

AGREEMENT

between

THE AVON-BY-THE-SEA

BOARD OF EDUCATION

and

THE AVON-BY-THE-SEA

EDUCATION ASSOCIATION

JULY 1, 2024 - JUNE 30, 2028

Table of Contents

<u>Article #</u>	<u>Page #(s)</u>
Preamble	3
#1. Recognition	4
#2. Negotiation of Successor Agreement	5
#3. Employee Rights	6
#4. Grievance Procedure	7 - 8
#5. Teaching Hours and Load	9 - 10
#6. Teacher employment	11
#7. Sick Leave	12
#8. Temporary Leaves of Absence	13
#9. Extended Leaves of Absence	14 - 16
#10. Professional Development and Educational Improvement	17-19
#11. Insurance Protection	20-21
#12. Salary Provisions	22
#13. Retirement	23
#14. Miscellaneous Provisions	24
#15. Salary Guides	25
#16. Duration of Agreement	26
<u>Salary Schedules</u>	
Schedule A - Salary Guides	27-30
Schedule B - Supplemental Position Schedule	31

PREAMBLE

This Agreement is entered into by and between the Board of Education of the Borough of Avon-by-the-Sea, hereinafter referred to as the "Board" and the Avon Education Association, hereinafter referred to as the "Association".

WHEREAS, the Board has an obligation pursuant to Chapter 123, Public Laws 1974, to negotiate with the Association as the representative of employees hereinafter designated, with respect to the terms and conditions of employment, and

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

RESOLVED, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE #1
RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive and sole representative for collective bargaining for the terms and conditions of employment for all certified personnel whether under contract, or on leave, employed by the Board. This includes full and part time teachers, but excludes personnel on a per diem basis and others excluded by law.
- B. Unless otherwise indicated, the term "teacher", when used hereinafter, shall refer to all professional employees represented by the Association in the negotiations unit defined above.

ARTICLE #2
NEGOTIATION OF SUCCESSOR AGREEMENT

- A. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws of 1974, and shall meet within reasonable time and negotiate in good faith with respect to grievances and terms and conditions of employment. Such negotiations shall begin not later than October 1, (unless extended by mutual consent) of the calendar year preceding the calendar year in which this Agreement expires. Any agreement negotiated shall be reduced to writing, signed by the Board and the Association, and be ratified by the Board and the Association.
- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- C. Neither party, in any negotiations, shall have control over the selection of the negotiating representatives of the other party.

ARTICLE #3
EMPLOYEE RIGHTS.

- A. Whenever possible, any reprimand or critique by a supervisor, administrator, or Board member of an employee shall not be made in public or in the presence of individuals other than the participants in the conversation or meeting. Employees covered by this contract and the Association acting on their behalf shall directly address any labor relations concerns through the chain of command and shall utilize the contractual grievance procedure when necessary in good faith in resolving any disputes concerning the interpretation, application, or violation of this contract, rather than raising these issues in public forums or through third parties or the press.
- B. Employee-employer dialogue shall be conducted in a professional manner at all times by both parties.
- C. The District will maintain one official personnel file for each employee. In the event an administrator wishes to include notes or summaries of meetings in the employee's personnel file, copies of the materials to be placed in an employee's personnel file shall be provided to the employee.
- D. Where a teaching staff member is observed for purposes of evaluation, the District agrees that the post-observation conference will not take place on the same day as the actual observation. In addition, upon receipt of the written evaluation report, the employee has the right within three (3) business days of receipt of the report to request an additional conference with the administrator to discuss any specific concerns with the written report. This shall not interfere with the employee's right to submit a rebuttal as appropriate to the final evaluation.

ARTICLE #4

GRIEVANCE PROCEDURE

- A. A grievance shall mean a complaint by an employee or representatives of employees concerning the interpretation, application, or violation of this contract. Should the grievance relate to a complaint for a Schedule B position, which arises by reason of the employee not being re-employed, the grievance shall not be grievable beyond the level of the Board.
- B. With respect to the grievance, the employee shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal in presenting the appeal. The employee shall have the right to present their own appeal or designate the representatives of the Association, or any other representative of their own choosing, to appear with them or for them at any step in the appeal after the informal meeting with the Superintendent, up to and including Step 4 outlined in the following procedures:
- C. PROCEDURE
- STEP 1 Any employee who has a grievance shall discuss it first with the Superintendent (within five (5) business days of the occurrence of the incident) in an attempt to resolve the matter informally at that level.
- STEP 2 If, as a result of this discussion, the matter is not resolved to the satisfaction of the employee within ten (10) or less business days, the employee may set forth the complaint in writing to the Superintendent. This letter shall contain a request for a meeting with the Superintendent within ten (10) business days after the receipt of this complaint. The employee may request representation at this meeting by any member of the Association. Following this meeting, the Superintendent shall communicate the decision to the employee in writing within five (5) business days.
- STEP 3 If the grievance is not resolved to the employee's satisfaction, the employee may request a review by the Board. The request for review shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request to the Board. The Board shall, before the next regular Board meeting, or within fifteen (15) business days of the receipt of the request, review the grievance, hold a hearing with the employee(s) if requested, and render a decision as quickly as possible, but within a period not to exceed thirty (30) business days from the date the request was submitted.
- STEP 4 If the grievance involves the interpretation of the language of this contract, the grievant may submit said grievance to binding arbitration

within fifteen (15) business days after receipt of the decision of the Board. Within (10) ten business days, after such written notice of submission to binding arbitration, the Board and the grievant and/or the representative, shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within a specified period, a request for a list of arbitrators shall be made to the American Arbitration Association by either party. The parties then shall be bound by the rules of the American Arbitration Association in selection of an arbitrator. The arbitrator so selected shall confer with the representatives of the Board and grievant and shall hold hearing promptly. The arbitrator shall be requested to issue the decision not later than thirty (30) business days from the date of the close of hearing, or if the oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth the findings, reasoning, and conclusions on the issues submitted. The arbitrator shall be without power to make any decision, which required the commission of an act prohibited by law or which violates the terms of this Agreement. The decision of the arbitrator shall be final and binding upon the parties. The cost for services of the arbitrator shall be shared equally by the Board and the grievant and any other expenses incurred shall be paid by the party incurring same.

- D. All employees shall continue to be subject to the direction of the Superintendent until a decision is reached on the grievance. If the grievance is decided in favor of the employee, the Board shall reinstate any withheld back pay due to suspension.
- E. For this article, a business day is defined as any day in which the school business office is open. The school business office is open during the school year on days in which the teachers are required to be present, as per the Avon Elementary Annual School Calendar. During the summer months, the business office is open and the Board of Education will notify the Association by May 31 of that year as to what the days and hours of operation will be.

ARTICLE #5

TEACHING HOURS AND LOAD

- A. Teachers will arrive no later than 8:05 a.m. and may leave the building at the end of the school day at 3:12 p.m. with the exception of days on which the normal schedule had been altered to accommodate testing, workshops, parent - teacher conferences, curriculum, or similar days.
- B. Pupil contact time will remain five (5) hours and thirty-five (35) minutes.
- C. Teachers may leave the building without requesting permission during their scheduled duty free lunch periods.
- D. Teachers will have two preparation periods per full day of teaching. For teachers working a full day, at least one preparation period that day will be the length of a normal academic period in consecutive minutes and shall be uninterrupted and free from administration- required meetings; provided, however, that one of these periods per week may be used for PLC meetings. To the extent the second daily preparation period for teachers working a full day is split resulting in split preparation periods which are less than the length of a normal academic period in consecutive minutes, the teacher shall be paid an additional \$17.00 for each day on which the second preparation period is split. Preparation time shall be used for professional responsibilities such as: preparation of classroom activities and instructional materials; preparation and/or grading of student assignments and tests; review of student data; meeting with principals, colleagues, supervisors, staff, students, or parents. No more than one preparation period a week will be mandated to be used for a Professional Learning Community collaboration meeting. Teachers are to remain in the building if not approved to leave.

In the event that a teacher is required to miss both preparation periods in the same day due to the request of the school administration for a meeting (i.e. Intervention and Referral Service (I&RS), Individual Education Plan (IEP), Observation Conference), the teacher will be compensated for one missed preparation period. The staff member must attach documentation of both administrative meeting requests and submit the Missed Preparation Period form.

- E. Substitute teachers shall be provided for all subject area teachers when they are absent, where possible. In the event that a substitute cannot be obtained and a teacher is required to cover a class, said teacher shall be reimbursed at the rate of \$33 for a missed preparation period.

- F. Teachers will be assigned to playground/lunchroom supervision duty for a total of 60 minutes per week and not more than 3 days per week.
- G. Unit members shall not be required to drive students to activities, which take place away from the school building.
- H. The Superintendent, with Board approval, will compensate teachers for extra duties performed voluntarily outside the scope of the normal work day and not previously compensated under the other provisions of the collective bargaining agreement at the rate of \$47.00 per hour, which would include preparation and presentation time as mutually agreed upon.
- I. All teachers requested by the Superintendent to attend professional workshops on a weekend, holiday, or school recess, shall be reimbursed at the rate of \$125.00 for a full day's attendance.
- J. All teachers must attend Back - To - School Night and evening Parent - Teacher Conferences. Supervising teacher(s) are required to attend after school and/or evenings activities including but not limited to the Holiday Program, Science Fair, Art Show, Spring Musical, and Graduation.
- K. Evening conferences will be held for parents who are unable to attend day sessions based on a schedule mutually agreed to by the Superintendent after consultation with designated representatives from the Association.
- L. There will be 10 Staff Meetings annually per school year for no more than a total of 12.5 hours per year. No scheduled staff meeting shall exceed ninety (90) minutes in length.
- M. Teachers shall report to school 184 days per year, of which 180 days shall be student instructional days and 4 days will be teacher in-service days. The school calendar may reflect more than 184/180 days to include time for emergency closing days. If the scheduled emergency days are utilized, the school calendar will be extended to fulfill the 184 days for teacher reporting and the 180 days of student instruction.
- N. Part-time teachers will be compensated for attendance at a relevant scheduled district in-service day that has been scheduled on a non-reporting day for that teacher if requested by the Superintendent and mutually agreed upon. The part-time teacher shall be paid at their per diem rate for their attendance.
- O. Teachers shall be provided opportunities to visit other schools and to attend meetings or conferences of an educational nature for the development of increased competence beyond that which they may attain through the performance of their assigned duties.

ARTICLE #6
TEACHER EMPLOYMENT

- A. The Board agrees when possible, to hire only fully certified teachers holding/appropriate certificates issued by the New Jersey State Board of Examiners for every teacher in assignment.
- B. The Board may grant teachers with previous teaching experience in this district, upon returning to the system, credit on the salary guide for Board approved teaching experience. Peace Corps, VISTA, or National Teacher Training Corps, work and time spent on a Fullbright Scholarship up to a maximum set forth in the salary guide.
- C. Teachers shall be notified in writing of their contract and salary status for the ensuing year no later than May 15th.

ARTICLE #7
SICK LEAVE AND OTHER LEAVES OF ABSENCE

- A. All full-time teachers shall be entitled to ten (10) sick leave days per school year, which shall accumulate. These shall be in accordance with N.J.S.A. 18A. In addition, all teachers shall be granted two (2) additional non - accumulative sick leave days during the contract year, but only after ten (10) sick leave days have been used.
- B. Teachers shall be given written account of accumulated sick leave days not later than September 30th of each school year.
- C. All teachers shall be entitled to four (4) personal days per school year, or their full time equivalent, for personal, legal business, household or family matters which require absence during school hours. Application to the Superintendent for personal leave shall be made at least (3) days before taking such leave except in an emergency. The Superintendent may require a change of date if granting such leave would result in more than two classroom teachers being absent on the requested day(s). No personal days may be used immediately before or after a school recess. All unused personal leave days shall accumulate as sick days at the end of each school year.
- D. Part time teachers shall receive sick and personal days pro rated as per their full time equivalency rounded to the nearest half (1/2) day.
- E. Teachers will be notified in writing within three (3) school days, upon receipt of the request, when personal days or pre planned sick days are approved.

ARTICLE #8
TEMPORARY LEAVES OF ABSENCE

- A. Teachers shall be entitled to the following temporary, non-accumulative leaves of absence with full pay:
1. Up to five (5) consecutive days bereavement leave shall be granted for members of the immediate family and three (3) consecutive days for relatives outside the immediate family.

For this purpose “immediate family” should be interpreted as meaning spouse, domestic partner or civil union partner, child, parent, mother-in-law, father-in-law, sibling, grandparent, grandchild, or any member of the immediate household.

For this purpose, “relative outside the immediate family” shall be interpreted as aunt, uncle, son-in-law, daughter-in-law, brother-in-law, sister-in-law, and other step children not a member of the immediate household.
- B. As it is the Board’s desire to foster and maintain a caring relationship with the staff of the Avon School, the following and other temporary, non-accumulative leaves with full pay may be granted by formal action of the Board:
1. Employees may establish two family illness days by transferring two accumulated sick days from their prior year accumulation. In subsequent years, employee may replenish family illness days to a maximum of two days by transferring unused personal time or unused accumulated sick time. Unused family illness days will carry over but the bank cannot have more than a total of 2 days. Once unused accumulated sick leave is transferred to family illness days, it does not revert back to sick leave for reimbursement upon retirement. Family illness leave may be used for illness of employee’s spouse, civil union partner, child, step-child, parent or step-parent.
 2. In the event of the death of an active teacher, staff member, or student of this system, the Superintendent may grant members of the teaching staff sufficient time off to attend the funeral.

ARTICLE #9
EXTENDED LEAVES OF ABSENCE

- A. The following and other leaves of absence without pay may be granted by the Board for good reason:
1. A leave of absence without pay of up two (2) years may be granted to any tenured teacher who joins the Peace Corp, VISTA, National Teacher Corps, Project Hope or serves as an exchange teacher to overseas, and is a full time participant in either.
 2. The Board may grant childcare or adoption leaves of absence without pay or benefits to employees under the following terms and conditions:
 - a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child. If the employee has sick days accumulated, they may be used for this leave until exhausted.
 - b. Teachers should make a request for this leave at least 90 days prior to the commencement date of the leave. This 90 day notification requirement may be reduced by agreement between the teacher and the Superintendent in the case of unforeseen circumstances.
 - c. Any teacher may return to work within the school year in which the leave begins, provided the teacher has requested to do so in the original application for this leave, specifying then the date when the teacher plans to return. Any change of date of return within the same school year shall be allowed at the discretion of the Board. Such change may be granted for reasons associated with the pregnancy, birth or adoption.
 - d. Any tenured teacher who wishes to extend said leave beyond the school year in which it begins shall make written application to the Board of Education at least 90 days prior to the beginning of the school year.
 - e. Tenured employees shall be granted a child care or adoption leave without pay for not more than one year after the trimester in which the birth or adoption of the child takes place. When the leave is granted, the teacher will return as a tenured employee to a position for which they are certified. The position may not necessarily be the position that the teacher left to take a leave but shall be substantially equivalent in accordance with tenure and seniority rights.
 - f. Time on leave does not count towards the tenure of non-tenured employees.
 - g. Nothing herein shall be construed to require the Board of Education to grant tenure or to offer a new contract to any non-tenured teacher who would not have otherwise been offered a contract.

- h. Teachers must work at least 90 school days in a given school year before or after their leave in order to be eligible for movement on the salary guide. The use of sick leave days shall not be considered working days for the purpose of determining the number of days worked in a given year.
 - i. Any teacher granted a leave of absence under this Article shall have benefits paid for by the Board of Education as per the mandates of the Family Medical Leave Act, New Jersey Family Leave Act and accompanying regulations.
 - 3. Any teacher shall notify the Superintendent of their condition as soon as possible. If the teacher elects to remain in their position, they may be required to submit periodic certification of their continuing fitness to perform their duties. Notification of any teacher's intention to take leave associated with pregnancy shall be in writing, specifying the date on which the teacher intends to begin their leave(s), maternity/ disability, family leave and childcare leave, and the date on which they wish to return to work. This notification must be made at least 90 days prior to the beginning of the leave.
 - a. During the time a teacher is on leave, be it Maternity Disability, Family Leave or Child Care Leave, the teacher is eligible to use any accumulated sick time; provided such leave is supported by a writing signed by a healthcare professional who is treating the employee or the family member of the employee, indicating the need for the leave and if possible, the number of days of leave. Leave may be taken without pay in the event the teacher does not have accumulated sick leave.
 - b. Should the anticipated period of disability occur early in the school year and therefore could substantially disrupt the educational process, it may be in the best interests of all parties for the leave to start at the beginning of the school year.
 - c. The commencement date of maternity disability leave may be anytime prior to birth. The Board recognizes that pregnancy does not necessarily disable a teacher and thus no teacher will be required to take unpaid leave of absence for pregnancy.
 - d. At the end of the disability period, the teacher may take up to twelve weeks family leave under the New Jersey Family Leave Act.
 - 4. A leave of absence without pay of up to one (1) year may be granted to tenured teachers for reasons of personal or family health. Additional leave may be granted at the discretion of the Board.

- B. In computing service to determine the employee's position on the salary guide at expiration of leave, time spent on leave shall not be counted as active service in this school district.
- C. An employee on leave of absence may return upon expiration of the leave when there is a position available for which the employee is qualified. Application to return from leave of absence should be filed with the Superintendent not later than March 15th preceding the September of the year of return.
- D. All extensions or renewals of leaves shall be applied for and granted in writing.

ARTICLE #10
PROFESSIONAL DEVELOPMENT and EDUCATIONAL
IMPROVEMENT

The Board agrees:

- A. To pay the full cost of tuition and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or other sessions which a teacher is required and/or requested by the administration to take. To pay the reasonable expenses (including fees, meals, lodging and/or transportation) incurred by teachers who attend such sessions.
- B. The Avon Board of Education recognizes and encourages the pursuit of graduate education related to the professional responsibilities of its teachers. To encourage further professional development, teachers enrolled in an administratively approved course will be paid tuition reimbursement grants for up to 9 graduate credits per summer session and six graduate credits per fall and spring semester, subject to the following conditions below. Courses must be related to the professional responsibilities of the teacher. All tuition reimbursement must comply with current legal requirements imposed by the State of New Jersey.
 - 1. All courses must be taken at schools accredited by the New Jersey Department of Education, New Jersey Department of Higher Education, Middle States Association of Colleges and Schools, Commission on Higher Education, or in the case where the institution is in another state, approval of that state's accrediting agency.
 - 2. Tuition reimbursement is available to all teachers in the district. Payments under this article are considered short-term loans provided by the Avon Board of Education to cover these educational costs and the teacher shall be required to execute a promissory note relating to the same. To the extent that a teacher works for three years for the Board following completion of the course for which they receive monies, the loan for that course or courses shall be forgiven and the teacher shall not have to repay the loan. In the event the teacher voluntarily leaves the district and fails to complete the three years of employment following completion of the course for which funds are received, the employee shall be responsible to repay the funds paid to cover the coursework, certification or graduate degree that were on loan based on the terms of the promissory note(s) and the Board shall have the authority to withhold loan payments from the employee's outstanding paycheck(s). If the teacher's departure from the district is due to termination of employment by the Board of Education then reimbursed tuition will not be considered due back.
 - 3. Request in writing must be received on the form designated by the Superintendent and shall include a course description. The Superintendent may request additional information, if necessary. In order to be approved by the Superintendent, requests must be received by:

- ★ April 15 for the Summer Session
- ★ August 1 for the Fall semester
- ★ December 1 for the Spring Semester

4. To be eligible for reimbursement, approval by the Superintendent must be received in writing prior to registration. Within 8 days of the above listed dates, teachers will be informed regarding what percentage of reimbursement they will receive, based on the allotted amount and the number of requests.
 5. For the duration of this contract, the Board will pay a maximum of the prevailing average of the per credit cost of graduate tuition Rutgers University (New Brunswick).
 6. The teacher must achieve a minimum grade of a “B” or its equivalent to be eligible for tuition reimbursement.
 7. The total amount to be paid for teachers for the 2024-2028 school years shall be \$16,000 per year. One third of this amount will be encumbered for the summer session, one third for the fall session and one third for the spring session. Teachers will receive a prorated amount per credit, based on the number of requests in any given semester. If requests do not exceed the allotted amount, teachers will receive full reimbursement at the Rutgers average rate. Any unused amount in any given semester will be divided amongst the remaining sessions within the same fiscal year. If unused funds remained after the final semester of the school year, monies will be equally pro-rated amongst teachers who received less than full reimbursement in previous semesters. Unused funds cannot be carried over from one fiscal year to the next.
 8. Reimbursement can occur only after receipt of the following:
 - a. Receipted bill for tuition (cancelled check, or bill marked “paid.”)
 - b. Official transcript of grade showing a “B” or better as an earned mark.
 - c. Copy of Superintendent’s **prior** approval.
 - d. These items must be received by:
 - ★ September 10th for Summer courses
 - ★ January 10th for Fall courses
 - ★ June 10th for Spring courses.
 9. Tuition reimbursement grants shall be made to the teacher at the payroll following the next Board of Education meeting after the receipt of above records.
 10. It is the teacher’s responsibility to adhere to all deadlines and to provide all necessary documentation.
- C. To cooperate with the Association in arranging in - service courses, workshops, conferences, and programs designed to improve the quality of instruction.

- D. Those teachers who have earned any additional credits or degrees shall be compensated at the rate above the Bachelor Level on the attached salary guide. Teachers earning their MA or M A+30 must submit notification and transcripts to the superintendent's office by August 15 to be eligible for movement on the guide as of September 1. Alternatively, teachers may submit notification and transcripts to the superintendent's office by January 15th to be eligible for movement on the guide as of February 1.

ARTICLE #11 INSURANCE PROTECTION

Current health benefits pursuant to Article #11 will remain in effect for the duration of the contract, until and unless changed by New Jersey School Employees Health Benefits Program, hereinafter referred to as "S.E.H.B.P." Qualified unit member shall mean any employee working over twenty – five (25) hours per week, as per new legislation effective May 21, 2010.

- A. The Board shall pay the family contract cost for the S.E.H.B.P. NJDirect15 plan for all qualified unit members. The Board Secretary shall administer the plan. The co-payments determined by SEHBP under Chapter 78 will be the responsibility of the Teacher at Level 4 through the life of the contract.
- B. The Board shall assume the full cost of family co-payment prescription plan from SEHBP. The Board Secretary shall administer the plan. The co-payments determined by SEHBP under Chapter 78 will be the responsibility of the Teacher at Level 4 through the life of the contract
- C. All current eligible employees will maintain their dental coverage as written by Horizon and the Board Secretary shall administer the plan. All employees working over (25) hours per week, as per new legislation effective May 21, 2010, will be offered dental coverage subject to eligibility requirements of the S.E.H.B.P. Single dental coverage will be offered for those employees who are not tenured. Full family dental coverage will be offered once tenure is achieved.
- D. Any employee hired after September 1, 2001 and working less than twenty (25) hours per week, as per new legislation effective May 21, 2010, will not be eligible for any medical, prescription, or dental coverage.
- E. As to rejoining or adding spouse/dependents to the plan due to a change in circumstance or hardship outside of the open enrollment periods (as specified by SEHBP) S.E.H.B.P. would ask for proof of change or hardship involved and could process the change on a monthly basis, as needed, after receiving proof of the event.
- F. Effective July 1, 2024 through June 20, 2028, all employees receiving medical and prescription coverage through the district shall receive an annual rebate based upon their annual contribution towards health benefit premiums.
 - 1. The employee health insurance premium rebate shall be payable by the last regular paycheck in June of each year.
 - 2. The employee health insurance premium rebate shall be subject to all normal deductions required by law and shall not be pensionable.
 - 3. The employee health insurance premium rebate total amount available shall be \$5,000 annually for all employees eligible for the rebate.

4. The employee health insurance premium rebate amount shall be calculated no later than May 15th and verified by the Association.
5. Each member shall receive a rebate equaling a percentage to be mutually determined by the parties based on the following formula:

1) Determine Percentage of Employee Rebate

$$\text{Rebate Percentage} = \frac{\$5,000}{\text{Total Employee Health Insurance Premium Contributions}}$$

2) Determine Amount Employee Rebate

$$\text{Employee Health Insurance Premium Rebate} = (\text{Rebate percentage} \times \text{Employee's Insurance Premium Contribution Amount})$$

Example:

$$\begin{array}{r} \text{Determine Percentage of Employee Rebate} \\ \$5,000 \\ \hline \$60,000 \end{array} = .0833$$

$$\begin{array}{r} \text{Determine Amount Employee Rebate} \\ .0833 \times \$10,031.46 = \$835.62 \end{array}$$

- G. In accordance with P.L. 2007, c.92 and P.L. 2010, c.2, unit members with other health benefits coverage may agree to waive coverage to which they are entitled (medical and, if applicable, prescription drug coverage) with the School Employees' Health Benefits Program (SEHBP). In place of health benefit coverage, unit members will receive an annual payment of \$1,200. Unit members whose other health insurance coverage is with the SEHBP are not eligible for the waiver incentive as per SEHBP.
- H. If the Board deems it desirable to change plans, the plan put into place will be equal to or better than the existing plan.

ARTICLE #12
SALARY PROVISIONS

- A. All deductions from salary shall be in accordance with and subject to State Law.
- B. The Public Employees Federal Credit Union deduction plan:
 - 1. Shall be administered by Public Employees Federal Credit Union.
 - 2. Shall be voluntarily authorized in writing by the employees.
- C. Staff pay with all deductions shall be figured for the entire school year. Deductions will be divided into twenty (20) equal installments or prorated according to the individuals' start date made payable semi-monthly on the 15th and 30th of each month during the school year.

ARTICLE #13

RETIREMENT

Employees with twelve (12) or more continuous years of service in the Avon-by-the-Sea School District shall be compensated at \$100 per day multiplied by the accumulated sick leave standing to the credit of the employee upon voluntary retirement. Written notice of retirement must be provided to the Board at least sixty (60) days prior to termination of employment. The amount accruing and payable under the provision shall be reduced by any deduction required by law. The Board has the right to increase the buy back rate without establishing a precedent.

ARTICLE #14
MISCELLANEOUS PROVISIONS

- A. If any provisions of the Agreement or any application of this Agreement are 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.
- B. Any individual contract between the Board and an individual unit member, heretofore and hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If any individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration shall control.
- C. Copies of this Agreement shall be printed and expenses shared by the Association and the Board, after agreement with the Association on format, within thirty (30) days after the Agreement is signed. Copies shall be presented to all unit members now employed or hereafter employed.

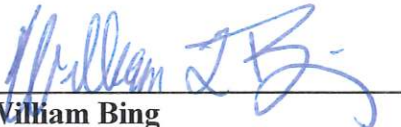
ARTICLE #15
SALARY GUIDES

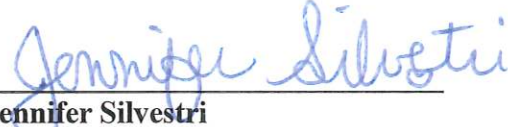
- A. Salary Guides are attached.
- B. Supplemental Position Schedules are attached.
- C. Longevity – Unit members hired on or after July 1, 2018 are not eligible for longevity payments.

ARTICLE #16
DURATION OF AGREEMENT

This Agreement is effective from July 1, 2024 to June 30, 2028. It shall not be executed orally and it is expressly understood that it shall expire on the date indicated unless it is extended in writing by both parties.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representative on this 12th day of June 2024.

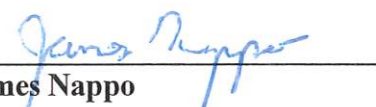
By: 
William Bing

By: 
Jennifer Silvestri

By: 
Meghan Rehbein

By: 
Danielle Price

By: 
Marny Requa

By: 
James Nappo

Attested by:


Amy S. Lerner, Board Secretary

Schedule A: Salary Guides

2024-2025

Step	BA	BA +15	MA	MA +30
1	57,855	59,055	60,955	62,955
2	58,355	59,555	61,455	63,455
3-4	58,855	60,055	61,955	63,955
5	60,105	61,305	63,205	65,205
6	61,505	62,705	64,605	66,605
7	63,005	64,205	66,105	68,105
8	64,505	65,705	67,605	69,605
9	66,155	67,355	69,255	71,255
10	67,955	69,155	71,055	73,055
11	69,955	71,155	73,055	75,055
12	71,955	73,155	75,055	77,055
13	74,055	75,255	77,155	79,155
14	76,355	77,555	79,455	81,455
15	78,855	80,055	81,955	83,955
16	81,455	82,655	84,555	86,555
17	84,555	85,755	87,655	89,655
18	87,750	88,950	90,850	92,850

Longevity

0-10 Years	+0
11-15 Years	+\$375
16-20 Years	+\$1,000
21-25 Years	+\$1,500
25+ Years	+\$2,000

Schedule A: Salary Guides

2025-2026

Step	BA	BA +15	MA	MA +30
1	59,450	60,650	62,550	64,550
2	59,750	60,950	62,850	64,850
3	60,050	61,250	63,150	65,150
4-5	60,550	61,750	63,650	65,650
6	61,950	63,150	65,050	67,050
7	63,450	64,650	66,550	68,550
8	64,950	66,150	68,050	70,050
9	66,600	67,800	69,700	71,700
10	68,400	69,600	71,500	73,500
11	70,400	71,600	73,500	75,500
12	72,400	73,600	75,500	77,500
13	74,500	75,700	77,600	79,600
14	76,800	78,000	79,900	81,900
15	79,300	80,500	82,400	84,400
16	82,000	83,200	85,100	87,100
17	85,100	86,300	88,200	90,200
18	88,200	89,400	91,300	93,300

Longevity

0-10 Years	+0
11-15 Years	+\$375
16-20 Years	+\$1,000
21-25 Years	+\$1,500
25+ Years	+\$2,000

Schedule A: Salary Guides

2026-2027

Step	BA	BA +15	MA	MA +30
1	61,100	62,300	64,200	66,200
2	61,400	62,600	64,500	66,500
3	61,700	62,900	64,800	66,800
4	62,100	63,300	65,200	67,200
5-6	62,600	63,800	65,700	67,700
7	64,100	65,300	67,200	69,200
8	65,600	66,800	68,700	70,700
9	67,250	68,450	70,350	72,350
10	69,050	70,250	72,150	74,150
11	71,050	72,250	74,150	76,150
12	73,050	74,250	76,150	78,150
13	75,150	76,350	78,250	80,250
14	77,525	78,725	80,625	82,625
15	80,025	81,225	83,125	85,125
16	82,725	83,925	85,825	87,825
17	85,825	87,025	88,925	90,925
18	88,975	90,175	92,075	94,075

Longevity

0-10 Years	+0
11-15 Years	+\$375
16-20 Years	+\$1,000
21-25 Years	+\$1,500
25+ Years	+\$2,000

Schedule A: Salary Guides

2027-2028

Step	BA	BA +15	MA	MA +30
1	63,100	64,300	66,200	68,200
2	63,400	64,600	66,500	68,500
3	63,700	64,900	66,800	68,800
4	64,100	65,300	67,200	69,200
5	64,500	65,700	67,600	69,600
6-7	65,000	66,200	68,100	70,100
8	66,600	67,800	69,700	71,700
9	68,300	69,500	71,400	73,400
10	70,100	71,300	73,200	75,200
11	72,100	73,300	75,200	77,200
12	74,100	75,300	77,200	79,200
13	76,200	77,400	79,300	81,300
14	78,600	79,800	81,700	83,700
15	81,100	82,300	84,200	86,200
16	83,800	85,000	86,900	88,900
17	86,900	88,100	90,000	92,000
18	90,075	91,275	93,175	95,175

Longevity

0-10 Years	+0
11-15 Years	+\$375
16-20 Years	+\$1,000
21-25 Years	+\$1,500
25+ Years	+\$2,000

Schedule B: Supplemental Position Schedule

July 1, 2024 – June 30, 2028

SUPPLEMENTAL POSITION	2024-2025	2025-2026	2026-2027	2027-2028
Soccer Coach, Boys	2,998	3,102	3,211	3,327
Soccer Coach, Girls	2,998	3,102	3,211	3,327
Boys Basketball	4,122	4,266	4,415	4,574
Girls Basketball	4,122	4,266	4,415	4,574
Cheerleading Advisor	3,497	3,619	3,746	3,881
Girls Softball Coach	2,998	3,102	3,211	3,327
Boys Baseball Coach	2,998	3,102	3,211	3,327
Coaching Assistant (All Sports)	1,249	1,292	1,337	1,386
Safety Patrol Advisor	1,873	1,939	2,007	2,079
Eighth Grade Advisor	1,374	1,422	1,472	1,525
Communications Coordinator	2,498	2,586	2,676	2,772
Overnight Field Trip Stipend	650	673	696	721
National Junior Honor Society Advisor	1,374	1,422	1,472	1,525
SWAT Team Advisor	1,374	1,422	1,472	1,525
Yearbook Advisor	1,374	1,422	1,472	1,525
Student Council Advisor	1,374	1,422	1,472	1,525
BEACH Program Advisor	3,747	3,878	4,013	4,158
Morning Supervisor	1,374	1,422	1,472	1,525
Dance Chaperone (per dance)	106	109	113	117
Technology Coordinator	1,374	1,422	1,472	1,525
Activities Coordinator	3,747	3,878	4,013	4,158

