

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
ROSELLE BOARD OF EDUCATION
AND
ROSELLE EDUCATION ASSOCIATION

Roselle Board of Education (“Board” or “District”), and Roselle Education Association (“REA”) (collectively, Parties”), have negotiated a contract to cover the years July 1, 2024, through June 30, 2028, and have approved this Memorandum of Agreement (“MOA”) to memorialize the agreement between the Parties. Upon approval of this MOA, the Parties will collaborate to complete and formally approve the 2024-2028 REA contract and salary guide.

1. Duration (Article XX)

July 1, 2024 – June 30, 2028

2. Salary

2024-2025 – 3.9% increase

2025-2026 – 3.9% increase

2026-2027 – 3.9% increase

2027-2028 – 3.9% increase

3. Salary Guide

After the Parties formally approve the MOA, the Parties will agree upon the Salary Guide to be incorporated into the 2024-2028 REA Contract, and replace the prior salary guide. The Parties agree that the Salary Guide may include a reduction in steps.

4. REA Contract

After the Parties formally approve of the MOA, the Parties will develop and formally approve the 2024-2028 REA Contract, which incorporates the MOA.

5. Recognition Clause deletions

Delete 13. ROTC Instructors

Delete “but excluding:” and all other language occurring after “but excluding:”.

After the last title listed in the Recognitions Clause, add the following statement: “All other titles not mentioned shall be excluded from the Association.

6. Head Custodian not recognized title

The Head Custodian is not a recognized title, and all references to the Head Custodian in the contract shall be eliminated. The confirmation that a Head Custodian is not a recognized title shall be reiterated in the Recognition Clause next to Custodians. Any members that currently have this title are grandfathered.

7. Grievance Procedure deletions

Under Par. D. 1. On pg. 13, delete the words: “by themselves or, at their option, by”.

8. VILS Coach excluded from Recognition Clause

The VILS Coach position is a grant-funded position, and is excluded from the REA negotiations unit. Although the VILS Coach position is not a recognized title in the union contract, the REA members who fill the VILS Coach position shall remain part of the REA, and their status as a VILS Coach does not relinquish their membership in the REA. When the grant funding ends for the VILS position, those REA members will be returned to their appropriate step and movement that they would have been on had they never took the VILS position. The REA recognizes and approves that being returned to the salary step once the VILS position ends may likely be lower than the salary received as a VILS Coach. The pending VILS Coach grievance will be voluntarily withdrawn by the REA with prejudice.

9. Article IV Employee Rights deletions

The deletions proposed by the Board under Art. IV Employee Rights are approved, which includes the Corrections: A-D (Remove “teacher”)– I.

10. Vacation Calculation clarification

Whenever vacation time entitlements are expressed in terms of weeks, one week shall mean five work days or business days. Add this clarification to Article VII Employee Hours and Working Load.

11. Article VIII Prohibited Duties modifications

In Art. VIII, A., 1., delete the word, “his”, and replace with, “their”.

12. Eliminate Article IX. L. for ROTC Instructors

13. Article XIII Educational Improvement additions

Add to H: “Degree changes must be made only when degree is conferred with District and not months after the job was offered and accepted.

14. Article XV Temporary Leaves of Absences modifications

In Art. XV., D., delete the word, “Director”, and replace with, “Assistant Superintendent”.

15. Article XVI Extended Leaves of Absences modifications

In Art. XVI. C. 4 & 9, delete the letter, “P”, and replace with, “1st”; and “delete 31S”, and replace with 31st.

16. Eliminate Article XVII Sabbatical Leaves

17. Article XIX Insurance Protection deletions

In Art. XIX, K. 2., now reads: "No employee shall be required to transport a student from one location to another". Delete the following words: "unless another employee is present in the same vehicle and has been authorized to do so by the school administrator".

18. Update all contact information and e-mail addresses, including for Board Secretary

19. Eliminate Article XXIV Part-Time Teacher Employees

20. Article VI. B. Extended Work Year Teachers

Effective July 1, 2025, Extended School Year (ESY) staff's salary shall continue to be compensated by dividing their appropriate step on the salary guide by 200 and multiplied by 30, and the result is to be added to their regular salary for pension purposes.

For any ESY staff member who begins employment with the Board on or after July 1, 2025, their compensation shall be at the hourly rate of \$36.30.

Effective July 1, 2026, the Extended School Year (ESY) work day shall be 8:30 AM – 2:30 PM.

20. A3 – Pg. 17, A. 6. of V. Release Time

Replace 5 days' notice of release time to 2 days' notice of release time.

21. A7 – Pg. 22, A. 6. of VII. Evening Conferences

Remove 7:00 PM to 9:00 PM

22. A12 – Pg. 27, C. 4. b. of VII. Custodians Holidays

Add Juneteenth to legal holidays

23. A13 – Pg. 27, C. 4. b. of VII. Uniforms Availability

The Board agrees to keep additional shirts in common sizes should the third party vendor for uniforms delay in providing the uniforms to new custodians.

24. A19 – Pg. 33, D. of IX. Hourly Rate

Change "1200th" to "1/1200".

25. A23 – Pg. 34, G. of IX. SPED Teacher rates

Omit

26. A24 of IX. SORA license fee

ADD NEW: "Security SORA license fee will be reimbursed by the District upon completion of course, but only when the REA member produces proof of completion and a receipt showing that the fee was paid by the REA member themselves."

27. A28, Pg. 41, C. of XIII

Change "411" to "Fourth"

ADD NEW: "A list of department/building monthly meetings will be provided to staff in September of each school year void of the fourth Monday of each month."

28. A29, Pg. 42, E. of XIII

ADD NEW: "No staff member will be mandated to work a club or other co-curricular assignment without compensation agreed to by the parties." Compensation will be at the negotiated hourly rate or stipend.

29. A37, ADD

ADD NEW: "ESP members that are also Military Veterans should get advancements on the salary guide same as teachers in approximation with their time of service."

30. A9, Pg. 22 Add

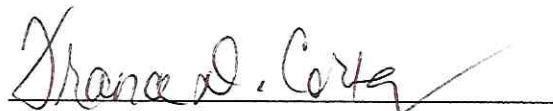
ADD NEW: Additional Pay for 7th class (High School) shall be compensated 1/1200 of the annual salary per day for the duration of the assignment. (Agreed to 9/4/24)

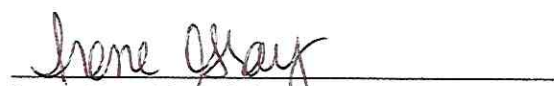
31. Article IV, H, pg. 16 Delete in entirety (Agreed to 6/18/24)

[SIGNATURES ON NEXT PAGE]

WHEREFORE, By their signatures below, the Parties agree to be legally bound by the terms and conditions of this MOA.

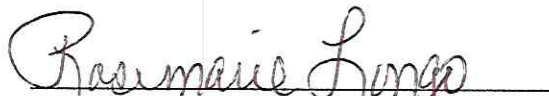
ROSELLE BOARD OF EDUCATION


France Cortez, Negotiations Chair


Irene Gray, Board Secretary

Date of Board approval:
August 25, 2025

ROSELLE EDUCATION ASSOCIATION


Rosemarie Longo, President


Arlene Ringwood, First Vice President

Date of REA approval:
August 25, 2025