid by the Board during periods of absence covered by Workmen's Compensation, the employee shall endorse the Workmen's Compensation check to the Board of Education.

7. Upon recommendation of the Superintendent of Schools, the Board of Education may grant a teacher sick leave accumulated in another school district of Bergen County providing it does not exceed the limits applied to teachers previously employed in Bergenfield.

8. Each employee shall receive a statement of his/her accumulated sick leave no later than September 30th of each year.

9. Effective July 1, 2022, any employee with perfect attendance for the contract year will be paid $300 during

the final payroll for that contract year. The first year to receive this payment would be based on the attendance in the 2022-2023 school year. Perfect attendance means any employee who uses zero sick days in a single contract year. Effective July 1, 2026, any employee with perfect attendance for the contract year will be paid $500 during the final payroll for that contract year.

B. MILITARY LEAVE

1. Any regular employee of the Bergenfield Schools who may be conscripted into the defense forces of the United States for service or training shall make application for military leave. He/she shall be reinstated to his/her position in this school system with full credit including the annual increment under the salary schedule upon written request supported by competent proof that said applicant is fully qualified to perform the duties of said position, and has received an honorable discharge. Said application for reinstatement shall be made within a reasonable time after discharge or release from military service, and not later than ninety (90) days from the date of said release or discharge.

2. An employee in this category shall be entitled to five (5) days per year accumulated sick leave.

3. While employee is on military leave, it is mandatory that the Board of Education keep up his/her payments to the New Jersey Teachers Pension and Annuity Fund or to the Public Employee Retirement System.

C. MATERNITY LEAVE, PATERNITY LEAVE OR LEAVE FOR ADOPTION

1. Maternity leave or paternity leave shall be granted to all employees subject to the following conditions:

   a. A teacher shall notify the Superintendent in writing of her or his or her spouse's/partner's pregnancy accompanied by a physician's note, and they should state the requested commencement date of the leave as far in advance as possible.

   b. Exact dates of the leave shall be arranged, if possible, to be of least disruption to the operation of the school system.

   c. Following the grant of such leave to any teacher, the date of return of that teacher shall be further extended at the discretion of the Board for a reasonable period of time at the teacher's request for reasons associated with pregnancy or birth.

      i. The Board need not grant or extend the leave of absence of any non-tenured teacher beyond the end of the contract school year in which the leave is obtained unless the board agrees to an extension of said leave.

      ii. Nothing contained herein shall require the Board to offer a contract for a new school year to any non-tenured teacher.

      iii. A tenured teacher who leaves at the close of the school year is entitled to a maximum of two (2) full school years leave. A tenured

teacher who leaves during the school year is entitled to one (1) full school year, plus the remainder of the school year in which she left. In either case the teacher must notify the Superintendent of Schools in writing of her intent to return by April 1st prior to the commencement of the school year in which she shall return. The teacher must return from leave on or before April 1st of the school year in which she intends to return or prior to the commencement of the succeeding school year.

2. No teacher shall be barred from returning to work after the birth of her child solely on the ground that there has not been a time lapse between that birth and her desired date of return provided she supplies a physician's certificate attesting to her ability to perform her teaching duties as requested by the Board.

3. A teacher adopting a child shall receive similar leave which shall commence upon receiving de facto custody or earlier if necessary to fulfill the requirement for adoption.

4. Notwithstanding anything contained in this agreement to the contrary, if both parents are employed by the Board then only one parent shall be entitled to a maternity/paternity/childrearing leave/leave for adoption.

5. An employee who experiences a stillbirth or the loss of a child at, or within 12 weeks of birth, shall be entitled to similar leave.

D. LEAVE FOR BEREAVEMENT

1. In the case of the death of a parent, stepparent, guardian, parent-in-law, stepparent-in-law, brother, sister, wife, husband, domestic partner, child, stepchild, sister-in-law, brother-in-law, or a relative living in the household as one of the immediate family, a teacher shall be granted a leave of absence without loss of pay not in excess of five (5) continuous working days.

2. In the case of the death of a relative not mentioned above, or a close friend, a teacher shall be granted a leave of absence without loss of pay not in excess of three (3) continuous working days.

3. Bereavement leave must start within five (5) calendar days of the death of the immediate family member, relative or close friend, as defined above, except upon a showing of extraordinary circumstances with the Superintendent of School's prior written approval.

E. LEAVE FOR PERFORMANCES OF LEGAL RESPONSIBILITIES

1. Leave for performance of civic duty in serving on a petit or grand jury when required by law shall be granted without loss of pay; provided a letter confirming purpose of such leave from a sheriff, court or United States Attorney, depending on jurisdiction, is filed with the Superintendent of Schools immediately upon receipt of notice of such required leave.

2. Leave for acquiescing to a court or other valid subpoena will be allowed without loss of pay, provided that the

court or other valid subpoena relates to a matter to which the Board is a party or arises out of or in connection with the employee's performance of his/her job responsibilities. Otherwise, the leave will be granted with deduction from pay equal to the substitute rate of pay, unless the employee elects to utilize personal leave in accordance with section F below.

F. LEAVE FOR PERSONAL EMERGENCIES, ILLNESS IN FAMILY AND RELIGIOUS HOLIDAYS:

1. Leave up to three (3) days each year for personal emergencies may be granted with pay by the Superintendent of Schools. Effective July 1, 2022, leave up to five (5) days each year for personal emergencies may be granted with pay by the Superintendent of Schools. Such leave shall not be cumulative, but may be converted into sick days pursuant to paragraph (H). Requests for leave of this nature shall be submitted to the Principal or Director for his/her recommendation preferably forty-eight (48) hours in advance. Reasons for leave in this category may include illness in family, religious holidays, death of friends, graduation of members of the immediate family, marriage, marriage of children, house closing, moving, or other reasons at the discretion of the Superintendent of Schools. Additional leave in this category may be granted upon recommendation of the Principal or Director and with the approval of the Superintendent of Schools not to exceed ten (10) school days per year. The following deductions per day may be applied.

a. Instructional Staff - Current substitute rate of pay

b. Non-Certificated Staff

i. Ten-month contract - 1/400 of annual contract salary.

ii. Twelve-month contract - 1/500 of annual contract salary.

G. Personal days shall not be used to extend a vacation or holiday recess period. Should an uninsured BEA member (part time bus driver or paraprofessional) become ill and need medical verification for using a sick day on a designated blackout day, the Board will reimburse the employee up to $150 for costs associated with a sick visit. This allowance will not exceed 1x per year and applies to a visit for the employee only after providing proof of payment and a doctor's note for the doctor's visit covered by Article 11.G. Such employees will be docked for any sick blackout days beyond the first one without providing a doctor's note.

H. Any unused personal days shall be converted into sick days at the end of the school year.

ARTICLE 12

EXTENDED LEAVES OF ABSENCE

A. 1. An employee, under tenure, may be granted a leave of absence not exceeding twenty-four (24) calendar months for a prolonged illness, period of recuperation or other emergency. Employees not under tenure may be requested to tender their resignation.

2. A written request for such leave shall be directed to the Board of Education through the Superintendent of Schools.

3. Leave of absence under this classification shall be without pay and shall not count for purposes of placement on salary schedules or seniority.

4. A person on leave under this classification may return to work upon presentation of a statement from a proper medical authority, certifying to the fact that the employee is able to perform his/her duties.

5. Individuals who have been granted leave pursuant to this provision and who desire to return shall submit in writing notice of intent to return to the Superintendent of Schools no later than April 1st of any given year if the employee expects to return in September.

B. The Board agrees that a 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 activities of the Association or its affiliates.

C. A leave of absence without pay of up to two (2) years shall be granted to up to 2% of the teaching staff 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 either of such programs, or accepts a Fulbright Scholarship. Only tenured teachers are eligible for this type of leave of absence.

D. A leave of absence without pay of up to two (2) years shall be granted for the purpose of caring for a sick member of the teacher's immediate family.

E. The Board shall grant a leave of absence without pay of up to two (2) years to any teacher who is elected or appointed to public office.

F. Other leaves of absence without pay may be granted by the Board for good reason.

G. Upon return from a leave granted pursuant to Section C above of this Article, a teacher shall be placed on the salary schedule at the level he/she would have advanced if he/she had not been absent.

H. All benefits to which a teacher was entitled at the time of his/her leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to him/her upon his/her return to employment.

ARTICLE 13

BOARD - STAFF RELATIONS

The Board of Education and the Bergenfield Education Association believe in a good climate of human relations where any and all employees feel free to discuss the educational and administrative policies of the school system. We further believe that an established means of communication should exist between the staff and the Board of Education. Toward this end, the following levels of communication will be established:

A. A study committee for each building composed of Bergenfield Education Association members and the Principal, with members

in proportion to the size of the faculty, but no less than two and no more than ten.

B. There shall be a central committee composed of the President and Vice President of the Association, 3 members of the Association, Superintendent of Schools, Business Administrator, 1 Elementary Principal, Middle School Principal and High School Principal. The Chairman of this committee shall be the Superintendent of Schools or his/her designee. Minutes of all meetings shall be in writing. The function of this committee will be to discuss matters of district concern or building matters that cannot be satisfactorily resolved at that level.

C. Both the building committees and the central committee shall meet at least monthly during the academic school year and may meet more frequently at the request of either party. Meetings of any committee may be omitted by mutual consent.

A regular meeting shall not be held unless an agenda has been submitted to the Superintendent of Schools or his/her designee at least five (5) school days prior to the date set for each meeting.

A copy of the agenda will then be distributed to members of the committee two (2) school days prior to the day of the meeting.

D. Items of importance will be reviewed by the Superintendent of Schools and those items requiring Board attention will be submitted by him/her to the full Board and in addition minutes of the district committee shall be filed with the Board.

ARTICLE 14

CLASS SIZE

The Board of Education recognizes that class size has an impact both on the learning experience of children and upon the conditions of work of teachers. It shall endeavor insofar as possible to maintain class sizes which maximize the educational experiences.

ARTICLE 15

CLASS COVERAGE

A. The Board of Education will endeavor to cover classes by obtaining substitutes. Where this is not possible, teachers may be assigned to cover classes in the following order:

1. Teachers who volunteer to cover classes during their preparation or lunch periods shall be assigned first. A list shall be kept of volunteers by the Building Principal or his/her designee.

2. Where no volunteers are available, teachers may be assigned to cover during their preparation time on a fair and equitable/rotating basis.

3. Teachers performing such duty shall be paid $32.00 per period.

B. A teacher who is assigned to cover his/her own class when the special teacher is absent shall be paid at the rate of $32.00 per period or any proration thereof. In the event a substitute cannot be obtained to cover an elementary class and the class is given to a teacher or teachers (in addition to the teacher or teachers regular class), those affected shall divide the maximum per diem substitute pay.

ARTICLE 16

INSURANCE PROTECTION

The Board agrees to provide to the contracted employee the insurance benefits as set forth herein to each full-time employee, which, for the purposes of this Article 16, shall mean individuals who work no less than an average of thirty-two (32) hours per week. Teachers who are employed in a 4/5 position shall be deemed to satisfy the thirty-two (32) hour requirement. Individuals employed on or before June 30, 2010 shall not be subject to the full-time requirement set forth above in order to be eligible to receive insurance benefits, but shall be subject to the requirements of N.J.S.A. 52:14-17.26(c)(1).

A. The Public and School Employees Health Benefits Program administered through the New Jersey Division of Pensions under individual or family plan whichever is applicable to the employee.

B. Effective with the ratification of the 2018-2021 contract, the maximum that the Board shall pay for insurance premiums for unit members hired after ratification of the collective negotiations agreement is the premium amount for the Direct 15 plan (less any required employee contributions) until the unit member obtains tenure in the District or completes four (4) years of service (for those who are not eligible for tenure). Any employee who wishes to select a plan more expensive than Direct 15 may do so, provided that he or she pays the difference between Direct 15 and the selected plan.

C. Effective January 1, 2020, any employee who selects a lower cost medical plan shall receive 25% of the Board's savings for the 12 month period following the plan change. Payment

shall be made to the employee on the second February and June payrolls. Employees shall have the option to change plans annually.

D. Effective and retroactive to July 1, 2018 and for each year of this Agreement, an additional compensation fund in the amount of $160,000 shall be available for distribution to employees who are contributing to their insurance premiums with the distribution to be determined and provided to the Board annually on or before September 15 for payment on the second February and June payrolls. Effective July 1, 2026, this provision has been modified. The $160,000 previously allocated for this provision will be reduced to $80,000 and the other $80,000 will be rolled into a one-time salary guide improvement for the 26-27 school year.

E. Dental coverage for the employee and his/her eligible dependents under the New Jersey Dental Service Plan, U.C.R. Incentive Plan.

F. The Association shall eliminate the current prescription plan and shall cap the Board's payment of additional premiums (difference in premium with and without stand-alone prescription plan) (Board will enter the State Health Benefits Plan) to permit employees to submit their prescription claims to the School Employees Health Benefits Program to the extent such claims are eligible for reimbursement under said plan. Effective July 1, 2014, the prescription cap previously in place shall be eliminated and the Board shall pay the additional premium for the New Jersey School Employees Health Benefit Program major medical prescription coverage, less the employees' required

contributions under Public Law 2011, Chapter 78 and N.J.S.A. 18A:16-17.1.

ARTICLE 17

REMUNERATION FOR ACCUMULATED SICK DAYS AND RETIREMENT NOTICE STIPEND

A. Upon voluntary retirement with twelve years or more of service in the Bergenfield Schools, certificated personnel will receive remuneration for accumulated sick days in accordance with the following schedule, except that for employees voluntarily retiring in the 1995-1996 and the 1996-1997 school year there shall be a maximum payment to any one certificated employee of $10,000.00. Effective July 1, 2022, the maximum payment to any one certificated employee will be $11,000:

1. Certificated personnel (per diem remuneration) 0-100 days at $30.00 per day. Effective July 1, 2022, certificated personnel (per diem remuneration) 0-100 days will be $35.00.

   101-200 days at substitute pay for consecutive service Level I; for the year of retirement.

   201+ days at substitute pay for consecutive service Level II; for the year of retirement.

2. Upon voluntary retirement with 10 years or more of service in the Bergenfield schools, non-certificated

personnel to receive .6 of certificated personnel remuneration.

3. Section A shall be automatically eliminated in its entirety on June 30, 2031 if the Association has not successfully negotiated a continuation of the provision beyond the elimination date. Failure to reach an agreement on a successor contract by June 30, 2031 shall not result in a continuation of the benefits set forth in Section A.

4. Payment, at the Board's option, may be postponed to July 1 (one year and a day next following the year of retirement). Effective July 1, 1997.

B. Retiring employees shall be eligible for a $1,000 stipend if notice is provided by January 1 of the school year in which they intend to retire, and shall be eligible for a $500 stipend if notice is provided by February 1 of the school year in which they intend to retire. In order to be eligible for this stipend, the retirement date must be the end of the school year, and the stipend will be reflected in the employee's final paycheck prior to retirement.

ARTICLE 18

DIRECT DEPOSIT

A. All employees shall participate in direct deposit. The Board will make direct payments of salary checks into each employee's bank account.

B. All ten (10) month employees shall have the option of selecting to be paid in twenty-one (21) installments over a

(10) month school year. Any ten-month employee who plans on utilizing this option or making changes must submit a request to the school business administrator and payroll no later than August 1 prior to the upcoming year. Any ten-month employee, whose initial employment begins on or after September 1 of any school year, must wait until their second year of employment in the district before they are eligible to apply for the twenty-one installment payout option. The twenty-first installment will be paid during the final payroll in June.

ARTICLE 19

PAST PRACTICES CLAUSE

Where the Board has adopted policy concerning wages, hours and conditions of work prior to the negotiations of this contract which were in effect at the time this agreement was concluded, such policy as provided in law, may not be unilaterally changed and shall be considered past practices which are incorporated as part of this agreement.

Those practices concerning wages, hours, conditions of work are among the items subject to arbitration under this contract.

ARTICLE 20

BOARD RIGHTS AND RESPONSIBILITIES

The Board, on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, and the United States including, but without limiting the generality of the foregoing,

the right to the executive management and administrative control of the school system and its properties and facilities.

The exercise of the power, right, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of New Jersey and the Constitution and laws of the United States.

ARTICLE 21

SPECIALISTS

The Board of Education recognizes that Specialists have a value for the learning experience of children and upon the conditions of work of teachers. It shall endeavor insofar as possible to consider the role of Specialists to maximize the educational experience.

ARTICLE 22

GRIEVANCE PROCEDURE (NON-CERTIFICATED PERSONNEL)

Unless otherwise stated below, the grievance procedure in Article 3 is to be followed. In the grievance procedure, the supervisor with whom grievances are to be discussed is the supervisor to whom the grievant is responsible.

Step 2 For Custodians and Bus Drivers.

The supervisor to whom the written grievance must be directed is the school business administrator of the district rather than the Superintendent of Schools.

Step 2 For Secretaries.

The supervisor to whom the written grievance must be directed is the assistant superintendent for personnel of the district rather than the Superintendent of Schools.

ARTICLE 23

TENURE (CUSTODIANS)

1. Tenure of office shall be granted to members of the custodial staff who have obtained three (3) favorable annual evaluations after three (3) years of service in the Bergenfield School System.

Evaluations shall be carried out as follows:

Employee	Performed By
Custodian	Supervisor of Buildings and Grounds, Building Principal
Head Custodian	Supervisor of Buildings and Grounds
Maintenance Staff	Supervisor of Buildings and Grounds
Grounds Staff	Supervisor of Buildings and Grounds
Assistant Supervisor of Buildings and Grounds	Supervisor of Buildings and Grounds

All yearly evaluations shall be reviewed and discussed with individual evaluated. All yearly evaluations will be subject to review and recommendation by the School Business Administrator or his/her designee. Evaluations shall be made part of the personnel file of the individual.

2. Tenure may be withdrawn from any employee for malfeasance, misfeasance, or nonfeasance in the performance of his/her duties. Prior to actual discharge, except in unusual cases mutually determined, the individual will be placed on probation for a period of time to be determined by the School Business Administrator after discussion with the individual and with a member of the association, if the individual so desires.

ARTICLE 24

SALARIES (CUSTODIANS)

1. The Board agrees that the Salary Guide attached hereto, including the general provisions thereon, and made a part hereof shall apply to all employees within the unit covered by this agreement.

2. A night shift differential schedule shall be paid to those individuals assigned to the night or early morning shifts.

   The remuneration shall be:

   $600 additional per annum-night shift.

   $800 additional per annum-early morning shift.

3. Employees shall be employed on the basis of a normal work week of forty hours. The normal work day shall be eight (8) hours exclusive of lunch. When school is not in session the

normal work day shall be seven and one half hours (7 1/2) exclusive of lunch.

4. Employees shall be paid on the basis of one and one-half times their equivalent hourly rate for hours in excess of forty within any given calendar week, Sunday through Saturday. Double time shall be paid for Sunday and/or Holiday overtime work.

5. No custodian will be required to remain in a building or any part thereof during the removal of hazardous waste materials when his/her presence is prohibited by Federal and/or state law.

6. If a custodian works the day shift in July and/or August, and is assigned to the night shift on a per diem basis, he/she shall be paid at the rate of 1½ times the normal hourly rate.

ARTICLE 25

VACATIONS/MISCELLANEOUS (CUSTODIANS)

Twelve month employees will receive paid vacations in accordance with the following schedule of employment from July 1st.

Length of Service	Vacation
Less than one year	One working day for each month of service
One year thru five years.	Two calendar weeks

A ten month employee will be considered to have one year

after working five months; a twelve month employee will be considered to have one year after working six months.	
Six years, thru ten years	Three calendar weeks, at least two weeks of which shall be consecutive.
Eleven or more years	Four calendar weeks, at least two weeks of which shall be consecutive.

An additional day of vacation will be granted any employee whose vacation includes a legal holiday.

The following holidays will be observed for custodians providing school is not in session:

Independence Day	Christmas Day
Labor Day	New Year's Eve Day
Columbus Day	New Year's Day
Veterans Day	Martin Luther King Day* ***
Thanksgiving Day	Washington's Birthday
Day after Thanksgiving	Good Friday
Christmas Eve Day	Memorial Day
Juneteenth **	

* Effective July 1, 2017, Martin Luther King Day shall be eliminated as a holiday for custodians.

** Effective July 1,2022, Juneteenth will be added as a holiday for custodians.

*** Effective July 1, 2026, Martin Luther King Day shall be reinstated as a holiday for custodians.

If school is in session on one of the above listed holidays, or if a listed holiday falls on Saturday or Sunday members of the custodial staff shall receive a day off on a non-listed holiday that school is closed at the discretion of the School Business Administrator/Board Secretary.

Effective July 1, 2022 custodians will be permitted to carry over up to five (5) vacation days from the current school year into the next school year because of business demands. The request to carryover vacation days must be made in writing and submitted to the school business administrator/board secretary by June 1st of the current school year. All vacation days that are carried over must be used in the next school year and may not be carried over into a subsequent school year.

MISCELLANEOUS

1. The Board of Education shall provide yearly, prior to September 1, or within a reasonable amount of time after being hired, three (3) sets of uniforms consisting of pants and shirts. The Board of Education shall provide biannually, prior to September 1, or within a reasonable amount of time after being hired, a winter coat and sweatshirt and shall also provide the necessary coveralls for boiler cleaning as required.

2. The Board of Education shall pay for the initial and yearly renewal boiler license fee of the individual custodial staff member achieving or holding same.

3. THIS APPLIES TO PERSONNEL HIRED AFTER JULY 1, 1991. Custodians shall obtain a Black Seal license by the end of the third full year of employment. Cost of the course and the license shall be paid by the Board of Education. Custodians who fail to obtain a Black Seal license by the end of their third year of employment shall have their contracts terminated or non-renewed as applicable.

ARTICLE 26

VACATIONS/MISCELLANEOUS (SECRETARIES)

Twelve month employees will receive paid vacations in accordance with the following schedule of employment from July 1st.

Length of Service	Vacation
Less than one year	One working day for each month of service
One year thru five years. A ten month employee will be considered to have one year after working five months; a twelve month employee will be considered to have one year after working six months.	Two calendar weeks

Six years, thru ten years	Three calendar weeks, at least two weeks of which shall be consecutive.
Eleven or more years	Four calendar weeks, at least two weeks of which shall be consecutive.

An additional day of vacation will be granted any employee whose vacation includes a legal holiday.

MISCELLANEOUS

WORK SCHEDULE

The work day is seven (7) hours plus one hour for lunch, the work schedule for twelve (12) months employees is from July 1 through June 30 and the work schedule for ten (10) months employees is from September 1 through June 30. Between the last day of a school year and the first day of the next, 12 month secretaries shall work six (6) hours plus one hour for lunch for a total of 30 hours per week. Any work between thirty five (35) and forty (40) hours may be remunerated at the normal hourly rate (with the approval of the immediate supervisor) or equal compensatory time.

When a ten-month secretary is employed in the summer, he/she shall be paid at his/her daily rate of pay. A day's pay shall be defined as 1/200th of the secretary's annual salary or any portion thereof if the secretary works for less than a full contractual day.

SECURITY

If a secretary is working alone in a building, without administrator or a school resource officer, the secretary may be reassigned to the High School to complete his or her work day.

ARTICLE 27

SENIORITY PROVISIONS (SECRETARIES)

A. In the event tenure unit members must be laid off, said layoff will be made on the basis of district-wide seniority insofar as the employee(s) making the seniority claim possesses the necessary job skills, experience, and qualifications to perform in the position being claimed. Seniority shall be defined as continuous employment time in the Bergenfield Public School System.

B. Any affected employee who bumps into a lesser salary classification shall retain his/her previously held salary in the higher classification until the salary guide step in the lesser classification surpasses the salary he/she was earning in the previously held higher classification. In no event shall the salary paid to an employee in a lesser classification be higher than the salary paid on the same step in a higher classification.

C. In the event a vacancy occurs, laid off employees shall be entitled to recall in order of seniority so long as the employee making the recall claim possesses the skills and qualifications to fill the vacant position.

D. No new bargaining unit member may be hired while unit members who meet job skill and qualification requirements are still on layoff.

E. When unit members are recalled to work, they shall be restored to the appropriate step of the salary scale receiving credit for all time served in Bergenfield. All accumulated sick time and all other benefits said employee has at time of layoff shall be restored in their entirety upon the return of the employee.

F. Seniority shall not be accumulated during the period of layoff or approved leave of absence. Upon credit or return from approved leave of absence, employees shall have their accumulated seniority to the date of layoff or commencement of approved leave of absence.

ARTICLE 28

SENIORITY PROVISIONS (CUSTODIANS, BUS DRIVERS AND PARAPROFESSIONALS)

A. In the event unit members must be laid off, said layoff will be made on the basis of district-wide seniority insofar as the employee(s) making the seniority claim possess the necessary job skills, experience and qualifications to perform in the position being claimed. Seniority shall be defined as continuous employment time in the Bergenfield Public School System.

B. Custodians shall accrue seniority in three categories: maintenance, grounds, custodian. An employee whose job assignment changes can accrue seniority in more than one category. As an example, if an employee starts in the district as a custodian and is employed in that position for three years, and then his/her position is changed to a grounds position which he/she holds for four years, then the employee has four years seniority in the category of grounds and seven years seniority in the category of custodian.

C. Bus Drivers shall accrue seniority in categories based on their CDL classification. Class B drivers can drive any type of bus. Class C drivers can drive any bus under 26,000 lbs. In the event of a layoff, all employees with a Class C CDL will be laid off before any employee with a Class B CDL is laid off. If an employee has a Class C CDL and is employed in that category for 2 years and then upgrades it to a Class B CDL and continues employment in the district for another 2 years, he/she would have 2 years seniority in the Class B category and 4 years seniority in Class C category.

D. Paraprofessionals shall accrue seniority in three categories. The three categories are classroom paraprofessionals, paraprofessionals working in the autism program and one-to-one paraprofessionals. If an employee's assignment changes from one category to another he/she may accrue seniority in more than one category. For example, an employee hired as a classroom paraprofessional who works in that position for two years and whose assignment changes to a one-to-one paraprofessional which he/she holds for two years has two years seniority as a one-to-one paraprofessional and four years seniority as a classroom paraprofessional.

ARTICLE 29

PARAPROFESSIONAL EMPLOYMENT

A. All paraprofessionals will be required to be on duty for staff development days and attend all staff development programs. Part-time paraprofessionals that are required to be on duty for staff development days shall be paid their salary pro-rata for the time they are in attendance. Two (2) weeks' notice will be given for any workshop pertinent to paraprofessional staff development.

B. The paraprofessionals' day will end at the same time that the children are dismissed except for staff development days as discussed above.

C. Paraprofessionals will be required to be on duty the day before school opens along with all Teachers and Support Staff. No paraprofessional is required to attend Superintendent Convocation or Opening Day Faculty Meetings.

D. Paraprofessionals will not be required to remain on duty beyond the last day for students.

E. Paraprofessionals will not be required to attend parent conferences.

F. Paraprofessionals will not be required to attend faculty meetings unless so requested by the Building Principal.

G. Building Principals are encouraged to refrain from using paraprofessionals to cover office duties.

H. The Board shall provide training for the Tri-Valley Autism Program ("TAP") paraprofessionals to enable them to acquire certification as registered behavior technicians. The cost of the training shall be borne by the Board, provided the paraprofessional receiving the training remains in the Board's employment for one full school year after acquiring the certification. If the TAP paraprofessional leaves prior to one full school year after acquiring the certification, they shall reimburse the Board the full cost of the training.

I. Starting in the 2026-2027 school year the Board is creating a new category of paraprofessional which will be called PEA paraprofessional. Only paraprofessionals in this category

will be eligible for a different salary guide. Additionally, paraprofessionals in this category will attend and participate in at least two annual district wide professional development days, attend the monthly PEA preschool meeting, and will eat lunch with the students (instructional lunch period) without additional compensation. This article only applies to the one PEA paraprofessional paid for by the PEA grant. The new salary guide column for this category of PEA paraprofessional will start at $32,000. An asterisk will be placed over this new salary guide column that indicates that this column is dependent upon receiving PEA grant funds from the New Jersey Department of Education.

J. Starting in the 2027-2028 school year and effective for the life of this contract, the Board will create a tuition reimbursement fund in the amount of $40,000 per year that shall be made available to current paraprofessionals who pursue a valid NJ teaching certification. Recipients will be required to provide proof of FAFSA completion and disclose aid received prior to the release of BOE funds. All applications must be submitted by September 1st of the current school year in order to be eligible for funding. The $40,000 will be divided evenly among all qualifying applicants, unless the number of applicants exceeds 10. In that case, the first 10 qualifying applicants to have submitted their paperwork shall receive the reimbursement. Applicants who cannot supply the proper paperwork for reimbursement by June 30th will be given 90 days in the next fiscal year to be reimbursed. Those monies will expire after those 90 days.

ARTICLE 30

AGENCY SHOP

A. Purpose of Fee

If an employee 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 to offset the costs of services rendered by the Association as majority representative.

B. Amount of Fee

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 fee to be paid by non-members will be equal to the maximum allowed by law.

C. Deduction and Transmission of Fee

The Board agrees to deduct from the salary of any employee who is not a member of the Association for the current membership year the full amount of the representation fee set forth in Section B above and promptly will transmit the amount so deducted to the Association.

The Board agrees to deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee during the remainder of the membership year in question. The deductions will begin thirty (30) days after

the employee begins his or her employment in a bargaining unit position.

D. 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 paid to said employee during the membership year in question and promptly forward same to the Association.

E. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

ARTICLE 31

MISCELLANEOUS PROVISIONS

A. This Agreement shall be added to 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.

B. If any provision of this Agreement or any application of the 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.

C. Any individual contract between the Board and an individual employee, heretofore and 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.

D. Copies of this Agreement shall be printed at the expense of the Board within thirty (30) days after the Agreement is signed and presented to the President for distribution to all employees now employed or hereafter employed. The format of the cover of the Agreement shall be determined by the Superintendent of Schools.

E. The teacher shall have the right and responsibility to determine grades within the grading policy of the Bergenfield School System based upon his/her professional judgment of available criteria pertinent to any given subject area or activity for which he/she is responsible. No grade will be changed without consultation with the teacher.

ARTICLE 32

DURATION OF AGREEMENT

A. This agreement shall be effective as of July 1, 2026 and shall continue in effect until June 30, 2031. This agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

B. In witness whereof the parties hereto have caused this agreement to be signed by their respective president, attested by their respective secretaries, and under their corporate seals to be placed here, all on the 18th day of May, 2026.

WITNESS:

JOANN KHOURY-FRIAS
Business Administrator/
Board Secretary

BERGENFIELD BOARD OF EDUCATION

DEBORAH PODWIN
Board President

WITNESS:

Jill Martinelli
Association Secretary

BERGENFIELD EDUCATION ASSOCIATION

Anthony Rapetti
Association President

ARTICLE 33

APPENDIX

A. PROFESSIONAL SALARY GUIDE

B. PARAPROFESSIONALS SALARY GUIDE

C. ATHLETIC DEPARTMENT PERSONNEL SALARY GUIDE

D. EXTRA PAY FOR EXTRA SERVICES

E. CUSTODIAL SALARY GUIDE

F. PART-TIME HOURLY EMPLOYEES

G. SECRETARIAL SALARY GUIDE

H. BUS DRIVERS SALARY GUIDE

I. Bell Schedules

J. TEACHER IN CHARGE

A - SALARY GUIDE

I. QUALIFICATIONS FOR ADVANCEMENT ON TEACHERS SCALE

A. Advancement from one level of the salary guide to next shall be related to the field of employment. Advancement to the EdD/PhD category shall occur only when an employee receives or maintains a doctorate related to his/her field of employment. In accordance with N.J.S.A. 18A:6-8.5, the employee must obtain approval from the Superintendent prior to enrollment in any course or degree program for which advancement on the salary guide will be sought. In order to obtain the Superintendent's approval, the course or degree program must be completed at a duly authorized institution of higher education as defined by N.J.S.A. 18A:3-15.3 and must be related to

the employee's current or future job responsibilities. In the event that the Superintendent denies the approval, the employee may appeal the denial to the Board.

Advancement may take place under one of the following conditions:

1. Presentation of an official transcript indicating receipt of the next higher degree may qualify the employee to full advancement to the next level.

2. Presentation of an official transcript indicating completion of the graduate credits, approved by the Superintendent of Schools that will qualify the employee to advance to the next level on the guide.

B. Effective June 1, 2014, the BA+32 category shall be eliminated and only the MA designation shall remain. Any teacher who was paid on that column based on BA+32 credits shall continue to be paid on that column.

C. Effective June 1, 2014, a teacher shall not advance beyond the MA column unless the teacher obtains the graduate credits entitling him or her to such advancement subsequent to earning a Master's degree.

D. More than nine (9) credits, exclusive of summer school, may be taken in any semester in which the teacher is in full-time employment only upon the recommendation of the Principal and the approval of the Superintendent of Schools.

E. Salary advances shall be made twice a year on September 1 and February 1 upon presentation of an official transcript, provided such intention was conveyed to the Superintendent of Schools, in writing by September 30 of the preceding school year. Salary advances shall be retroactive to the day upon which the official transcript was presented to the Board. Effective July 1, 2026, salary advances shall be made at the next board meeting in which action is taken upon presentation of an official transcript, provided such intention was conveyed to the Superintendent of Schools, in writing by September 30 of the preceding school year.

F. Effective July 1, 1991, any credits in excess of thirty (30) credits which are required to complete a Master's Degree program shall not be utilized for purposes of advancement to a higher salary level.

Any teacher who was currently employed by the Board on July 1, 1991, or who was on a preferred eligibility list and is reemployed by the Board after July 1, 1991, shall maintain his/her current placement on the salary guide and any credits in excess of thirty (30) credits which are required to complete a Master's Degree Program shall be utilized for purposes of advancement to a higher salary level.

II. INCREMENTS FOR ALL EMPLOYEES

A. Increments will not be automatic but will be granted for satisfactory service upon the recommendation of the Superintendent of Schools, subject to the approval of the Board of Education. Failure in any given year to

grant an increment does not create any future obligation to restore the increment.

B. In any year an employee whose work is deemed unsatisfactory may, upon the recommendation of the Superintendent of Schools, have his/her increment withheld and thereby lose a step on the guide. Before making such recommendation to the Board, the Superintendent of Schools shall send the teacher written notice of such intention and give him/her an opportunity to discuss the reason for such action with the Superintendent.

C. Additional increments may be granted within the guide upon the recommendation of the Superintendent of Schools, if the best interest of the school system warrants such action.

D. Additional amounts above maximum may also be granted, upon the recommendation of the Superintendent of Schools, and approved by the Board, when in the judgment of the Board, the best interests of the school system are served by such action.

III. ADJUSTMENTS FOR ALL EMPLOYEES

In any year in which there is an upward revision of the salary guide, adjustments to the proper place on the guide may be withheld in whole or in part. Before making such recommendation to the Board, the Superintendent of Schools shall send the teacher written notice of such intention and give him/her an opportunity to discuss the reason for such action with the Superintendent. Future increases after withholding an adjustment will depend entirely upon the

recommendation of the Superintendent and the approval of the Board of Education.

IV. ELEVEN MONTH PROFESSIONAL PERSONNEL

Will be employed for eleven (11) continuous months. Salary will be proper step on ten (10) month professional guide plus 10%.

APPENDIX A
TEACHERS' SALARY GUIDE 2026-2027

Step	BA	BA+16	MA	MA+16	MA+32	MA+45	PD	MA+60	EdD/ PhD
1	63,000	66,500	70,500	74,000	78,000	78,750	79,000	79,500	80,250
2	63,358	66,858	70,858	74,358	78,358	79,108	79,358	79,858	80,608
3	64,558	68,058	72,058	75,558	79,558	80,308	80,558	81,058	81,808
4	65,758	69,258	73,258	76,758	80,758	81,508	81,758	82,258	83,008
5	67,058	70,558	74,558	78,058	82,058	82,808	83,058	83,558	84,308
6	68,358	71,858	75,858	79,358	83,358	84,108	84,358	84,858	85,608
7	69,758	73,258	77,258	80,758	84,758	85,508	85,758	86,258	87,008
8	71,158	74,658	78,658	82,158	86,158	86,908	87,158	87,658	88,408
9	72,558	76,058	80,058	83,558	87,558	88,308	88,558	89,058	89,808
10	73,958	77,458	81,458	84,958	88,958	89,708	89,958	90,458	91,208
11	75,948	79,448	83,448	86,948	90,948	91,698	91,948	92,448	93,198
12	77,948	81,448	85,448	88,948	92,948	93,698	93,948	94,448	95,198
13	79,948	83,448	87,448	90,948	94,948	95,698	95,948	96,448	97,198
14	81,948	85,448	89,448	92,948	96,948	97,698	97,948	98,448	99,198
15-16	83,948	87,448	91,448	94,948	98,948	99,698	99,948	100,448	101,198
17	85,948	89,448	93,448	96,948	100,948	101,698	101,948	102,448	103,198
18	87,948	91,448	95,448	98,948	102,948	103,698	103,948	104,448	105,198
19-20	89,948	93,448	97,448	100,948	104,948	105,698	105,948	106,448	107,198
21	91,948	95,448	99,448	102,948	106,948	107,698	107,948	108,448	109,198
22-24	94,948	98,448	102,448	105,948	109,948	110,698	110,948	111,448	112,198

TEACHERS' SALARY GUIDE 2027-2028

Step	BA	BA+16	MA	MA+16	MA+32	MA+45	PD	MA+60	EdD/ PhD
1	66,000	69,500	73,500	77,000	81,000	81,750	82,000	82,500	83,250
2	66,500	70,000	74,000	77,500	81,500	82,250	82,500	83,000	83,750
3	67,033	70,533	74,533	78,033	82,033	82,783	83,033	83,533	84,283
4	68,233	71,733	75,733	79,233	83,233	83,983	84,233	84,733	85,483
5	69,533	73,033	77,033	80,533	84,533	85,283	85,533	86,033	86,783
6	70,833	74,333	78,333	81,833	85,833	86,583	86,833	87,333	88,083
7	72,233	75,733	79,733	83,233	87,233	87,983	88,233	88,733	89,483
8	73,633	77,133	81,133	84,633	88,633	89,383	89,633	90,133	90,883
9	75,033	78,533	82,533	86,033	90,033	90,783	91,033	91,533	92,283
10	76,433	79,933	83,933	87,433	91,433	92,183	92,433	92,933	93,683
11	78,333	81,833	85,833	89,333	93,333	94,083	94,333	94,833	95,583
12	80,233	83,733	87,733	91,233	95,233	95,983	96,233	96,733	97,483
13	82,133	85,633	89,633	93,133	97,133	97,883	98,133	98,633	99,383
14	84,033	87,533	91,533	95,033	99,033	99,783	100,033	100,533	101,283
15	85,948	89,448	93,448	96,948	100,948	101,698	101,948	102,448	103,198
16-17	87,948	91,448	95,448	98,948	102,948	103,698	103,948	104,448	105,198
18	89,948	93,448	97,448	100,948	104,948	105,698	105,948	106,448	107,198
19	91,948	95,448	99,448	102,948	106,948	107,698	107,948	108,448	109,198
20-21	93,948	97,448	101,448	104,948	108,948	109,698	109,948	110,448	111,198
22-24	96,948	100,448	104,448	107,948	111,948	112,698	112,948	113,448	114,198

TEACHERS' SALARY GUIDE 2028-2029

Step	BA	BA+16	MA	MA+16	MA+32	MA+45	PD	MA+60	EdD/ PhD
1-2	69,500	73,000	77,000	80,500	84,500	85,250	85,500	86,000	86,750
3	70,000	73,500	77,500	81,000	85,000	85,750	86,000	86,500	87,250
4	70,895	74,395	78,395	81,895	85,895	86,645	86,895	87,395	88,145
5	72,195	75,695	79,695	83,195	87,195	87,945	88,195	88,695	89,445
6	73,495	76,995	80,995	84,495	88,495	89,245	89,495	89,995	90,745
7	74,895	78,395	82,395	85,895	89,895	90,645	90,895	91,395	92,145
8	76,295	79,795	83,795	87,295	91,295	92,045	92,295	92,795	93,545
9	77,695	81,195	85,195	88,695	92,695	93,445	93,695	94,195	94,945
10	79,095	82,595	86,595	90,095	94,095	94,845	95,095	95,595	96,345
11	80,995	84,495	88,495	91,995	95,995	96,745	96,995	97,495	98,245
12	82,895	86,395	90,395	93,895	97,895	98,645	98,895	99,395	100,145
13	84,795	88,295	92,295	95,795	99,795	100,545	100,795	101,295	102,045
14	86,695	90,195	94,195	97,695	101,695	102,445	102,695	103,195	103,945
15	88,595	92,095	96,095	99,595	103,595	104,345	104,595	105,095	105,845
16	90,495	93,995	97,995	101,495	105,495	106,245	106,495	106,995	107,745
17-18	92,395	95,895	99,895	103,395	107,395	108,145	108,395	108,895	109,645
19	94,295	97,795	101,795	105,295	109,295	110,045	110,295	110,795	111,545
20	96,203	99,703	103,703	107,203	111,203	111,953	112,203	112,703	113,453
21-24	98,948	102,448	106,448	109,948	113,948	114,698	114,948	115,448	116,198

TEACHERS' SALARY GUIDE 2029-2030

Step	BA	BA+16	MA	MA+16	MA+32	MA+45	PD	MA+60	EdD/ PhD
1	73,000	76,500	80,500	84,000	88,000	88,750	89,000	89,500	90,250
2-3	73,500	77,000	81,000	84,500	88,500	89,250	89,500	90,000	90,750
4	74,000	77,500	81,500	85,000	89,000	89,750	90,000	90,500	91,250
5	74,486	77,986	81,986	85,486	89,486	90,236	90,486	90,986	91,736
6	75,786	79,286	83,286	86,786	90,786	91,536	91,786	92,286	93,036
7	77,186	80,686	84,686	88,186	92,186	92,936	93,186	93,686	94,436
8	78,586	82,086	86,086	89,586	93,586	94,336	94,586	95,086	95,836
9	79,986	83,486	87,486	90,986	94,986	95,736	95,986	96,486	97,236
10	81,386	84,886	88,886	92,386	96,386	97,136	97,386	97,886	98,636
11	83,236	86,736	90,736	94,236	98,236	98,986	99,236	99,736	100,486
12	85,136	88,636	92,636	96,136	100,136	100,886	101,136	101,636	102,386
13	87,036	90,536	94,536	98,036	102,036	102,786	103,036	103,536	104,286
14	88,936	92,436	96,436	99,936	103,936	104,686	104,936	105,436	106,186
15	90,836	94,336	98,336	101,836	105,836	106,586	106,836	107,336	108,086
16	92,736	96,236	100,236	103,736	107,736	108,486	108,736	109,236	109,986
17	94,636	98,136	102,136	105,636	109,636	110,386	110,636	111,136	111,886
18-19	96,536	100,036	104,036	107,536	111,536	112,286	112,536	113,036	113,786
20	98,448	101,948	105,948	109,448	113,448	114,198	114,448	114,948	115,698
21-24	100,948	104,448	108,448	111,948	115,948	116,698	116,948	117,448	118,198

TEACHERS' SALARY GUIDE 2030-2031

Step	BA	BA+16	MA	MA+16	MA+32	MA+45	PD	MA+60	EdD/ PhD
1-2	76,000	79,500	83,500	87,000	91,000	91,750	92,000	92,500	93,250
3-4	76,431	79,931	83,931	87,431	91,431	92,181	92,431	92,931	93,681
5	76,931	80,431	84,431	87,931	91,931	92,681	92,931	93,431	94,181
6	78,231	81,731	85,731	89,231	93,231	93,981	94,231	94,731	95,481
7	79,631	83,131	87,131	90,631	94,631	95,381	95,631	96,131	96,881
8	81,031	84,531	88,531	92,031	96,031	96,781	97,031	97,531	98,281
9	82,431	85,931	89,931	93,431	97,431	98,181	98,431	98,931	99,681
10	83,831	87,331	91,331	94,831	98,831	99,581	99,831	100,331	101,081
11	85,581	89,081	93,081	96,581	100,581	101,331	101,581	102,081	102,831
12	87,431	90,931	94,931	98,431	102,431	103,181	103,431	103,931	104,681
13	89,331	92,831	96,831	100,331	104,331	105,081	105,331	105,831	106,581
14	91,231	94,731	98,731	102,231	106,231	106,981	107,231	107,731	108,481
15	93,131	96,631	100,631	104,131	108,131	108,881	109,131	109,631	110,381
16	95,031	98,531	102,531	106,031	110,031	110,781	111,031	111,531	112,281
17	96,931	100,431	104,431	107,931	111,931	112,681	112,931	113,431	114,181
18	98,831	102,331	106,331	109,831	113,831	114,581	114,831	115,331	116,081
19-20	100,748	104,248	108,248	111,748	115,748	116,498	116,748	117,248	117,998
21-24	102,948	106,448	110,448	113,948	117,948	118,698	118,948	119,448	120,198

Professional Diplomas and/or Doctorate: A person may advance on either the Professional Diploma or the Doctoral Degree but not both. If a person obtains the Diploma and then the Doctoral Degree, the maximum increase shall be that which is listed for the Doctoral Degree.

Educational Credits: M+45 = Base Salary (M+32) + $690
PD = Base Salary (M+32) + $1,060
M+60 = Base Salary (M+32) + $1,380
Thesis Approval = present salary plus ½ difference between present salary and base salary (M+32) = EdD Stipend
EdD = Base Salary (M+32) + $2,040

2026-2029: 17+ Years = $1000 20+ Years = $1,600 25+ Years = $2,200 30+ Years = $2,800
2029-2031: 17+ Years = $1100 20+ Years = $1,700 25+ Years = $2,300 30+ Years = $2,900
Educational credits and longevity stipends are added individually to the base salary. Stipends are not added cumulatively.

PEOPLE WHO WERE MOVED TO STEP 23 IN THE BASE YEAR (96-97) WILL RECEIVE AN ADDITIONAL $366 ABOVE STEP 23 IN THE 97-98 YEAR.

TEACHERS WHO WERE PAID ON THE MA COLUMN BASED ON BA+32 CREDITS PRIOR TO JUNE 1, 2014, SHALL CONTINUE TO BE PAID ON THAT COLUMN. EFFECTIVE JUNE 1, 2014, A TEACHER SHALL NOT ADVANCE BEYOND THE MA COLUMN UNLESS THE TEACHER OBTAINS THE GRADUATE CREDITS ENTITLING HIM OR HER TO SUCH ADVANCEMENT SUBSEQUENT TO EARNING A MASTER'S DEGREE.

The cost of following state mandated certifications and/or renewals shall be paid by the Board and not the employee:
OT: $160, renewal every two years due September of odd-numbered years
PT: $110, renewal every two years due January of even-numbered years
Speech: $170, renewal every two years due October of odd-numbered years

TEACHERS' ADVANCEMENT CHART

ADVANCEMENT-PLACEMENT CHART
Teachers

BASE YEAR 2025-2026		2026-2027		2027-2028		2028-2029		2029-2030		2030-2031
										1-2
								1	→	1-2
						1-2	→	2-3	→	3-4
				1	→	1-2	→	2-3	→	3-4
		1	→	2	→	3	→	4	→	5
1	→	2	→	3	→	4	→	5	→	6
2	→	3	→	4	→	5	→	6	→	7
3	→	4	→	5	→	6	→	7	→	8
4	→	5	→	6	→	7	→	8	→	9
5	→	6	→	7	→	8	→	9	→	10
6	→	7	→	8	→	9	→	10	→	11
7	→	8	→	9	→	10	→	11	→	12
8	→	9	→	10	→	11	→	12	→	13
9	→	10	→	11	→	12	→	13	→	14
10	→	11	→	12	→	13	→	14	→	15
11	→	12	→	13	→	14	→	15	→	16
12	→	13	→	14	→	15	→	16	→	17
13	→	14	→	15	→	16	→	17	→	18
14-15	→	15-16	→	16-17	→	17-18	→	18-19	→	19-20
16	→	17	→	18	→	19	→	20	→	21-24
17	→	18	→	19	→	20	→	21-24	→	21-24
18-19	→	19-20	→	20-21	→	21-24	→	21-24	→	21-24
20	→	21	→	22-24	→	21-24	→	21-24	→	21-24
21	→	22-24	→	22-24	→	21-24	→	21-24	→	21-24
22-24	→	22-24	→	22-24	→	21-24	→	21-24	→	21-24

APPENDIX B

PARAPROFESSIONALS SALARY GUIDE - 2026-2027

Step	Salary	RBT	PEA
1	23,500	24,500	32,000
2	23,620	24,620	32,120
3	24,050	25,050	32,550
4	24,550	25,550	33,050
5	25,050	26,050	33,550
6	25,550	26,550	34,050
7	26,050	27,050	34,550
8	26,550	27,550	35,050
9	27,050	28,050	35,550
10	27,550	28,550	36,050
11	28,050	29,050	36,550
12	28,700	29,700	37,200
13-15	29,350	30,350	37,850

PARAPROFESSIONALS SALARY GUIDE - 2027-2028

Step	Salary	RBT	PEA
1	24,250	25,250	32,750
2	24,500	25,500	33,000
3	24,924	25,924	33,424
4	25,419	26,419	33,919
5	25,914	26,914	34,414
6	26,409	27,409	34,909
7	26,904	27,904	35,404
8	27,399	28,399	35,899
9	27,894	28,894	36,394
10	28,389	29,389	36,889
11	28,884	29,884	37,384
12	29,379	30,379	37,879
13-15	29,875	30,875	38,375

PARAPROFESSIONALS SALARY GUIDE - 2028-2029

Step	Salary	RBT	PEA
1	25,500	26,500	34,000
2	25,750	26,750	34,250
3	26,000	27,000	34,500
4	26,360	27,360	34,860
5	26,825	27,825	35,325
6	27,300	28,300	35,800
7	27,775	28,775	36,275
8	28,250	29,250	36,750
9	28,725	29,725	37,225
10	29,200	30,200	37,700
11	29,675	30,675	38,175
12	30,150	31,150	38,650
13-15	30,625	31,625	39,125

PARAPROFESSIONALS SALARY GUIDE - 2029-2030

Step	Salary	RBT	PEA
1	26,000	27,000	34,500
2	26,400	27,400	34,900
3	26,800	27,800	35,300
4	27,200	28,200	35,700
5	27,655	28,655	36,155
6	28,125	29,125	36,625
7	28,600	29,600	37,100
8	29,075	30,075	37,575
9	29,550	30,550	38,050
10	30,025	31,025	38,525
11	30,500	31,500	39,000
12	30,975	31,975	39,475
13-15	31,450	32,450	39,950

PARAPROFESSIONALS SALARY GUIDE - 2030-2031

Step	Salary	RBT	PEA
1	27,000	28,000	36,500
2	27,250	28,250	36,750
3	27,650	28,650	37,150
4	28,050	29,050	37,550
5	28,505	29,505	38,005
6	28,975	29,975	38,475
7	29,450	30,450	38,950
8	29,925	30,925	39,425
9	30,400	31,400	39,900
10	30,875	31,875	40,375
11	31,350	32,350	40,850
12	31,825	32,825	41,325
13-15	32,300	33,300	41,800

Longevity:

2026-2029: 10+ Years = $850	15+ Years = $1,350	20+ Years = $1,850
2029-2031: 10+ Years = $950	15+ Years = $1,450	20+ Years = $1,950

Effective July 1, 2022, a new column will be added to the salary guide in Appendix B to the right that will be the column that paraprofessionals with Registered Behavior Technician (RBT) certification will be paid. The RBT column will include both Tri Valley paraprofessionals who have been trained by the Board and any paraprofessional who has completed RBT certification at their own cost. Paraprofessionals who have completed the certification at their own cost must submit evidence of a valid RBT certification to the Personnel Office to be approved for movement to this new RBT column in the salary guide.

Paraprofessionals will receive a pensionable $500 toileting stipend only if providing toileting services.

PARAPROFESSIONALS' ADVANCEMENT CHART

BASE YEAR 2025-2026		2026-2027		2027-2028		2028-2029		2029-2030		2030-2031
										1
								1	→	2
						1	→	2	→	3
				1	→	2	→	3	→	4
		1	→	2	→	3	→	4	→	5
1	→	2	→	3	→	4	→	5	→	6
2	→	3	→	4	→	5	→	6	→	7
3	→	4	→	5	→	6	→	7	→	8
4	→	5	→	6	→	7	→	8	→	9
5	→	6	→	7	→	8	→	9	→	10
6	→	7	→	8	→	9	→	10	→	11
7	→	8	→	9	→	10	→	11	→	12
8	→	9	→	10	→	11	→	12	→	13-15
9	→	10	→	11	→	12	→	13-15	→	13-15
10	→	11	→	12	→	13-15	→	13-15	→	13-15
11	→	12	→	13-15	→	13-15	→	13-15	→	13-15
12	→	13-15	→	13-15	→	13-15	→	13-15	→	13-15
13-15	→	13-15	→	13-15	→	13-15	→	13-15	→	13-15

APPENDIX C

ATHLETIC DEPARTMENT PERSONNEL SALARY GUIDE

Positions		2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Group I						
Football	1	$10,262	$10,631	$11,014	$11,366	$11,718
Assistant Football	6	$7,175	$7,433	$7,701	$7,947	$8,193
Athletic Trainer	1	$9,629	$9,976	$10,335	$10,666	$10,997
Group II						
Wrestling	1	$9,171	$9,501	$9,843	$10,158	$10,473
Assistant Wrestling	2	$6,688	$6,929	$7,178	$7,408	$7,638
Basketball	2	$9,171	$9,501	$9,843	$10,158	$10,473
Assistant Basketball	6	$6,688	$6,929	$7,178	$7,408	$7,638
Spring Track	2	$8,673	$8,985	$9,308	$9,606	$9,904
Assistant Spring Track	3	$6,358	$6,587	$6,824	$7,042	$7,260
Group III						
Baseball	1	$8,673	$8,985	$9,308	$9,606	$9,904
Assistant Baseball	3	$6,358	$6,587	$6,824	$7,042	$7,260
Softball	1	$8,673	$8,985	$9,308	$9,606	$9,904
Assistant Softball	3	$6,358	$6,587	$6,824	$7,042	$7,260
Soccer	2	$8,673	$8,985	$9,308	$9,606	$9,904
Assistant Soccer	4	$6,358	$6,587	$6,824	$7,042	$7,260
Volleyball	2	$7,959	$8,246	$8,543	$8,816	$9,089
Assistant Volleyball	4	$5,742	$5,949	$6,163	$6,360	$6,557
Group IV						
Winter Track	1	$7,959	$8,246	$8,543	$8,816	$9,089
Assistant Winter Track	3	$5,742	$5,949	$6,163	$6,360	$6,557
Fall Cheerleading	1	$7,959	$8,246	$8,543	$8,816	$9,089
Fall Assistant Cheerleading	2	$6,358	$6,587	$6,824	$7,042	$7,260
Cross Country	1	$7,959	$8,246	$8,543	$8,816	$9,089
Group V						
Bowling	1	$7,959	$8,246	$8,543	$8,816	$9,089
Golf	1	$7,959	$8,246	$8,543	$8,816	$9,089
Tennis	2	$7,959	$8,246	$8,543	$8,816	$9,089
Assistant Tennis	2	$5,742	$5,949	$6,163	$6,360	$6,557
Winter Cheerleading (Head)	1	$7,959	$8,246	$8,543	$8,816	$9,089
Winter Cheerleading (Asst)	1	$6,358	$6,587	$6,824	$7,042	$7,260
Middle School Sports	10	$4,839	$5,013	$5,193	$5,359	$5,525
Fall Dance Coach (Head)	1	$4,146	$4,295	$4,450	$4,592	$4,734

Fall Dance Coach (Asst)	1	$1,831	$1,897	$1,965	$2,028	$2,091
Winter Dance Coach (Head)	1	$4,146	$4,295	$4,450	$4,592	$4,734
Winter Dance Coach (Asst)	1	$1,831	$1,897	$1,965	$2,028	$2,091
Weight Room Supervisor (per hour)		$40.00	$40.00	$40.00	$40.00	$40.00
Group VI						
E-Sports Season 1 (Head)	1	$4,006	$4,150	$4,299	$4,437	$4,575
E-Sports Season 1 (Asst)	1	$1,769	$1,833	$1,899	$1,960	$2,021
E-Sports Season 2 (Head)	1	$4,006	$4,150	$4,299	$4,437	$4,575
E-Sports Season 2 (Asst)	1	$1,769	$1,833	$1,899	$1,960	$2,021

APPENDIX D
EXTRA PAY FOR EXTRA SERVICES
2026-2031

POSITION		2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
GROUP I						
Band Director	1	$5,431	$5,627	$5,830	$6,017	$6,204
HS Newspaper	1	$6,459	$6,692	$6,933	$7,155	$7,377
HS Yearbook Advisor	1	$6,459	$6,692	$6,933	$7,155	$7,377
TV Production Advisor	1	$6,459	$6,692	$6,933	$7,155	$7,377
Academic Decathlon	1	$2,478	$2,567	$2,659	$2,744	$2,829
STEM Advisor	1	$4,489	$4,651	$4,818	$4,972	$5,126
HS Drama Club	1	$4,792	$4,965	$5,144	$5,309	$5,474
Model UN	1	$6,459	$6,692	$6,933	$7,155	$7,377
Senior Class Advisor	1	$4,705	$4,874	$5,049	$5,211	$5,373
RNB Theater Workshop	1	$3,278	$3,396	$3,518	$3,631	$3,744
RNB Yearbook Advisor	1	$2,551	$2,643	$2,738	$2,826	$2,914
GROUP II						
Junior Class Advisor	1	$2,694	$2,791	$2,891	$2,984	$3,077
Sophomore Class Advisor	1	$2,694	$2,791	$2,891	$2,984	$3,077
Freshman Class Advisor	1	$2,694	$2,791	$2,891	$2,984	$3,077
Color Guard Advisor	1	$3,986	$4,129	$4,278	$4,415	$4,552
Peer Transitions Advisor	5	$3,834	$3,972	$4,116	$4,247	$4,379
Spring Concert Production	1	$2,960	$3,067	$3,177	$3,279	$3,381
HS Stage Director	1	$4,792	$4,965	$5,144	$5,309	$5,474
RNB League of Representatives	1	$1,678	$1,738	$1,801	$1,859	$1,917
RNB National Jr Honor Society	1	$1,678	$1,738	$1,801	$1,859	$1,917
DASH Advisor (as needed per hour)		$40.00	$40.00	$40.00	$40.00	$40.00
BHS Fall Play Director	1	$4,140	$4,289	$4,443	$4,585	$4,727
BHS Fall Play Asst Director	1	$1,656	$1,716	$1,778	$1,835	$1,892
BHS Fall Play Technical Director	1	$1,035	$1,072	$1,111	$1,147	$1,183
BHS Fall Play Set Builder	1	$1,035	$1,072	$1,111	$1,147	$1,183
BHS Spring Musical Director	1	$4,140	$4,289	$4,443	$4,585	$4,727

BHS Spring Musical Music Director	1	$4,140	$4,289	$4,443	$4,585	$4,727
BHS Spring Musical Tech Director	1	$1,035	$1,072	$1,111	$1,147	$1,183
BHS Spring Musical Pit Director	1	$1,553	$1,609	$1,667	$1,720	$1,773
BHS Botany Club Advisor	1	$1,553	$1,609	$1,667	$1,720	$1,773
BHS Robotics Advisor	1	$3,167	$3,281	$3,399	$3,508	$3,617
BHS Robotics Club Fab Advisor	1	$2,318	$2,401	$2,487	$2,567	$2,647
BHS Asst Indoor Percussion Dir	1	$1,553	$1,609	$1,667	$1,720	$1,773
RWB Running Club Advisor	1	$1,553	$1,609	$1,667	$1,720	$1,773
RWB Drone Club Advisor	1	$1,553	$1,609	$1,667	$1,720	$1,773
RWB PBIS Advisor	1	$1,553	$1,609	$1,667	$1,720	$1,773
BHS Flag Football Coach	1	$1,553	$1,609	$1,667	$1,720	$1,773
BHS Unified Sports (2)	1	$1,553	$1,609	$1,667	$1,720	$1,773
Creative Design Club	1	$1,553	$1,609	$1,667	$1,720	$1,773
Film Club	1	$1,553	$1,609	$1,667	$1,720	$1,773
Young People Make a Difference	1	$1,553	$1,609	$1,667	$1,720	$1,773
GROUP III						
HS Peer Tutoring	1	$2,846	$2,948	$3,054	$3,152	$3,250
Assistant Band Coaches	8	$3,502	$3,628	$3,759	$3,879	$3,999
STEM Mentors	5	$2,694	$2,791	$2,891	$2,984	$3,077
RWB Newspaper Editor	1	$1,465	$1,518	$1,573	$1,623	$1,673
RWB Jazz Club	1	$1,465	$1,518	$1,573	$1,623	$1,673
RWB Art and Mural Club	1	$1,465	$1,518	$1,573	$1,623	$1,673
RWB Multicultural Club	1	$1,465	$1,518	$1,573	$1,623	$1,673
GROUP IV						
HS National Honor Society	1	$2,295	$2,378	$2,464	$2,543	$2,622
Subject Honor Society Advisors	7	$1,678	$1,738	$1,801	$1,859	$1,917
Student Congress	1	$2,295	$2,378	$2,464	$2,543	$2,622
Literary Magazine	1	$2,295	$2,378	$2,464	$2,543	$2,622
Safety patrol Advisors	5	$1,539	$1,594	$1,651	$1,704	$1,757
Middle School Chess Club	1	$1,642	$1,701	$1,762	$1,818	$1,874
High School Chess Club	1	$1,642	$1,701	$1,762	$1,818	$1,874
Middle School Coding Club	1	$1,678	$1,738	$1,801	$1,859	$1,917

High School Coding Club	1	$1,678	$1,738	$1,801	$1,859	$1,917
High School Sapphire Club	1	$1,678	$1,738	$1,801	$1,859	$1,917
Middle School Safety Zone	1	$1,642	$1,701	$1,762	$1,818	$1,874
High School Indoor Percussion	1	$1,553	$1,609	$1,667	$1,720	$1,773
High School Jazz Band	1	$1,553	$1,609	$1,667	$1,720	$1,773
High School Chamber Orchestra	1	$1,553	$1,609	$1,667	$1,720	$1,773
RISE Club	1	$1,553	$1,609	$1,667	$1,720	$1,773
DECA Advisor	1	$1,553	$1,609	$1,667	$1,720	$1,773
French Club	1	$1,553	$1,609	$1,667	$1,720	$1,773
Culinary Club	1	$1,553	$1,609	$1,667	$1,720	$1,773
Spanish Club	1	$1,553	$1,609	$1,667	$1,720	$1,773
Thrive Club	1	$1,553	$1,609	$1,667	$1,720	$1,773
Ski & Snowboarding Club	1	$1,553	$1,609	$1,667	$1,720	$1,773

*Stipend includes performances in the Bergenfield Borough Holiday Parades

Effective July 1, 2014, the Extra Pay for Extra Services schedule shall no longer provide for release periods during the school day.

APPENDIX E

CUSTODIAL SALARY GUIDE - 2026-2027

Step	A	B	C	D	E
1	65,466	64,811	63,502	58,919	58,265
2	66,466	65,801	64,472	59,819	59,155
3	67,466	66,791	65,442	60,719	60,045
4	68,466	67,781	66,412	61,619	60,935
5	69,466	68,771	67,382	62,519	61,825
6	70,466	69,761	68,352	63,419	62,715
7	71,466	70,751	69,322	64,319	63,605
8	72,466	71,741	70,292	65,219	64,495
9	73,466	72,731	71,262	66,119	65,385
10	74,466	73,721	72,232	67,019	66,275
11	75,466	74,711	73,202	67,919	67,165
12	76,466	75,701	74,172	68,819	68,055
13	77,466	76,691	75,142	69,719	68,945
14-15	78,466	77,681	76,112	70,619	69,835

CUSTODIAL SALARY GUIDE - 2027-2028

Step	A	B	C	D	E
1	67,582	66,906	65,555	60,824	60,148
2	68,582	67,896	66,525	61,724	61,038
3	69,582	68,886	67,495	62,624	61,928
4	70,582	69,876	68,465	63,524	62,818
5	71,582	70,866	69,435	64,424	63,708
6	72,582	71,856	70,405	65,324	64,598
7	73,582	72,846	71,375	66,224	65,488
8	74,582	73,836	72,345	67,124	66,378
9	75,582	74,826	73,315	68,024	67,268
10	76,582	75,816	74,285	68,924	68,158
11	77,582	76,806	75,255	69,824	69,048
12	78,582	77,796	76,225	70,724	69,938
13	79,582	78,786	77,195	71,624	70,828
14-15	80,582	79,776	78,165	72,524	71,718

CUSTODIAL SALARY GUIDE - 2028-2029

Step	A	B	C	D	E
1	69,847	69,149	67,752	62,862	62,164
2	70,847	70,139	68,722	63,762	63,054
3	71,847	71,129	69,692	64,662	63,944
4	72,847	72,119	70,662	65,562	64,834
5	73,847	73,109	71,632	66,462	65,724
6	74,847	74,099	72,602	67,362	66,614
7	75,847	75,089	73,572	68,262	67,504
8	76,847	76,079	74,542	69,162	68,394
9	77,847	77,069	75,512	70,062	69,284
10	78,847	78,059	76,482	70,962	70,174
11	79,847	79,049	77,452	71,862	71,064
12	80,847	80,039	78,422	72,762	71,954
13	81,847	81,029	79,392	73,662	72,844
14-15	82,847	82,019	80,362	74,562	73,734

CUSTODIAL SALARY GUIDE - 2029-2030

Step	A	B	C	D	E
1	71,975	71,255	69,816	64,778	64,058
2	72,975	72,245	70,786	65,678	64,948
3	73,975	73,235	71,756	66,578	65,838
4	74,975	74,225	72,726	67,478	66,728
5	75,975	75,215	73,696	68,378	67,618
6	76,975	76,205	74,666	69,278	68,508
7	77,975	77,195	75,636	70,178	69,398
8	78,975	78,185	76,606	71,078	70,288
9	79,975	79,175	77,576	71,978	71,178
10	80,975	80,165	78,546	72,878	72,068
11	81,975	81,155	79,516	73,778	72,958
12	82,975	82,145	80,486	74,678	73,848
13	83,975	83,135	81,456	75,578	74,738
14-15	84,975	84,125	82,426	76,478	75,628

CUSTODIAL SALARY GUIDE - 2030-2031

Step	A	B	C	D	E
1	74,128	73,387	71,904	66,715	65,974
2	75,128	74,377	72,874	67,615	66,864
3	76,128	75,367	73,844	68,515	67,754
4	77,128	76,357	74,814	69,415	68,644
5	78,128	77,347	75,784	70,315	69,534
6	79,128	78,337	76,754	71,215	70,424
7	80,128	79,327	77,724	72,115	71,314
8	81,128	80,317	78,694	73,015	72,204
9	82,128	81,307	79,664	73,915	73,094
10	83,128	82,297	80,634	74,815	73,984
11	84,128	83,287	81,604	75,715	74,874
12	85,128	84,277	82,574	76,615	75,764
13	86,128	85,267	83,544	77,515	76,654
14-15	87,128	86,257	84,514	78,415	77,544

Category A: Head Custodian, High School, Middle School

Category B: Head Custodian, Elementary Schools, Maintenance

Category C: Grounds

Category D: Assistant Head Custodian, High School, Middle School Custodians

Category E: Custodians

Effective July 1, 2025: An additional increment of $650 may be granted after ten (10) and fifteen (15) years of continuous employment in the Bergenfield School System.

Effective July 1, 2026: An additional increment of $750 may be granted after ten (10) and fifteen (15) years of continuous employment in the Bergenfield School System.

Effective July 1, 2029: An additional increment of $850 may be granted after ten (10) and fifteen (15) years of continuous employment in the Bergenfield School System.

CUSTODIAL ADVANCEMENT CHART

BASE YEAR 2025-2026		2026-2027		2027-2028		2028-2029		2029-2030		2030-2031
										1
								1	→	2
						1	→	2	→	3
				1	→	2	→	3	→	4
		1	→	2	→	3	→	4	→	5
1	→	2	→	3	→	4	→	5	→	6
2	→	3	→	4	→	5	→	6	→	7
3	→	4	→	5	→	6	→	7	→	8
4	→	5	→	6	→	7	→	8	→	9
5	→	6	→	7	→	8	→	9	→	10
6	→	7	→	8	→	9	→	10	→	11
7	→	8	→	9	→	10	→	11	→	12
8	→	9	→	10	→	11	→	12	→	13
9	→	10	→	11	→	12	→	13	→	14-15
10	→	11	→	12	→	13	→	14-15	→	14-15
11	→	12	→	13	→	14-15	→	14-15	→	14-15
12	→	13	→	14-15	→	14-15	→	14-15	→	14-15
13	→	14-15	→	14-15	→	14-15	→	14-15	→	14-15
14-15	→	14-15	→	14-15	→	14-15	→	14-15	→	14-15

APPENDIX F

PART-TIME HOURLY EMPLOYEES

Part time hourly employees are hired at an hourly rate of pay. Anyone currently at the $28 rate or higher would be vested at their current rate and will not receive a raise for this stipend. All other part time hourly workers will be paid at a rate of $28.

APPENDIX G

SECRETARIAL SALARY GUIDE 2026-2027

Step	A	B	C	D
1	55,471	49,369	48,814	53,252
2	56,461	50,250	49,686	54,203
3	57,451	51,131	50,557	55,153
4	58,441	52,012	51,428	56,103
5	59,431	52,894	52,299	57,054
6	60,421	53,775	53,170	58,004
7	61,411	54,656	54,042	58,955
8	62,401	55,537	54,913	59,905
9	63,391	56,418	55,784	60,855
10	64,381	57,299	56,655	61,806
11	65,376	58,185	57,531	62,761
12-13	66,376	59,075	58,411	63,721

SECRETARIAL SALARY GUIDE 2027-2028

Step	A	B	C	D
1	57,255	50,957	50,384	54,965
2	58,245	51,838	51,256	55,915
3	59,235	52,719	52,127	56,866
4	60,225	53,600	52,998	57,816
5	61,215	54,481	53,869	58,766
6	62,205	55,362	54,740	59,717
7	63,195	56,244	55,612	60,667
8	64,185	57,125	56,483	61,618
9	65,175	58,006	57,354	62,568
10	66,165	58,887	58,225	63,518
11	67,160	59,772	59,101	64,474
12-13	68,160	60,662	59,981	65,434

SECRETARIAL SALARY GUIDE 2028-2029

Step	A	B	C	D
1	59,175	52,666	52,074	56,808
2	60,165	53,547	52,945	57,758
3	61,155	54,428	53,816	58,709
4	62,145	55,309	54,688	59,659
5	63,135	56,190	55,559	60,610
6	64,125	57,071	56,430	61,560
7	65,115	57,952	57,301	62,510
8	66,105	58,833	58,172	63,461
9	67,095	59,715	59,044	64,411
10	68,085	60,596	59,915	65,362
11	69,080	61,481	60,790	66,317
12-13	70,080	62,371	61,670	67,277

SECRETARIAL SALARY GUIDE 2029-2030

Step	A	B	C	D
1	61,122	54,399	53,787	58,677
2	62,112	55,280	54,659	59,628
3	63,102	56,161	55,530	60,578
4	64,092	57,042	56,401	61,528
5	65,082	57,923	57,272	62,479
6	66,072	58,804	58,143	63,429
7	67,062	59,685	59,015	64,380
8	68,052	60,566	59,886	65,330
9	69,042	61,447	60,757	66,280
10	70,032	62,328	61,628	67,231
11	71,027	63,214	62,504	68,186
12-13	72,027	64,104	63,384	69,146

SECRETARIAL SALARY GUIDE 2030-2031

Step	A	B	C	D
1	63,171	56,222	55,590	60,644
2	64,161	57,103	56,462	61,595
3	65,151	57,984	57,333	62,545
4	66,141	58,865	58,204	63,495
5	67,131	59,747	59,075	64,446
6	68,121	60,628	59,946	65,396
7	69,111	61,509	60,818	66,347
8	70,101	62,390	61,689	67,297
9	71,091	63,271	62,560	68,247
10	72,081	64,152	63,431	69,198
11	73,076	65,038	64,307	70,153
12-13	74,076	65,928	65,187	71,113

Effective July 1, 2026:
Career Step: $750 upon completion of 10 years' service
Plus Step: $750 each 3 years after 10 years of service up to a maximum of $2,250

Effective July 1, 2029:
Career Step: $850 upon completion of 10 years' service
Plus Step: $850 each 3 years after 10 years of service up to a maximum of $2,350

Positions:

Category A: Secretary to High School Principal, Middle School Principal, Registrar (12 Months)

Category B: Secretary to Elementary School Principal ($750 differential over other 10 or 12 months secretaries is included)

Category C: All 10 Month Secretaries and Clerks

Category D: All other 12 Month secretaries and Clerks

SECRETARY ADVANCEMENT CHART

BASE YEAR 2025-2026		2026-2027		2027-2028		2028-2029		2029-2030		2030-2031
										1
								1	→	2
						1	→	2	→	3
				1	→	2	→	3	→	4
		1	→	2	→	3	→	4	→	5
1	→	2	→	3	→	4	→	5	→	6
2	→	3	→	4	→	5	→	6	→	7
3	→	4	→	5	→	6	→	7	→	8
4	→	5	→	6	→	7	→	8	→	9
5	→	6	→	7	→	8	→	9	→	10
6	→	7	→	8	→	9	→	10	→	11
7	→	8	→	9	→	10	→	11	→	12-13
8	→	9	→	10	→	11	→	12-13	→	12-13
9	→	10	→	11	→	12-13	→	12-13	→	12-13
10	→	11	→	12-13	→	12-13	→	12-13	→	12-13
11	→	12-13	→	12-13	→	12-13	→	12-13	→	12-13
12-13	→	12-13	→	12-13	→	12-13	→	12-13	→	12-13

APPENDIX H

BUS DRIVERS' SALARY GUIDE - 2026-2027

Step	Salary
1	37,993
2	38,193
3	38,393
4	38,593
5	39,468
6	40,343
7	41,218
8	42,093
9	42,968
10	43,843

BUS DRIVERS' SALARY GUIDE - 2027-2028

Step	Salary
1	39,281
2	39,481
3	39,681
4	39,881
5	40,756
6	41,631
7	42,506
8	43,381
9	44,256
10	45,131

BUS DRIVERS' SALARY GUIDE - 2028-2029

Step	Salary
1	40,708
2	40,958
3	41,208
4	41,922
5	42,672
6	43,422
7	44,172
8	44,922
9	45,672
10	46,422

BUS DRIVERS' SALARY GUIDE - 2029-2030

Step	Salary
1	42,215
2	42,465
3	42,715
4	43,240
5	43,990
6	44,740
7	45,490
8	46,240
9	46,990
10	47,740

BUS DRIVERS' SALARY GUIDE - 2030-2031

Step	Salary
1	43,721
2	43,971
3	44,221
4	44,721
5	45,324
6	46,074
7	46,824
8	47,574
9	48,324
10	49,074

Longevity (effective July 1, 2026):

10+ Years = $600 15+ Years = $1,100 20+ Years = $1,600

Longevity (effective July 1, 2029):

10+ Years = $700 15+ Years = $1,200 20+ Years = $1,700

BUS DRIVERS' ADVANCEMENT CHART

BASE YEAR 2025-2026		2026-2027		2027-2028		2028-2029		2029-2030		2030-2031
										1
								1	→	2
						1	→	2	→	3
				1	→	2	→	3	→	4
		1	→	2	→	3	→	4	→	5
1	→	2	→	3	→	4	→	5	→	6
2	→	3	→	4	→	5	→	6	→	7
3	→	4	→	5	→	6	→	7	→	8
4	→	5	→	6	→	7	→	8	→	9
5	→	6	→	7	→	8	→	9	→	10
6	→	7	→	8	→	9	→	10	→	10
7	→	8	→	9	→	10	→	10	→	10
8	→	9	→	10	→	10	→	10	→	10
9	→	10	→	10	→	10	→	10	→	10
10	→	10	→	10	→	10	→	10	→	10

APPENDIX I

BELL SCHEDULES

Middle School

Period 1:	7:55-8:46
Period 2:	8:49-9:38
Period 3:	9:41-10:30
Period 4:	10:33-11:22
Period 5:	11:25-12:14
Period 6:	12:17-1:06
Period 7:	1:09-1:58
Period 8:	2:01-2:50

The Board shall be able to have up to ten different teachers perform before and after school duties for a period not to exceed ten minutes provided none of these teachers has a homeroom. The Board will seek volunteers first. If there are no volunteers, teachers shall be scheduled on a rotating basis. Teachers performing these duties shall receive a stipend equal to 1/5 of the class coverage rate for each day they work these duties.

High School

Effective the 2026-2027 school year, the below bell schedule will be the schedule for Bergenfield High School.

A Day - Anchor Day			
Period No.	Period Times		Minutes
1	8:00 AM	8:43 AM	43
2/HR	8:47 AM	9:30 AM	43
3	9.35 AM	10:18 AM	43
4	10:22 AM	11:05 AM	43
Lunch	11:05 AM	11:50 AM	45
5	11:55 AM	12:38 PM	43
6	12:42 PM	1:25 PM	43
7	1:30 PM	2:13 PM	43
8	2:17 PM	3:00 PM	43

B Day - Drop periods 3 & 7			
Period No.	Period Times		Minutes
4	8:00 AM	8:58 AM	58
1/HR	9:03 AM	10:03 AM	60
2	10:08 AM	11:06 AM	58
Lunch	11:06 AM	11:51 AM	45
8	11:56 AM	12:54 PM	58
5	12:59 PM	1:57 PM	58
6	2:02 PM	3:00 PM	58

C Day – Drop periods 2 & 6			
Period No.	Period Times		Minutes
3	8:00 AM	8:58 AM	58
4/HR	9:03 AM	10:03 AM	60
1	10:08 AM	11:06 AM	58
Lunch	11:06 AM	11:51 AM	45
7	11:56 AM	12:54 PM	58
8	12:59 PM	1:57 PM	58
5	2:02 PM	3:00 PM	58

D Day – Drop periods 1 & 5			
Period No.	Period Times		Minutes
2	8:00 AM	8:58 AM	58
3/HR	9:03 AM	10:03 AM	60
4	10:08 AM	11:06 AM	58
Lunch	11:06 AM	11:51 AM	45
6	11:56 AM	12:54 PM	58
7	12:59 PM	1:57 PM	58
8	2:02 PM	3:00 PM	58

E Day – Drop periods 4 & 8			
Period No.	Period Times		Minutes
1	8:00 AM	8:58 AM	58
2/HR	9:03 AM	10:03 AM	60
3	10:08 AM	11:06 AM	58
Lunch	11:06 AM	11:51 AM	45
5	11:56 AM	12:54 PM	58
6	12:59 PM	1:57 PM	58
7	2:02 PM	3:00 PM	58

APPENDIX J

Teacher In Charge

The Superintendent or his/her designee shall be permitted to assign a Teacher in Charge in each of the District's schools to serve for a full or partial day when the building principal is absent. The Teacher in Charge shall be paid a per diem amount, which shall be calculated at 1/200 of the difference between the teacher's annual salary and the average principal's annual salary. This amount shall be prorated at an hourly rate if the Teacher in Charge is assigned for a partial day with a day defined by Article 6 of this Agreement.

AFFIRMATIVE ACTION

"It is the policy of the Bergenfield Board of Education not to discriminate in its educational programs, activities, employment policies, or admission policies and practices on the basis of race, color, natural origin, sex or handicap."

Title VI	Coordinator	Director of Personnel
Title IX	Coordinator	Assistant Superintendent
Title 504	Coordinator	Director of Personnel
ADA	Officer	Director of Personnel

Assistant Superintendent
225 West Clinton Avenue
Bergenfield, New Jersey 07621
(201) 385-8020