

Agreement

Between the

WESTFIELD EDUCATION ASSOCIATION

and the

BOARD OF EDUCATION OF WESTFIELD

County of Union, New Jersey

July 1, 2025 - June 30, 2030

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AGREEMENT

This Agreement made the 9th day of January, 2025, by and between the Board of Education of the Town of Westfield, County of Union, State of New Jersey (hereinafter referred to as the "Board") and the Westfield Education Association, having its principal office at 100 Quimby Street, Westfield, Union County, New Jersey (hereinafter referred to as the "Association").

WHEREAS, the Board and the Association have entered into negotiations in accordance with the provisions of the Employer Employee Relations Act, Chapter 123, Public Laws of 1974 (N.J.S.A. 34:13A-1 et seq.).

NOW, THEREFORE, it is agreed as follows:

ARTICLE I RECOGNITION

A. The Board's Status

The Association does hereby recognize the Board as the public agency charged by the Legislature under the mandate of the Constitution, with the management in the School District of the Town of Westfield of a thorough and efficient system of free public schools.

The Board hereby retains and reserves unto itself, without limitations, other than those expressly set forth by law and by the specifications of this Agreement, 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 of the United States.

In accordance with applicable laws and regulations, the Board specifically reserves the following rights, as they affect members of the bargaining units:

1. The right to direct employees of the School District;
2. To maintain efficiency of the School District operations entrusted to them;
3. To hire, promote, transfer, assign and retain employees in positions in the School District; and
4. To suspend, discharge or take other disciplinary action.

B. Recognition of the Association

1. The Board does hereby recognize the Association as the exclusive representative for collective negotiations concerning terms and conditions of employment for the public school teachers of the Westfield Public Schools.

2. The appropriate bargaining unit of the Westfield Education Association shall be comprised of the following personnel: computer teachers, classroom teachers, library/media specialists (elementary and secondary), supplemental teachers, enrichment teachers, reading specialists, speech specialists, learning disabilities specialists, special education teachers (trainable, educable, neurologically and perceptually impaired), resource room teachers, nurses, physical therapists, social workers, school counselors, psychologists, behaviorists, occupational therapists, basic skills teachers, ESL teachers, student assistance counselors and athletic trainer (hereinafter collectively referred to as "Teachers").
3. The unit excludes the following personnel: deputy/assistant superintendents, principals, assistant principals, K-12 supervisors, directors, all non-certificated personnel and all certificated personnel not under contract.

ARTICLE II NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123, Public Laws of 1974, to reach agreement on all matters concerning the terms and conditions of Teachers' employment.
- 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. If an agreement expires, no increments will be paid prior to the negotiation of a successor agreement.

ARTICLE III GRIEVANCE PROCEDURE

- A. The Board and the Association recognize that misunderstandings and disagreements may arise with respect to either the interpretation and application of the rules, regulations and policies of the Westfield Public Schools, or the provisions of this Agreement. The purpose of this grievance procedure is to secure, at the lowest possible level, a resolution of grievances which may from time to time arise affecting the terms and conditions of employment of members of the bargaining unit. This grievance procedure is to be used for the settlement of grievances only and shall not be used as an instrument for negotiating changes in Board policy.
- B. A "Grievance" is a claim by a Teacher or the Association based upon an interpretation, application or violation of this Agreement or the rules, regulations and/or policies of the Westfield Public Schools, or based upon an administrative decision, affecting the terms and conditions of employment of a Teacher or a group of Teachers.

- C. Any Teacher may discuss informally any Grievance with any appropriate member of the school administration. The Teacher may meet with his/her department head, supervisor, assistant principal, or principal to discuss the Grievance. He/She may also use other professional staff members or Association representatives in endeavoring to satisfactorily resolve the Grievance.
- D. These Grievance procedures shall not apply in the following instances:
1. A complaint regarding any matter as to which the Board does not have legal authority to act.
 2. Any matter as to which a statutory remedy is provided, exclusive of N.J.S.A. 18A:6-9.
 3. A complaint of a non-tenured Teacher by reason of his/her not being re-employed.
 4. A complaint of any Teacher by reason of appointment to, lack of appointment to, retention in, or lack of retention in, any position for which tenure is either not possible or required.
- E. A Grievance, to be considered, must be initiated in writing as hereinafter provided within twenty (20) school days of its occurrence or within twenty (20) school days after the Teacher had knowledge of its occurrence.
- F. The aggrieved Teacher and the Association shall, during and notwithstanding the pendency of any Grievance, continue to observe all assignments and applicable rules and regulations of the Board until such Grievance and any effect thereof shall have been fully determined.
- G. No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any member of the Association or any other participant in the grievance procedure by reason of such participation.
- H. An aggrieved Teacher may present his/her written Grievance and process it through Steps 1 and 2 of the grievance procedure by himself/herself, or, at his/her option, through a representative of the Association. Where an aggrieved Teacher is not represented by the Association, a representative of the Association shall have the right to be present at every step of the grievance procedure to present the Association's views.
- I. In the event that a Grievance is not resolved informally as suggested by Section C, the following procedure will be followed and the forms developed by the Board and the Association will be used:
- Step 1. The aggrieved Teacher shall file his/her Grievance with the supervisor or Administrator immediately concerned. The Grievance must be in writing, on the prescribed form, and the writing shall set forth all relevant facts known at that time, the specific contract clause, rule or regulation under which the Grievance has arisen, the date of the alleged Grievance, and relief sought. The Supervisor or Administrator immediately concerned shall render his/her decision in writing with the reasons within ten (10) school days after receipt of the Grievance.

- Step 2. Upon receipt of such written decision, the aggrieved Teacher may, within a ten (10) School day period, submit the Grievance to the next level of authority. The person at the next level of authority below the Superintendent, where one exists, and staff members of his/her choosing may meet with the aggrieved Teacher and a representative of the Association within ten (10) school days after receipt of such a Grievance, and he/she shall render his/her decision in writing with reasons no later than ten (10) school days after such meeting or within ten (10) school days after receipt of the Grievance from the aggrieved Teacher if no meeting is held.
- Step 3. In the event that the Grievance is not resolved at Step 2, or if no intermediate level of supervision exists, the Association may within ten (10) school days after receipt of the written decision at Step 2 (or at Step 1 where no intermediate level of supervision exists), submit to the Superintendent for review the Grievance, setting forth any additional relevant facts known at that time. The Superintendent, or his/her designee, in the absence of the Superintendent, and staff members of his/her choosing, shall meet with the aggrieved Teacher and a representative of the Association within ten (10) school days after receipt of the Grievance at Step 3. The Superintendent shall at such meeting discuss the Grievance and shall render his/her decision in writing with reasons no later than ten (10) school days after such meeting.
- Step 4. In the event that the Grievance is not resolved at Step 3, the Association may, within ten (10) school days after receipt of such written decision, submit the Grievance to the Secretary of the Board for Board review of the decision of the Superintendent. The Superintendent shall immediately make available to the aggrieved Teacher copies of those documents and records dealing with the processing of the Grievance to that date. The Board or a committee thereof shall, within twenty (20) school days after receipt of the Grievance at Step 4, hold a hearing to be attended by the aggrieved Teacher and two (2) representatives of the Association. The Board or its designee shall invite to such hearing such person as it or its designee deems necessary and pertinent for the resolution of the Grievance. Either the aggrieved Teacher or the Board may cause a stenographic record to be made of said hearing at the expense of the party requesting it. The Board shall render a decision in writing within ten (10) days of the hearing.
- Step 5. In the event that the Grievance is not resolved by the review of the Board as described in Step 4, the Association may elect to have the matter referred for arbitration by filing, within ten (10) working days of the date of decision at Step 4, written request for arbitration with the Public Employment Relations Commission, with a copy to the Board. In the event that the Association and the Board do not agree upon an arbitrator within ten (10) days, they agree to designate the Public Employment Relations Commission to name the arbitrator, and to set dates directly with the arbitrator.

The award of the arbitrator shall be binding on the parties for Grievances concerning the express terms of this Agreement only and advisory for all other grievances.

In no event shall the award have the effect of adding to, modifying, or amending the provisions of this Agreement, nor shall it be contrary to any applicable statute or rules and regulations of the State Board of Education or the Commissioner of Education.

The fees of the arbitrator and the expenses of the hearing and investigation shall be shared equally by the Board and the Association, but each party shall be responsible for its own expenses with respect to the hearing.

- J. It is understood that an aggrieved Teacher or group of Teachers may withdraw a Grievance during or after any step in the procedure. In such event, the Association may continue to process the Grievance further.

K. Time Limits

Because it is important that Grievances be processed promptly, the time period provided for in each of the various steps of the grievance procedure shall be considered as a maximum unless extended by mutual agreement in writing. The Board and the Association shall make every effort to expedite the resolution of any Grievance pending at or near the end of a school year where the failure to resolve such Grievance prior to the end of the school year may adversely affect the aggrieved Teacher.

No Grievance shall carry over to the next school year. In order to be considered, a Grievance occurring at the end of a school year must be initiated within the time limits set forth in this procedure. After the close of the teacher work year, Board business office workdays shall be counted as school days. After the appropriate first step of the grievance procedure for a Grievance occurring at the end of a school year has been completed, either party shall be permitted to extend to the first five (5) days of the next school year the time limits for appeal to or response at the next step by written notification to the other party.

L. Group Grievance

Any Grievance which affects a group or class of aggrieved Teachers may be presented in writing by the aggrieved Teachers or by a representative of the Association to the next level of authority at Step 2 without first having been processed through the previous steps of the grievance procedure. Such group Grievances shall be initiated at Step 2 and thereafter in accordance with the procedures set forth above.

- M. Meetings and hearings held pursuant to the foregoing grievance procedure shall not be conducted in public.

- N. All documents, communications and records dealing with the processing of a Grievance shall be filed in a separate Grievance file and shall not be kept in the personnel file of any of the participants.

ARTICLE IV TEACHER RIGHTS AND RESPONSIBILITIES

- A. No Teacher shall be disciplined or reprimanded without just cause.
- B. All Teachers shall maintain the right and responsibility to determine grades and other evaluations of students in accordance with the grading policies of the Westfield Public Schools. No grade will be changed without the knowledge of the Teacher.
- C. Whenever any teacher is required to appear before the Board or any committee thereof concerning any matter of discipline which could adversely affect: 1) the continuation of that teacher in his/her office, position or employment; 2) or that teacher's salary or increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such a meeting.

A teacher will be advised by the applicable Administrator of his/her entitlement to have a representative present before any discussion with that Administrator on any matter which may adversely affect his/her employment.

- D. Nothing in this agreement shall be construed to deny or restrict any employee such rights as he/she may have under New Jersey Statutes or regulations of the Commissioner of Education or applicable laws and regulations.
- E. In accordance with Board policy, whenever possible, parents should be directed by the Administration to address any concerns or issues to the teacher involved.

ARTICLE V ASSOCIATION PRIVILEGES

- A. The Board agrees to make available all items of public information to the Association which it may from time to time request.
- B. The Association may have the use of school buildings for meetings to be held at reasonable hours upon proper application.
- C. The Association shall have, in each school building, the exclusive use of a bulletin board in each faculty lounge and Teacher's dining room. Copies of all materials to be posted on such bulletin board shall be given to the building principal, but no approval shall be required. All material placed on these bulletin boards shall either be signed or bear the Association's monogram.
- D. The Association shall have the privilege of using interschool mail facilities and school mailboxes for Association business.
- E. The President-elect of the Association shall, in writing, within ten (10) days of election, notify his/her building principal and the Superintendent of such election. The building

Principal, in working out schedules for the following year shall, if feasible, if the President is a member of an intermediate school or the high school staff, schedule the President's preparation period to coincide with the elementary lunch period. If the President teaches in grades 6 through 12, he/she will be released from all non-teaching assignments. If the President teaches in grades K through 5, his/her preparation time will be scheduled at the end of the school day, such time to be capable of being used for Association purposes. In addition, the Association President, regardless of assignment, will be provided with two (2) one-half (1/2) days of release time per month, said half (1/2) days shall be selected by the President who shall give reasonable notice thereof to his/her Principal.

- F. A mailbox labeled "WEA" will be established at an appropriate location determined by the Superintendent in consultation with the President of the Association. The Board will, using said mailbox, forward to the Association copies of all written reports made by the Board or the administration to the public or any segment of the public.
- 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 employees and no other employee organizations.

ARTICLE VI TEACHER WORK YEAR

- A. The Teacher work year for Teachers assigned to Grades K-12 shall consist of 185 days: one (1) teacher preparation day before students enter, 181 student contact days, one (1) day at the end of the school year for the completion of administrative tasks and two (2) in-service day of six hour duration, which shall count toward the State's continuing education credits, if approved. The in-service days will be determined by the Board each year of the contract. There will be two early release days for students in which professional development for teachers will be provided and shall count toward the State's continuing education credits, if approved. Teachers will be required to be in school for the full two days when the students are released early. The Superintendent will welcome and take into account the Association's input when developing the current and additional professional development days.

Make-up days will be included in the school calendar at the discretion of the Board.

The last two (2) student contact days for Teachers in Grades K-8 shall be early release days.

Meeting schedule

Teachers at the elementary level will be required to stay after school for meetings on Wednesdays for one (1) hour twice a month with the opportunity to add two (2) additional 1-hour meetings up to a total of 22 times per school year. Teachers at the Intermediate and High School level will be required to stay after school on Wednesdays for one (1) hour twice a month up to a total of 20 times per school year. The meeting calendar for the year will be established prior to the first day of school and shared with all staff.

- B. The Teacher work year for school counselors shall consist of 5 work days before Teachers in grades 6-12 enter, 181 student contact-days, and five (5) work days after the last work day for Teachers in grades 6-12. Make-up days will be included in the school calendar at the discretion of the Board. Sick days may not be used in order to be compensated for the additional work days required herein.
- C. There shall be no increase in the length of the Teacher workday without negotiations.
- D. Prior to any decision by the Board to adjust the starting time of the teacher workday, the Association will be consulted.
- E. Prior to making recommendations to the Board for the school calendar, the Superintendent shall consult with the Association.
- F. The elementary and secondary work year shall end on the same day.
- G. The work year for nurses shall consist of two (2) work days before Teachers in grades K-12. The nurses will be paid at their per diem rate for those days.

ARTICLE VII TEACHING HOURS AND TEACHING LOAD

- A. Each high school Teacher shall arrive in the building ten (10) minutes before the Teacher's first scheduled assignment, and shall normally remain for four (4) minutes after school.
- B. Each intermediate school Teacher shall arrive in the building twenty-five (25) minutes before the Teacher's first scheduled assignment, and shall normally remain for twelve (12) minutes after school.
- C. Each elementary school Teacher (grades K-5) shall be in the building fifteen (15) minutes prior to the start of the school and shall normally remain for ten (10) minutes after school except on early student dismissal days when Teachers may be required to remain until the normal Teacher dismissal time.
- D. On school days immediately preceding the Thanksgiving, Winter and Spring holidays or vacations, and on Fridays where the following Monday is a holiday, the Teachers' day shall end at the end of student dismissal time. Teachers with afternoon duties are expected to supervise students at dismissal for fifteen (15) minutes after the students are dismissed except for those teachers with assigned duties for which compensation is provided per this agreement.
- E. The normal in-school work day for high school Teachers shall be seven (7) hours and eight (8) minutes which shall include:
 - (i) a thirty-two (32) minute duty-free lunch period per day;

- (ii) a twenty-three (23) minute period of “office hours” for students or an assigned duty per day; and
- (iii) four (4) 55-minute daily duty-free preparation periods, four (4) duty periods, and one (1) collaborative planning period in each four (4) day cycle rotation. For special education teachers teaching 6 periods in the four day rotation they will receive four (4) preparation periods and two (2) meeting / planning periods. When a preparation period cannot be reasonably scheduled on a daily basis, it shall be permitted upon consultation and notice to the Association. All of which shall be prorated on abbreviated days and activity days. There shall be no office hours on abbreviated and activity days. Teachers at Westfield High School after following the proper administrative sign-out procedure may leave the building during their preparation period.
- (iv) Administration can replace additional preparation periods with a duty to any teacher who has more than the required four (4) preparation periods in each four (4) day cycle rotation.

F. The normal in-school work day for intermediate school Teachers shall be seven (7) hours and (12) minutes. Each period shall be of forty (40) minutes duration. During a normal full work week, intermediate school Teachers shall be afforded ten (10) preparation periods and five (5) (40) minutes duty-free lunch periods.

G. The normal in-school work day for elementary Teachers (grades K-5) shall be six (6) hours and fifty (50) minutes which shall include five (5) hours and fifteen (15) minutes of instruction time, and a sixty (60) minute duty-free lunch period.

H. Kindergarten Teachers shall be excused from the classroom and afforded preparation periods during the regularly scheduled classes of special elementary Teachers. Such guaranteed preparation time to total for each Kindergarten classroom Teacher not less than thirty (30) consecutive minutes, eight (8) times per week.

Elementary classroom Teachers (grades 1-5) shall be excused from the classroom and afforded preparation periods during the regularly scheduled classes of special elementary Teachers (including art Teachers, music Teachers, librarians, and health and physical education Teachers, nurses, elementary computer Teachers), such guaranteed preparation time to total for each elementary classroom Teacher not less than thirty (30) consecutive minutes per day. The Board of Education will make reasonable efforts to provide each elementary classroom teacher one preparation period of not less than thirty (30) consecutive minutes on early release days.

Special elementary Teachers, as well as ML Teachers, basic skills Teachers, reading Teachers and child study team members shall be excused from the classroom and shall be afforded at least thirty (30) minutes of preparation time per full work day. Whenever possible, such preparation time shall be scheduled in blocks of thirty (30) consecutive minutes.

Except in the case of emergencies, or when an elementary classroom Teacher and his/her principal have agreed otherwise, each elementary classroom Teacher's regularly

scheduled preparation periods will be reserved for preparation time.

Special elementary Teacher substitutes and/or classroom Teacher substitutes will be sought by the District so that elementary classroom and/or special elementary Teacher's regularly scheduled preparation periods may be observed. In the event that a substitute cannot be found and, as a result, any such Teacher shall receive less than his/her guaranteed thirty (30) minutes of preparation time on a given day, said Teacher shall be paid for the loss only of his/her guaranteed preparation time at the rate of \$25.00 per thirty (30) minutes, it being understood (i) that payment for the loss of preparation time shall only be required when the Board fails to provide a substitute and not when guaranteed preparation time is lost due to a shortened school day or any special activity and (ii) that no payment shall be required in connection with the loss of non-guaranteed preparation time.

- I. Teachers may leave their buildings without requesting permission during their scheduled duty-free lunch periods provided that they sign out and in on appropriate forms in the main office of their respective buildings.
- J. Elementary teachers working door duty from 8:20-8:40 shall be compensated at the hourly rate of \$30.
- K. Each traveling Teacher shall only be required to attend meetings at the building in which they are at during the end of the school day. Traveling teachers shall have a duty free lunch period that is equivalent to the building they are at during their lunch period, 1 prep period, and 15 minutes travel time between school buildings. Traveling teachers shall not be assigned duty periods.
- L. Traveling Teachers shall be declared elementary, intermediate or high school Teachers for the purposes of scheduling.
- M. Elementary prep rate will be \$25 per missed prep, Intermediate prep rate will be \$28 per missed prep and High School will be \$35 per missed prep, it being understood that payment for loss of guaranteed preparation time shall only be required when the Board fails to provide a substitute and not when a preparation period is lost due to a shortened day or any special activity.
- N. Any teacher in grades 9-12 who is scheduled to have six or more classroom periods shall have no assigned homeroom or other non-teaching duties.
- O. Child Study Team/Special Services meetings shall be scheduled to minimize the loss of class or preparation time. Elementary schools should use substitute teachers or arrange the meetings before or after school whenever possible. Intermediate schools should first use duty periods then preparation periods, substitutes, or schedule the meetings before or after school. The High School non-special education teachers should use duty periods, substitutes, or before or after school. The High School Special Education teachers should use their meeting/planning periods, substitutes or before and after school. Any meeting running beyond contract hours will be paid at the prorated hourly rate.

P. The established number of courses taught by teachers in grades 6-12 is five (5) full year equivalent courses, except for Special Education which is six (6) courses. In the event that the District cannot find a substitute teacher and they require a teacher to cover classes for another staff member on leave the following process will be followed: The District will ask for a volunteer from the appropriate department to teach the class. If no volunteer comes forward within forty-eight hours or the volunteer that does come forward does not meet the requirements needed for the class, the District shall appoint a teacher (or teachers) to fill the leave. Any teacher, who does not teach special education, but who is assigned for the school year to teach an extra course over the five (5) established number of courses shall be paid 120% of the contracted salary for that teacher. Teachers whose load is 6 courses and are assigned a 7th period for the school year will be paid 122.5% of the contracted salary for that Teacher.

If a teacher is absent from the extra class (the 6th class for which the additional compensation is earned) for more than fifteen (15) days for reasons other than meetings, professional development, conferences, or other approved Board business, his/her pay will be reduced to their original contracted salary amount for each day absent from class.

Q. Working hours for nurses in the intermediate schools will be staggered to provide coverage for emergencies before and after school. One nurse will start and end 30 minutes early. The early shift nurse will be paid \$16.06 on days they are required to remain in school for faculty meetings.

ARTICLE VIII PARENT TEACHER CONFERENCES

A. Teachers in grades 1-5 (including ML teachers, basic skills teachers and special education teachers) shall, during the period commencing with the opening of school and ending with the beginning of Winter break (the Fall period), provide parent-teacher conferences to be held on the following days to be scheduled in the school calendar promulgated by the Board:

1. One (1) school day (an "Early Release Day") on which said teachers shall not be required to teach students after a four (4) hour session and on which said teachers shall after the completion of said four (4) hour session conduct parent-teacher conferences from 6 PM to 9 PM.
2. One (1) school day (the "Early Release Day") on which said Teachers shall not be required to teach students after a four (4) hour session and on which said Teachers shall (after the completion of said four (4) hour session and one (1) hour duty-free lunch break) conduct parent-teacher conferences during the remainder of the in-school work day.
3. On two (2) early release school days, Kindergarten Teachers will be provided release time in order to hold parent/teacher conferences.
4. No faculty meeting will be held during the week of the designated evening conferences at the elementary level.

- B. All classroom Teachers in grades K-5, (including ML teachers, basic skills teachers and special education teachers)) shall be responsible to attempt to schedule a conference with the parent(s) of each of the children in his/her class during the Fall Period. All other elementary Teachers (including art Teachers, music Teachers, health and physical education Teachers, nurses, librarians and elementary computer Teachers) shall, when specifically requested by a parent or another elementary Teacher, hold parent-teacher conferences during the Fall Period.

All conferences which are part of the Fall Period conference program shall be held, to the extent possible, on the Conference Day and/or the Early Release Day.

Special elementary Teachers (including art Teachers, music Teachers, health and physical education Teachers, nurses, librarians, and elementary computer Teachers) will be required to report to work on both the Conference Day and the Early Release day during regularly scheduled work hours.

- C. If any portion of the Fall Period conference program shall remain uncompleted after the Early Release Days, each classroom Teacher in grades K-5, (including ESL Teachers, basic skills Teachers, Speech Teachers and Teachers of special education students) shall complete the program at such times on such other work days as are scheduled between himself/herself and the affected parents, provided that such conferences do not interfere with Teachers' regular classroom responsibilities. Conferences shall be held between the opening of school and the beginning of Winter break.
- D. Unless a parent-teacher conference has been scheduled, classroom Teachers in grades K-5 (including ML Teachers, basic skills Teachers, Speech Teachers and Teachers of special education students) shall not be required to be present in school during the scheduled conference times on the Early Release Days. One of the current two four (4) hour days at the end of the elementary year will be used for the Early Release Day in A.I. The elementary and secondary teaching year will end on the same day.
- E. Nothing in this Article shall be construed to prevent parent-teacher conferences from being held, at the request of a parent, guardian or Teacher, at any time during the school year other than on the Conference Day or the Early Release Day.

ARTICLE IX TEACHEREMPLOYMENT

- A. By February 15, an overall list of Teachers, including tenured and non-tenured Teachers, shall be compiled and arranged in order of decreasing years of professional service in the Westfield Public Schools. The Association shall be provided with ten (10) copies and one (1) copy shall be provided in each building for perusal by any Teacher.
- B. Announcement of vacancies concerning positions that provide remuneration beyond that provided by the Teacher's Salary Guide shall be posted in all schools as well as posted electronically in the staff section of the Westfield Schools' Website. Said notice shall be delivered to each school for posting on the same day and a copy placed in the Association's mailbox.

- C. Each mentor shall receive six hundred (\$600) dollars per year for either a first year traditional or alternate route teacher. Currently the Board is reimbursed by the state for these mentoring fees. These fees shall be adjusted proportionately to match the state's recommendations. Should the state no longer reimburse the district for mentor fees, new teachers assigned a mentor shall have deducted from their paycheck starting in September or whichever is their first employment month fifty (\$50) dollars per paycheck until a total sum of the state's recommended mentoring fee has been deducted. The total amount of the fee shall be fully reimbursed by the Board to the provisional teacher in the first month of the teacher's tenure year.
- D. No teacher shall serve as a mentor to more than one (1) provisional/alternate route teacher per year.
- E. All teacher, upon employment, shall receive a copy of the current Board of Education and Westfield Education Association Agreement.
- F. The Board shall provide training for all teachers who serve as mentors.

ARTICLE X

TRANSFERS AND REASSIGNMENTS

- A. No later than May 10 of each school year, the Superintendent shall deliver to the Association and post in all school buildings a list of the known vacancies which shall occur during the following school year. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent and copy the Director of Human Resources not later than May 25. Such a statement shall include, in order of preference, the grade and/or subject to which the Teacher desires to be assigned and the school or schools to which he/she desires to be transferred.
- B. In the determination of requests for voluntary reassignments and/or transfers, the wishes of the individual Teacher shall be honored to the extent that the reassignment or transfer does not conflict with the instructional requirements and best interests of the school system. No such requests shall be denied arbitrarily or capriciously.
- C. When an involuntary transfer or reassignment is deemed advisable, a Teacher's area of competence, certification(s), major or minor field of study, length or service in the Westfield Public Schools, length of service in the particular school building and other relevant factors, including among other things, state and/or federal laws, rules, regulations or administrative directives, may be considered in determining which Teacher is to be transferred or reassigned.
- D. An involuntary transfer or reassignment shall be made only after a meeting between the Teacher involved and the immediate supervisor and/or any other member of the Administrative staff. The Teacher may, at the Teacher's option, be accompanied at such meeting by a representative of the Association.

- E. If a Teacher in grades K-5 is reassigned to another building, that Teacher may report to work on a day during the summer which is mutually agreed upon by the Teacher and the building principal for the purpose of preparing a new classroom and will, in consideration thereof, be paid \$89.20 for that day. Review of individual documented time spent on moves for grades 6-12 will be at the discretion of the Superintendent of Schools, and will be reviewed on a case by case basis. Any compensation offered by the Westfield Board of Education to grade 6-12 teachers who move will not be considered precedent.

ARTICLE XI TEACHER EVALUATION

The procedures for teacher evaluation shall be those outlined in the manual entitled, STAFF EVALUATION PROGRAM, the provisions of which are incorporated by reference herein. The substance and process of teacher evaluation will be consistent with the Teacher Effectiveness and Accountability for the Children of New Jersey Act ("TEACHNJ"), N.J.S.A.18A:6-117et seq.

ARTICLE XII TEACHER-ADMINISTRATION LIAISON

- A. In September of each year, the Association shall select experienced Teachers as members of a Building Liaison Committee for each school building. Such Teachers shall have no less than four (4) full years of teaching experience, of which one (1) complete year must be in the Westfield Public Schools. Each such Committee shall meet with the building Principal and/or his/her designees at least five (5) times during the school year beginning in September, with not more than two (2) months elapsing between meetings. At least one (1) interim meeting shall be held between each of the five (5) scheduled meetings if requested by either party.

At the Early Childhood Center, one (1) appointee shall be a Kindergarten Teacher and the other appointee shall be a Pre-Kindergarten Teacher.

At the elementary school level, one (1) appointee shall be a primary Teacher (1-3) and the other an intermediate Teacher (4-5).

At the secondary level, the number of appointees shall be such that there be one (1) member for every twenty (20) Teachers or fraction thereof.

Areas for consideration shall be current school problems and practices. The formation of these Building Liaison Committees shall in no way abrogate the privilege of any individual Teacher to consult directly with his/her building Principal on any matter.

- B. Five (5) representatives selected by the Association in September of each year for membership on a Superintendent's Liaison Committee shall meet with the other members of such Committee, including the Superintendent and his/her designee, totaling five (5)

in number, to review and discuss current school district practices and concerns at least five (5) times during the school year beginning in September, with not more than two (2) months elapsing between meetings. At least one (1) interim meeting shall be held between each of the five (5) scheduled meetings if requested by either party.

Recommendations voted by a majority of the Superintendent's Liaison Committee shall immediately be forwarded to both the Association Executive Council and the Board for their reactions.

- C. Minutes of meetings of the Building Liaison Committee and the Superintendent's Liaison Committee signed by all parties shall be submitted to the Superintendent and the President of the Association not later than ten (10) school days following such meetings.
- D. The Superintendent and the President of the Association may jointly call a special meeting of the Superintendent's Liaison Committee and shall submit an agenda to Committee members so they may have sufficient time to study it prior to the meeting.

ARTICLE XIII INSTRUCTIONAL COUNCIL

The Instructional Council shall continue to function in accordance with the parties' current practice.

ARTICLE XIV SICK LEAVE

- A. Sick Leave is defined as a Teacher's absence from work in accordance with law. Should the sick leave law change, the parties will convene to negotiate separate family illness days. Notwithstanding, absence without salary deduction or charge against sick leave may be authorized for absence occasioned because an employee has been exposed to a contagious disease or is quarantined for the disease, and that quarantine is required by federal or state agencies.
- B. Sick Leave with full pay shall be allowed each Teacher for a minimum of fifteen (15) days in each contract year. A full year's allowance shall go into effect on July 1 of each year. Any portion of the fifteen (15) days not used will be cumulative. Written notification of accumulated sick leave must be reported by the Superintendent to each teacher by October 1. Employees who start after September 1 and before January 1 will receive 12 sick days in the first year of employment, and employees who begin January 1 or later will receive 6 sick days in the first year of employment.
- C. When a Teacher has exhausted the maximum number of Sick Leave days with full pay authorized under this Article, the Board may continue to pay such Teacher's salary less the pay of a substitute for such length of time as is determined by the Board in each

individual case in accordance with the provisions of N.J.S.A. 18A:30-6. In the case of a Teacher for whom no substitute is employed, the Board shall determine the amount to be deducted in each individual case in accordance with the provisions of N.J.S.A. 18A:30-6. In instances of this nature, the Teacher must make written application through his/her supervisor or the Principal of his/her school.

ARTICLE XV PERSONAL LEAVE

- A. Absence without salary deduction or charge against sick leave may, in the discretion of the Superintendent and with his/her approval, be authorized as follows:

Bereavement Leave

1. Up to six (6) days during each school year for the absence occasioned by the death of each parent, husband, wife, daughter, son, brother, sister, mother-in-law, father-in-law or member of the Teacher's immediate household.
2. Up to three (3) days during each school year for absence occasioned by the death of each grandparent.
3. Up to one (1) day during each school year for absence occasioned by the death of each aunt, uncle, brother-in-law, sister-in-law or friend.

Adoption

1. Up to an aggregate of five (5) days for the adoption of a child.
- B. In the event that a Teacher is summoned for jury service while school is in session, the Teacher shall be paid his/her salary in full for the days absent for jury service while school is in session.
- C. Personal leaves of absence without pay may, upon request and in the discretion of the Superintendent and with his/her approval and approval of the Board of Education, be granted.
- D. Vacations, business trips, honeymoons, and weddings for teachers employed by the district must be planned in accordance with holidays and school vacations when school is not in session. First year teachers who have made marriage and/or honeymoon plans prior to employment shall be granted personal absence without pay.
- E. Staff shall be provided with four (4) personal days per school year. Approval to take such days must be granted 48 hours in advance whenever feasible, and no explanation as to the use of the day is required. No such day shall be taken on the first day of school, the last day of school, or immediately prior to or following a holiday or vacation where the district is closed for two or more consecutive days. Exceptions to this provision shall be considered only in extraordinary circumstances and subject to the sole discretion of the Superintendent of Schools or their designee. Any unused personal days will roll over to banked sick days up to an aggregate of fifteen (15) days per year.

ARTICLE XVI

EXTENDED LEAVE

A. Disability Leave

1. Any Teacher who experiences a disability arising out of, but not limited to, surgery, hospital confinement, medical treatment, pregnancy, or the like, shall be entitled to a paid or unpaid Disability Leave based upon such disability. In the event that said Teacher applies for a paid Disability Leave, such Disability Leave shall be chargeable to the accumulated sick leave account, if any, of said Teacher. If the accumulated sick leave account is or has been exhausted, the Disability Leave of absence shall, except as is otherwise provided for under Article XIV of this Agreement, entitled "Sick Leave," be without pay. All policies, practices, rules and regulations applicable to Teachers granted leave under Article XIV of this Agreement, entitled "Sick Leave," shall govern such Disability Leave. The period of disability related to pregnancy and childbirth for which a Teacher may use her accumulated sick leave shall be defined as the period commencing one (1) month before the anticipated delivery date and ending one (1) month after the actual delivery date or such different period of actual disability as shall be certified to the Board by the Teacher's physician.
2. All Teachers anticipating a long term disability shall notify their Principal of the condition expected to result in disability as soon as practicable, and shall submit to the Principal a written statement from his/her physician verifying the condition expected to result in the long term disability and, if possible, the physician's prognosis as to the anticipated duration of such disability.
3. The Board shall have the right to require any Teacher who has been on paid or unpaid Disability Leave and who desires to return to his/her duties by a fixed date following recovery from disability to produce a written statement from his/her physician stating that he/she is capable of resuming his/her duties, which opinion shall be confirmed by the Board medical inspector.
4. Whenever, in the opinion of the Board, the date of commencement of an unpaid Disability Leave and/or the date for the resumption of duties would substantially interfere with the administration of the schools and/or the education of students, the requested dates may be changed by the Board, if, in the opinion of the Board medical inspector, such change is not medically contraindicated.
5. Where an unpaid Disability Leave has been approved, the commencement or termination dates thereof may be further extended or reduced for medical reasons upon application by the Teacher to the Board accompanied by written statement from the Teacher's physician as to the advisability of such extension or reduction. Such extensions or reductions may be granted by the Board for additional reasonable periods of time; provided, however, that the Board may alter the requested dates upon a finding that such extension or reduction would substantially interfere with the administration of the schools and/or the education of students and, provided further, that such change by the Board is not medically contraindicated. All extensions of such

leaves shall in any event be subject to the provisions of N.J.S.A. 18A:30-1 et seq. and, specifically N.J.S.A. 18A:30-7.

6. These provisions shall not be deemed to impose upon the Board any obligation to grant or extend a Disability Leave of any non-tenured Teacher beyond the end of the work year in which such leave was originally granted, provided, however, that the provisions of this Subsection shall not in any way preclude the ability on the part of the Board, in its absolute discretion, to grant to a non-tenured Teacher a Disability Leave extending beyond the end of such work year. The period of an unpaid Disability Leave granted to a non-tenured Teacher shall not be included in the minimum period required by statute to attain tenure, and said Teacher shall not acquire tenure during such leave.
7. Where a Disability Leave is for disability related to pregnancy, the pregnant Teacher applying for such leave under the provisions of this Section may simultaneously make application for a Child Rearing Leave in accordance with the provisions of Section C of this Article.

B. Parental Leave

1. All Teachers requesting an unpaid Parental Leave under this Article without regard to a claimed present state of disability, shall (as soon as the pregnancy is medically confirmed) submit to the Principal a written request specifying the date (no earlier than five (5) months prior to the anticipated date of the birth of a child) on which he/she expects to commence said leave and the date on which he/she expects to return from said leave, which shall not be chargeable to said Teacher's sick leave account.
2. Whenever, in the opinion of the Board, the date of the commencement of the unpaid Parental leave, and/or the date for the resumption of duties would substantially interfere with the administration of the schools and/or the education of students, the requested dates may be changed by the Board.
3. Where an unpaid Parental Leave has been approved, the commencement or termination dates thereof may be extended or reduced upon application by the Teacher to the Board, accompanied, where appropriate, by a written statement from the Teacher's physician as to the advisability of such extension or reduction. Such extensions or reductions may be granted by the Board for additional reasonable periods of time, provided, however, that the Board may alter the requested dates upon a finding that such extension or reduction would substantially interfere with the administration of the schools and/or with the education of students and, provided, further, that such change by the Board is not medically contraindicated. All extensions of such leaves shall in any event be subject to the provisions of N.J.S.A. 18A:30-1 et seq. and, specifically, N.J.S.A. 18A:30-7.
4. These provisions shall not be deemed to impose upon the Board any obligation to grant or extend a Parental Leave of any non-tenured Teacher beyond the end of the work year in which such leave was originally granted, provided, however, that the

provisions of this Subsection shall not in any way preclude the ability on the part of the Board, in its absolute discretion, to grant to a non-tenured Teacher a Parental Leave extending beyond the end of such work year. The period of an unpaid Parental Leave granted to a non-tenured Teacher shall not be included in the minimum period required by statute to attain tenure, and said Teacher shall not acquire tenure during such leave.

5. A Teacher applying for a Parental Leave under the provisions of this Section may simultaneously make application for a Child Rearing Leave in accordance with the provisions of Section C of this Article.
6. Effective July 1, 2015, all members on contractual Parental Leave (after exhausting the presumptive period of disability, and any statutory leave) will be entitled to health benefits through COBRA. The denial of a teacher's requested return date from such contractual leave cannot compel that teacher to pay health benefits through COBRA. If this occurs, the Board will pay the COBRA fees. There can be no gap between the expired contractual leave and the requested return date.

C. Child Rearing/Adoption Leave

1. In the case of the birth of a child or the placement of a child for adoption, or obtaining legal custody, any Teacher shall have the right, upon application, to leave for the purpose of child rearing. Said Child Rearing/Adoption Leave shall be without pay. In any case where both parents of such child are Teachers in the Westfield Public Schools, only one (1) parent shall be entitled to such Child Rearing/Adoption Leave at any one time.
2. Application for Child Rearing/Adoption Leave in connection with the birth of a child shall be filed at least sixty (60) days prior to the anticipated date of leave. Application for Child Rearing/Adoption Leave in connection with the placement of a child for adoption shall be filed immediately upon receipt by a Teacher of a notice of such placement.
3. In the case of a Teacher who has been granted Disability Leave under the provisions of Section A of this Article, and who has applied for Child Rearing Leave, such Child Rearing Leave shall become effective immediately upon the termination of the aforesaid Disability Leave.
4. Child Rearing/Adoption Leave shall be granted, upon application made therefore, for a period ending as of the date requested by the Teacher unless the date of return selected by that Teacher for the resumption of duties would substantially interfere with the administration of the schools or with the education of pupils. Such Child Rearing/Adoption Leave shall be automatically extended, in the case of tenured Teachers only, upon the request of a tenured Teacher, for one (1) additional work year. Such request by such tenured Teacher for an extension of such Child Rearing/Adoption Leave for such additional work year shall be made to the Superintendent in writing no later than the March 1st preceding the expiration of the first period thereof. Effective as of July 1, 1986, the Board will only be required, at

its expense, to provide to Teachers on Child Rearing/Adoption Leave insurance benefits under Sections A, B, C and D of Article) OCH of this Agreement for up to, but not more than, twelve (12) months following the commencement of such Child Rearing/Adoption Leave no matter when such Child Rearing/Adoption Leave commenced. The Board shall not be responsible, at its expense, to provide teachers insurance benefits during consecutive Child Rearing/ Adoption leaves of absences.

5. A Teacher may request early reinstatement, the granting of which shall be in the sole discretion of the Board.
6. These provisions shall not be deemed to impose upon the Board any obligation to grant or to extend a Child Rearing/Adoption Leave of any non-tenured Teacher beyond the end of the work year in which such leave was originally granted, provided, however, that the provisions of this Subsection shall not in any way preclude the ability on the part of the Board, in its sole discretion, to grant to a non-tenured Teacher a Child Rearing/Adoption Leave extending beyond the end of such work year. The period of an unpaid Child Rearing/Adoption Leave granted to a non-tenured Teacher shall not be included in the minimum period required by Statute to attain tenure, and said Teacher shall not acquire tenure during such leave.
7. Effective July 1, 2015, all members on contractual Child Rearing/ Adoption Leave will be entitled to health benefits through COBRA. The denial of a teacher's requested return date from such contractual leave cannot compel that teacher to pay health benefits through COBRA. If this occurs, the Board will pay the COBRA fees. There can be no gap between the expired contractual leave and the requested return date.

ARTICLE XVII

TEACHER FACILITIES

- A. Each School building shall reserve for the Teachers a faculty room wherever possible. The use of this room for other than Teachers shall not be permitted unless no other suitable space or room is available. This room shall also be reserved for Teachers during their duty-free lunch period.
- B. A telephone will be furnished in each faculty lounge providing means only for confidential Teacher-Parent communication. Said phones are not to be used for personal calls.
- C. A Teachers' dining room or area will be provided in each school. In each elementary school, this area shall be the faculty room.
- D. The Board of Education shall provide safety clothing and/or protective eye devices for Teachers when required by Board of Education policy or standard safety practices. Selection of the appropriate safety equipment will be done in conjunction with respective department chairpersons.
- E. At the high school, parking space will be reserved for all Teachers requesting such space at the beginning of the school year.

- F. A serviceable desk and chair shall be provided for the use of each Teacher regularly assigned to a single building. Specials Teachers will have a designated space where they are principally based. A filing cabinet will be provided upon request.

ARTICLE XVIII

SALARIES

A. Salaries

The salaries of Teachers shall be set forth in Schedule A attached hereto and made a part hereof.

When a Teacher receives a degree which will move them along the salary guide, the teacher will receive the increase in pay on the following September 1.

B. Pay Differential for School Counselors, Child Study Team Members and Other Special Teachers

1. A School Counselor shall receive a pay differential of five (5) percent above the appropriate step on the salary guide. Each School Counselor who voluntarily works additional days beyond 195 days shall be paid sixty-four (\$64.00) dollars per hour.
2. Each Teacher who is a member of the Child Study Team and who voluntarily works additional days beyond 185 days shall be paid sixty-four (\$64.00) dollars per hour.
3. Any librarian or nurse who voluntarily works additional days beyond the 185 days shall be compensated at sixty-four (\$64.00) dollars per hour.

C. Extra Compensation for Extra Curricular Activities

The extra compensation to be paid Teachers for sponsoring extracurricular activities shall be as set forth in Schedule B attached hereto and made a part hereof.

D. Extra Compensation for Coaching Activities

The extra compensation to be paid Teachers for coaching activities shall be as set forth in the Coaches Salary Guide attached hereto and made a part hereof.

E. New Coaching and Extra Curricular Positions

Positions will be added to Schedules B and C in the following manner.

A committee consisting of three (3) Teachers, appointed by the President of the Association, and three (3) Administrators, appointed by the Superintendent, shall serve as a screening committee. All requests for the establishment of new positions in Schedules B and C shall be presented to this committee.

If recommended by this committee, the proposal shall be presented to the Principal of the involved school for his/her recommendation for approval or disapproval. The proposal, with the Principal's recommendation, shall be presented to the Superintendent. If approved by the Superintendent, the proposed new position shall be presented to the Board for its action.

The Teacher or Administrator proposing the new position shall be informed of the decision reached at each level of the above procedure.

After a Teacher has functioned in a new position approved by the Board for sixty (60) calendar days, the Association and the Board shall negotiate the salary for the new position. The results of the negotiation shall be retroactive.

F. Procedures for Advancement on Salary Guide, Withholding of Increases and Restoration of Increments

1. Progress along the pattern of increases shall be automatic unless the Board withholds all or any part of a Salary Increase (defined below) in accordance with the provisions of this Section F.
2. The Board expressly reserves the right to withhold, for inefficiency or other good cause, all or any part of a Salary Increase, defined as follows: (a) for any Teacher not at the maximum of any degree level of the Teacher Salary Guide, the annual increment and the negotiated salary adjustment, if any and (b) for any Teacher at the maximum of any degree level of the Teacher Salary Guide, the negotiated salary adjustment, if any.
3. In the event that the Board exercises its rights to withhold for inefficiency or other good cause any Salary Increase or portion thereof, the Board does hereby agree to employ the following procedures:
 - a. The immediate superior and/or Principal shall not forward any recommendation to withhold a Teacher's Salary Increase or any portion thereof to the Superintendent later than June 30 of the school year preceding that in which such action would take effect. The immediate supervisor or Principal shall give to the Teacher against whom the recommendation shall be made written notice of the alleged cause or causes for the recommendation, in which event the Teacher may within five (5) school days request in writing an opportunity to meet with the immediate supervisor or Principal. In the event such a meeting is requested, the Superintendent shall take no action on the recommendation until five (5) school days after said meeting occurs.
 - b. The Teacher may, during the five (5) school day period following the meeting with the immediate supervisor or Principal, request in writing an opportunity to meet with the Superintendent. In the event such a meeting is requested, the Superintendent shall take no action on the recommendation until said meeting occurs.
 - c. Whenever the Superintendent recommends that the Board withhold a Salary Increase or portion thereof, the Teacher to be so deprived shall be given written notice of such recommendation.
 - d. If, following such recommendation by the Superintendent, such Teacher desires to pursue the matter further, arrangements shall be made to afford said Teacher reasonable opportunity to appear before the Board and to be accompanied by a

representative of his/her own choosing. In order to have such an opportunity, such Teacher must, within seven (7) calendar days after receipt of written notice of the Superintendent's recommendation, request in writing such a meeting with the Board. The meeting between such Teacher and the Board shall not constitute a plenary hearing.

- e. The Board shall be given a reasonable opportunity, following said meeting, to deliberate. If the resultant action of the Board is to withhold a Salary Increase, the Board shall, within ten (10) calendar days after said meeting, give written notice of such action, together with the reasons therefore to the Teacher concerned.
4. A teacher may, after one year meet with the Superintendent to request that he recommend to the Board restoration of increment. The Superintendent may, at any time recommend to the Board of Education restoration of a teacher's increment. The Board of Education shall take action no later than sixty (60) days after the Superintendent's recommendation. If the teacher so requests, the Board shall grant the teacher a meeting in executive session. However, after four (4) years of the increment being withheld, the teacher shall be entitled to a Board hearing for restoration of increment.
5. At the conclusion of the first school year of employment, any teacher hired prior to or on February 14 shall advance a step on the salary guide.

G. Summer Pay

The pay for Teachers who are hired for any part of July and/or August, and whose pay for such work is based upon a percentage of the ten (10) month salary guide, shall be based upon a percentage of the ten (10) month salary guide for the following school year. This provision does not apply to summer programs such as extended school year, STEM camp, etc. where employees apply for positions. In those cases, the Board approved hourly rate for such programs will apply.

H. Payment for Unused Sick Leave

Each teacher who leaves the Westfield Public Schools after fifteen (15) or more years of service shall be entitled to payment for unused sick leave as follows:

1. If the resignation becomes effective as of June 30, the Teacher shall receive an amount equal to his/her number of unused accumulated sick leave days times the amount listed in the schedule below up to the maximums listed below.

Per Sick Day (\$70)

Maximum Amount \$15,000

2. If the resignation becomes effective as of any other day, the Teacher shall receive an amount equal to his/her number of unused accumulated sick leave days times the amounts listed in the schedule below up to the maximums listed below.

Per Sick Day (\$35)

Maximum Amount \$5,860

If a teacher with fifteen (15) or more years of service in the Westfield Public Schools dies while employed by the District, his/her estate shall receive the moneys provided under subsection 1 of this Section H.

- I. Teachers who provide professional development to staff or write curriculum after contracted hours will be paid at a rate of \$50 per hour for preparation and instruction.
- J. Special education teachers assigned to teach a 6th instructional period in grades 6-12 are eligible for a \$5,000 pensionable stipend per year. This stipend shall not increase for the duration of this contract.

ARTICLE XIX DEDUCTIONS

- A. Teachers may elect to have a portion of their salary deducted and forwarded to the County Educators Federal Credit Union, and tax sheltered annuities offered by the Board.

With the exception of the County Educators Federal Credit Union, voluntary deductions for the various annuities will be subject to the open enrollment periods published by the Board at the beginning of each school year.

- B. Teachers may, at their option, elect to have direct deposits of their paychecks made to the financial institutions of their choice. Said institutions must be a member of a direct deposit system.

ARTICLE XX REPRESENTATION FEE

- A. The Board agrees to deduct from the salaries of its employees, dues for the Westfield Education Association.

Based upon the Janus ruling, the Association can no longer collect a representation fee for non-members of the Westfield Education Association. Should the Janus ruling no longer apply or no longer be in effect, the Board and the Association agree that the Association is authorized to collect a representation fee from non-members, equal to 85% of the annual Association dues. The Board agrees to deduct the full amount of the representation through automatic payroll deduction.

Prior to the beginning of each membership year, the Association will notify the Board in writing of the aggregate amount of the regular membership dues, initiation fees and assessments charged by the Association to each of its own members for that membership year. When the law permits the Association to collect a representation, the fee is to be paid by each non-member and will be equal to eighty-five percent of said aggregate amount.

The Board agrees to deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each Teacher during the remainder of the membership year in question. The deductions will begin in accordance with the billing sheets submitted to the Board by the New Jersey Education Association.

B. Termination of Employment

If a Teacher who is required to pay a representation fee terminates his/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 Teacher during the membership year in question and promptly forward same to the Association.

C. 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.

D. Indemnification and Save Harmless Provision

1. Liability

The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the new provisions of this Article, provided that:

- a. The Board gives the Association timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
- b. If the Association so requests in writing, the Board will surrender to it full responsibility for the defense of such claim, demand, suit or other form of liability and will cooperate fully with the Association in gathering evidence, securing witnesses, and in all other aspects of said defense. The Board's attorney shall be provided copies of all documents presented in the dispute by all parties.

2. Exception

It is expressly understood that Paragraph 1 above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

ARTICLE XXI MILEAGE REIMBURSEMENT

A. Teachers who are scheduled to work at more than one location in a day are eligible for mileage reimbursement. The following procedure must be followed:

1. Mileage reimbursement voucher must be completed for each date and list each school the teacher traveled to. Mileage should be determined by using the mileage chart located on the staff website.

2. Travel vouchers are to be completed in detail and submitted to the Principal or Supervisor the employee reports to at the end of each month for approval.
3. Mileage is to be computed at the NJ Office of Management and Budget rate.
4. Payments for mileage will be made quarterly and the schedule for due dates to central office will be posted under staff resources.

ARTICLE XXII INSURANCE

A. Health Insurance

All members of the Association hired prior to July 1, 2020, will have access to a PPO (Preferred Provider Organization) plan and POS (Point of Service) plan. All plans will offer coverage for In Network participating providers and for Out of Network non-participating providers.

All members of the Association hired on or after July 1, 2020, will have access to the New Jersey Educator Health Plan (NJ EHP) and New Jersey Garden State Health Plan (NJ GSHP) per Chapter 44.

All members hired prior to July 1, 2020, will have access to the NJ EHP and NJ GSHP per Chapter 44.

Effective July 1, 2018, out of network deductibles for PPO and POS will be \$1,000 / \$2,000.

CHAPTER 78 HEALTH RATE CHARTS Employee Contributions

Single Coverage- Salary Range	% of Premium
less than 20,000	4.50%
20,000-29,999.99	5.50%
30,000-39,999.99	10.00%
40,000-49,999.99	12.00%
50,000-59,999.99	20.00%
60,000-69,999.99	27.00%
70,000-79,999.99	32.00%
80,000-94,999.99	34.00%
95,000 and over	35.00%

Family Coverage- Salary Range	% of Premium
less than 25,000	3.00%
25,000-29,999.99	4.00%
30,000-39,999.99	5.00%
40,000-49,999.99	7.00%
50,000-59,999.99	12.00%
60,000-69,999.99	17.00%
70,000-79,999.99	22.00%
80,000-89,999.99	24.00%
90,000-99,999.99	28.00%
100,000-109,999.99	32.00%
110,000 and over	35.00%

2 Adults or Parent/Child Salary Range	% of Premium
less than 25,000	3.50%
25,000-29,999.99	4.50%
30,000-39,999.99	6.00%
40,000-49,999.99	8.00%
50,000-59,999.99	15.00%
60,000-69,999.99	21.00%
70,000-79,999.99	26.00%
80,000-89,999.99	28.00%
90,000-99,999.99	30.00%
100,000 and over	35.00%

Any teacher hired for a parental leave replacement will not receive medical insurance benefits unless required by law.

Section 125 Plan

The Board has in place an Internal Revenue Code (IRC) Section 125 plan for the purpose of implementing this provision.

B. Dental Insurance

The Board shall provide dental insurance for all employees and their dependents, and employees shall contribute towards the cost of the premium at the revised Tier 4 Chart (page 29) pursuant to P.L. 2011, c. 78. Dental insurance will include the usual and customary rate for diagnostic and preventive services, and for the riders covering additional basic, periodontal services and prosthodontic services, which aggregate coverage shall be for not more than \$1,500.00 per insured per year. Effective July 1, 2022, the maximum will increase to \$2,000.00 per insured and child lifetime maximum of \$2,500.00 for orthodontic services.

C. Prescription Plan

The Board shall provide all Teachers and dependents with a prescription plan for the PPO and POS plans. The co-pay obligation shall be paid as follows:

Co-pay of \$15 for generic prescriptions.

Co-pay of \$35 for preferred brand name prescriptions.

Co-pay of \$50 for non-preferred brand name prescriptions.

Co-pay of \$10 for mail order prescriptions up to a ninety (90) day supply.

Employees who are covered by health insurance benefits shall contribute on Tier 4 of Chapter 78 P.L. 2011 (chart on page 29) throughout the life of this agreement.

D. Employee Assistance Program

The Board shall pay for all Teachers, for either single or family coverage as may be appropriate, the full premium less a per employee annual contribution of \$12 for an Employee Assistance Program (EAP) as detailed in the Priority Systems Proposal.

E. Coverage for Rehired Teachers

Any Teacher whose employment is terminated prior to June 30 and who is rehired by the Board prior to July 1, shall be entitled to have the coverage payments referred to in Sections A, B, C and D above, as may be applicable as of the July 1 in question, extended to cover July and August.

F. Coverage After Retirement

The Board agrees to permit each Teacher, who has retired from the Westfield Public Schools under the provisions of the New Jersey Teachers' Pension and Annuity Fund and is entitled to receive pension payments thereunder, to continue his/her participation in the insurance programs which are the subject of this article and which are in effect as of the time of the Teacher's retirement from the Westfield Public Schools. In order for a Teacher to be so eligible to continue participation in said insurance programs after the Teachers' retirement, the Teacher must have retired after fifteen (15) or more years of service in the Westfield Public Schools and must, within thirty (30) days of retirement from the Westfield Public Schools, submit to the Board a request in writing for continued participation in said insurance programs. Each retired Teacher who participates in the insurance programs which are the subject of this Article, shall pay the cost for his/her participation, such payment to be made by semiannual installments paid in advance. Eligibility for participation in said health insurance programs shall cease immediately upon the attainment by the retired Teacher of eligibility to participate in Medicare or upon the Teacher's death. This coverage only applies to teachers hired before July 1, 2018.

G. Equivalency Coverage

Notwithstanding the provisions of Section A, B, C and D, the Board and the Association agree that, in the event that the Board or the Association desires to replace the insurance described in any one or all of Sections A, B, C and/or D, the Board may do so upon the following conditions:

1. Under no circumstances may the insurance described in Sections A, B, C or D be reduced in any way below the coverage provided for.
2. There shall be no break or discontinuance in insurance coverage under Sections A, B, C and D.
3. Any other provider of the insurance described in Sections A, B, C and D must provide insurance that is generally acceptable to hospitals (and to doctors, dentists and pharmacies, if applicable) in the area of Westfield, New Jersey.
4. Any other provider of the insurance described in Sections A, B, C and D must have a reputation for making payments within a reasonable amount of time.
5. Either party shall have the right to reject the selection of a new insurance provider for any of the reasons set forth in Subsections 1 through 4 above. Such rejection, if it occurs, may be submitted to arbitration under the terms of Article III of this Agreement.

H. Any staff member regularly employed at least twenty (20) hours per full work week shall receive the insurance coverage at Board expense per this article.

I. Voluntary Health Insurance Waiver

1. The Waiver

Effective July 1, 2014, a member may opt out of health benefits in order to avoid Chapter 78 contributions, provided that employees can demonstrate that they have alternative coverage for themselves and their dependents.

No additional monies will be paid to the member for the decision to opt out of health benefits.

2. Waiver Procedures

A waiver of health insurance form is available from the payroll office. This form shall be distributed to all employees by June 1 and returned to the Payroll Office no later than June 15.

Election for the waiver of health insurance may be made at any time during the school year, but such waiver shall be for only one (1) year. Election is voluntary and is renewable on subsequent application. Employees not re-electing the waiver shall be automatically re-enrolled in one of the district's health insurance plans upon completion of the necessary paperwork without penalty or restriction including but

not limited to pre-existing conditions for themselves and eligible dependents. All employees shall have the option of considering the waiver each year of this agreement, subject to the terms of this provision.

3. Restoration of Benefits

During any time of the year in which the employee has elected to waive coverage, the employee shall be able to terminate the coverage waiver agreement and re-enroll in the district's insurance plan under the following conditions:

- a. Loss of spouse's employment
- b. Disability or death of spouse
- c. Divorce or legal separation
- d. Other life-altering event

Where applicable, Domestic Partner/Civil Union partner shall serve in place of spouse.

Re-enrollment shall be immediate without penalties or restrictions including, but not limited to, pre-existing conditions for the employee and eligible dependents. Enrollment shall be as if the waiver or coverage had not been elected.

Employees must notify the Board in writing of their decision to terminate the coverage waiver and re-enroll in the district plan no later than thirty (30) days after the event causing such decision.

J. Domestic Partner/Civil Union Partner Health Insurance

The Board of Education through its collective bargaining agreements shall make health insurance available to the Domestic Partner or Civil Union partner of employees. For the purpose of health insurance benefits, a Domestic Partner/Civil Union partner shall have registered as Domestic Partners or Civil Union partners as required by the State of New Jersey where applicable. Domestic Partners or Civil Union partners are eligible for health insurance membership only at open enrollment. Domestic Partner or Civil Union partner shall be treated the same as spouse in the definition of family for the purposes of the administration of sick leave, personal leave, extended leave, leaves of short duration and any other areas for which definition of family is a criterion.

ARTICLE XXIII

TUITION REIMBURSEMENT/PROFESSIONAL DEVELOPMENT

A. Tuition Reimbursement: Graduate Study

Teachers will only be eligible for tuition reimbursement once they have received tenure. This applies to teachers hired after July 1, 2010.

Tuition reimbursement is calculated per fiscal year (July 1 to June 30).

District Cap -This is the total amount of money available for tuition reimbursement for all teachers for a given fiscal year.

Individual Annual Cap - This is the amount of money available to each teacher for courses taken within a given fiscal year.

<u>Year</u>	<u>District Cap</u>	<u>Individual Annual Cap</u>
2026-2030	\$200,000	\$3,500*

*There shall be no roll over.

Tuition reimbursement shall be awarded according to the following principles:

1. Only graduate credits taken during the current school year shall be eligible for reimbursement.
2. Prior approval for the course must be recommended by the building principal and supervisor and granted by the Superintendent of Schools on the prescribed form prior to enrollment.
3. The institution where the course(s) are taken shall be a duly authorized institution of higher education as defined in section 3 of P.L. 1986, c.87 (C.18A:3-15.3).
4. Course work approved for tuition reimbursement must be directly related to the Teacher's work in the Westfield Public Schools and must be taken outside of school hours. Courses outside the Teacher's field may be taken with approval of the Superintendent for the purpose of earning new certification requested by the district.
5. Money for approved courses is encumbered for that fiscal year only. The Teacher shall receive tuition reimbursement encumbered funds upon the submission of an official transcript certifying completion and receipt of credit for the approved course. In addition to tuition, required course fees and the cost of required texts may be reimbursed upon submission of appropriate receipts from the total amount accumulated by the Teacher.
6. No tuition reimbursements will be made to a Teacher who has resigned or who will be on a leave of absence for any reason other than sabbatical.
7. If a teacher receives a tuition reimbursement and voluntarily leaves the district within the next fiscal year they will owe the District 20% of the amount received as tuition reimbursement. This amount will be withheld from their final paycheck.

B. Professional Conferences, Seminars and Workshops

1. Funds for professional growth through participation of Teachers in approved conferences, seminars and workshops shall be allocated by the Board in the following amounts for the sole use of Teachers:

<u>Year</u>	<u>Amount</u>
2025-2030	\$80,000

The funds shall be allocated on a per capita basis by the school or department which serves as the staff member's home base. Building principals or department supervisors shall recommend approval of conference/seminar/workshop attendance and the amount of funds to be considered. Requests shall be submitted to the Office of Human Resources for further consideration and approval. Distribution of the school's or department's allotment of available funds shall be made at that level.

Building Principals/District Supervisors shall approve Conference/Seminar/Workshop attendance and the amount of funds to be considered. Distribution of funds shall be made by the Office of Human Resources.

2. The Board will report to the Association at the end of each school year about the funds expended for professional improvement.

C. Professional Development:

In accordance with applicable state regulations. The Association and the Board pledge to cooperate through the local district Professional Development Committee in forming the district professional development program in accordance with the standards established by the State and the Commissioner of Education. The program shall include, but not be limited to, some or all of the following annual opportunities

1. For each teacher:
 - a. Two (2) full in-service workshop days of six (6) hour duration (dates to be determined by the Board, and subject to Article VI (A. 1.).
 - b. Professional days and college credits as presented elsewhere in this agreement.
 - c. District courses/programs planned outside of the teacher workday attended on a voluntary basis shall have eliminated any financial compensation or graduate course credit when the State's Continuing Education requirements take effect.
 - d. In-district college/university graduate courses planned outside of the teacher workday, attended on a voluntary basis, without financial compensation which may be taken for graduate credit in compliance with the district tuition reimbursement program.
2. Teachers will maintain a record of the number of hours of State-approved continuing education credits they complete and provide the Board with an accounting of accumulating credits on an annual basis no later than the date of the annual evaluation conference.
3. All of the above is subject to applicable State regulations and amendments.

ARTICLE XXIV SABBATICAL LEAVE

A. General

Sabbatical Leave is designed to help maintain instructional service at the highest level of quality and efficiency. While satisfactory service is its prerequisite, Sabbatical Leave is not a reward for past accomplishments. On the contrary, it is a privilege granted to employees for their professional advancement so that they may better serve the local school district.

The policy of granting Sabbatical or Professional Leaves of Absence is established solely for the purpose of promoting the more efficient conduct of the public schools. In no case, therefore, shall an application for such leave be recommended by the Superintendent or approved by the Board unless in his/her or its considered judgment the professional competence of the Teacher and the general efficiency of the school system will thereby be benefited.

The best criterion for judging a particular request for Sabbatical Leave is whether, in the long run, it will contribute to the improvement of the teaching service.

B. Eligibility

Any Teacher who has completed seven (7) or more successive years of satisfactory service in the Westfield Public Schools may, upon recommendation of the Superintendent, be granted leave of absence for one (1) or two (2) semesters for study or travel on a full-time basis, either or which shall be directly connected with his/her work in the Westfield Public Schools. The effective date of second semester Sabbatical Leaves will be February 1, whether or not this coincides with the actual second semester changeover. A subsequent Sabbatical Leave will not be authorized for a Teacher unless and until he/she shall have reestablished eligibility by serving another period of seven (7) or more successive years of successful service.

C. Number of Leaves Authorized

No more than eleven (11) teachers shall be granted Sabbatical Leave for the same semester.

D. Applications for Leave

1. Application for Sabbatical Leave shall be made on or before November 15 of any year. If approved, such leave shall become effective at the beginning of either the first or second semester of the year immediately following.
2. Application shall be made upon a regular blank form prescribed by the Superintendent, and shall set forth a program or itinerary to be followed by the Teacher during the period of the leave.
3. In recommending Sabbatical Leaves of Absence, the Superintendent shall give

consideration to the use to be made of the requested leave and to seniority in service. Due consideration shall be given to the reasonable and equitable distribution of Sabbatical Leaves among the different schools and departments. A limit for any one (1) faculty is established as follows: five (5%) percent for each secondary school per year; ten (10%) percent for each elementary school per year; ten (10%) percent for special services and special Teachers per year; and ten (10%) percent for nurses per year.

4. Each applicant shall be notified promptly in writing by the Superintendent of the decision of the Board concerning his/her application.

E. Subsequent Service

1. A Teacher to whom a Sabbatical Leave is granted shall hereby be deemed to have entered into a contract to continue in the service of the Board for a period of not less than two (2) years after the expiration of the Sabbatical Leave.
2. If a Teacher fails to so continue in service after a Sabbatical Leave, such Teacher shall repay to the Board a sum of money which bears the same ratio to the amount of salary received while on Sabbatical Leave as the unperformed part of the two (2) subsequent years of service bears to the two (2) years, unless such Teacher is incapacitated, has been discharged, or has been released by the Board from this obligation for good and sufficient reasons approved by the Board.

F. Status of Tenure and Pension

The period of Sabbatical Leave shall count as regular service for the purpose of retirement. Contributions by the Teacher to the retirement fund shall continue as usual during such period. Tenure rights shall not be impaired.

G. 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 during such leave, such an interruption shall not constitute a breach of the conditions of such leave or prejudice the Teacher against receiving all the rights and privileges provided for under the terms of his/her Sabbatical Leave, provided that the Superintendent was notified of such accident or illness by registered letter within ten (10) days of its occurrence and is subsequently furnished with satisfactory evidence thereof.

H. Forfeiture of Leave

If the Superintendent shall become convinced that a Teacher on Sabbatical Leave is not fulfilling the purpose for which the Sabbatical Leave was granted, he/she shall immediately report this fact to the Board and the Board may terminate the Sabbatical Leave as of the date of its abuse, after giving the Teacher an opportunity to be heard.

I. Sabbatical to Disability Leave

If a Teacher on Sabbatical Leave shall ascertain that he/she is disabled, he/she shall as soon as is practicable report this fact to the Superintendent. Such Teacher may be transferred from Sabbatical Leave to Disability Leave in accordance with, and subject to, the provisions of the Agreement regulating Disability Leave.

J. Return to Active Duty

1. A Teacher who has been on Sabbatical Leave for the first semester of any school year shall notify the Superintendent, on or before December 1 of that year, of his/her intention to return to duty the following semester. If leave has been granted for the second semester of the entire school year, the Teacher shall notify the Superintendent on or before April 1 of that year, of his/her intention to return to duty the following school year.
2. Failure of a Teacher on Sabbatical Leave to give such notification may be interpreted as indicating that such Teacher does not wish to retain a connection with the Westfield Public Schools.

K. Reinstatement

At the expiration of Sabbatical Leave, a Teacher, who has complied with Section J, shall be reinstated in the position held at the time such leave was granted, unless he/she shall agree otherwise or unless conditions arose during the term of the Sabbatical Leave which would have resulted in a change in the position of said Teacher had he/she remained in active service. As further condition of reinstatement, said Teacher shall present a written report to the Superintendent in which are stated the activities engaged in while on Sabbatical Leave and the subsequent benefits expected therefrom. If the Sabbatical Leave is taken during a first semester, such report is due by March 30 of the following semester, if the Sabbatical Leave is taken during the second semester or for the entire school year, such report is due by the following September 30.

L. Salary

1. The salary paid to a Teacher on Sabbatical Leave for a full year shall be one-half (1/2) of the salary to which he/she would have been entitled if not on leave, less the regular deductions for Government Income Tax and for the New Jersey Teacher's Pension and Annuity Fund as computed for all present entrants employed in the State.
2. Teachers receiving Sabbatical Leave for one (I) semester shall receive full pay, minus the regular deductions listed above.
3. Salary checks shall be issued in accordance with the salary schedule for all Teachers in the Westfield Public Schools.

ARTICLE XXV
MISCELLANEOUS PROVISIONS

- A. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any Teacher benefit existing prior to its effective date.
- B. If any provision of this Agreement, or any application of this Agreement to any Teacher or group of Teachers 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 Teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any provisions inconsistent with this Agreement, this Agreement, during its duration, shall be controlling. However, no provisions of Agreement shall be deemed vested in non-tenured Teachers' rights reserved to tenured Teachers.
- D. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer or discipline of Teachers, or in the application or administration of this Agreement, on the basis of race, creed, color, national origin, ancestry, age, sex, affectual or sexual orientation, marital status, familial status, atypical hereditary, cellular or blood trait, liability for service in the Armed Forces of the United States, handicap, or nationality as provided in the New Jersey Law Against Discrimination.
- E. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or certified mail sent to the following addresses:
 - 1. If by Association, to the Board at 302 Elm Street.
 - 2. If by Board, to the Association at 100 Quimby Street.
- F. All openings for teaching positions in the Summer School shall be publicized by the Superintendent's Office. Teacher qualifications and length of service in the Westfield Public Schools will be considered.
- G. Summer school evaluation reports shall be placed in a separate file and not in a Teacher's personnel file.
- H. Teaching staff members of the Association hired before July 1, 2010, will be entitled to enroll their children in the Westfield Public Schools at no tuition charge, provided there is availability and there is no cost to the student attending Westfield Public Schools. The Board retains the right to assign nonresident children to a school building and/or classes in such a manner that the assignment will not require hiring additional staff. The Board will not be responsible for payment of transportation from home to any location,

out-of-district tuition or any expenses related to an out-of-district placement for students who are children of staff members who are not residents of Westfield. Should a teaching staff member's child become eligible for an out-of-district placement or there is a cost to the District after being enrolled or attendance in the Westfield Public Schools under this section, the teaching staff member shall disenroll the student from the Westfield Public Schools and shall enroll him/her in the child's district of residence.

ARTICLE XXVI ATHLETIC TRAINER

- A. All of the terms and conditions of this Agreement, except (i) those of ARTICLE VI relating to teacher work year, (ii) those of ARTICLE VII relating to teaching hours and teaching load, (iii) those of ARTICLE VIII relating to parent teacher conferences, (iv) those of Sections B, C, D, G and J of ARTICLE XVIII relating to salaries and (v) those of ARTICLE XXI relating to traveling teacher expenses, shall apply to the athletic trainer.
- B. The salary of the athletic trainer shall be set forth on the Teachers' salary guides and shall be set in accordance with educational degree and years of experience.
- C. The work year of the athletic trainer shall be from August 15 through the conclusion of the Spring athletic season.
- D. The work week and work day of the athletic trainer shall be Monday through Friday from 10:00 a.m. to the end of the afternoon session or athletic contest, except that the athletic trainer may be required to work on Saturdays, Sundays and holidays, and on evenings, when there are athletic events that require the athletic trainer's presence.

ARTICLE XXVII COMPENSATION FOR FULL-DAY ATTENDANCE AT PROFESSIONAL LEARNING – PART-TIME TEACHERS

Eligibility: Part-time teachers required to attend full-day professional learning or training will receive additional pay. Attendance must be approved by school administration.

Pay Rate: Compensation will reflect the prorated difference between the teacher's part-time schedule and a full workday. Any hours beyond the regular part-time schedule will be paid at their standard hourly rate or as specified in the contract.

ARTICLE XXVIII
DURATION OF AGREEMENT

The effective term of this Agreement shall be from July 1, 2025 to June 30, 2030.

IN WITNESS WHEREOF the parties have hereunto caused this Agreement to be signed by their proper officers the day and year above written.

ATTEST:

WESTFIELD BOARD OF EDUCATION

Brendan Galligan
Chair of Board Negotiating Team

Robert Benacchio
Board President

ATTEST:

WESTFIELD EDUCATION ASSOCIATION

Scott Rutherford
Chair of WEA Negotiating Team

Kim Pentangelo
WEA President

**Westfield Board of Education
2025-2026 Salary Guide**

Salary Guide

Step	BA	MA	MA+30	Dr
1	78,544	82,044	85,294	88,294
2	79,294	82,794	86,044	89,044
3	80,044	83,544	86,794	89,794
4	80,794	84,294	87,544	90,544
5	81,544	85,044	88,294	91,294
6	82,294	85,794	89,044	92,044
7	83,044	86,544	89,794	92,794
8	83,794	87,294	90,544	93,544
9	84,794	88,294	91,544	94,544
10	85,794	89,294	92,544	95,544
11	87,044	90,544	93,794	96,794
12	88,294	91,794	95,044	98,044
13	89,544	93,044	96,294	99,294
14	90,794	94,294	97,544	100,544
AA	91,373	94,422	97,575	100,663
A	92,273	95,322	98,475	101,563
B	93,073	96,122	99,275	102,363
C	93,913	96,962	100,115	103,203
D	94,613	97,662	100,815	103,903
E	95,726	98,775	101,928	105,016
F	96,423	99,472	102,625	105,713
G	97,873	100,922	104,075	107,163
H	98,199	101,248	104,401	107,714
I	98,524	101,573	104,726	108,039
J	98,849	101,898	105,051	108,364
K	99,174	102,223	105,376	108,689
L	99,874	102,923	106,076	109,389
M	100,757	103,806	106,959	110,272
N	101,802	104,851	108,004	111,317
O	103,123	106,172	109,325	112,638
P	104,608	107,657	110,810	114,123
Q	107,438	110,577	113,841	117,222
R	109,934	113,174	116,537	120,014
S	112,089	115,470	118,987	122,617
T	114,281	117,662	121,179	124,809
U	116,597	119,978	123,495	127,125
V	118,097	121,478	124,995	128,625

\$1,060 longevity increase for Teachers with 15 years teaching in Westfield, but less than 20 years teaching in Westfield. \$1,410 longevity increase for Teachers with 20 or more years teaching in Westfield. *Note: After Step 14 teachers move to a newly created letter step and remain on that letter step for the remaining years in district.* Longevity listed on this guide carries through the 2029-2030 school year.

Westfield Board of Education
2026-2027 Salary Guide

Salary Guide

Step	BA	MA	MA+30	DR
1	80,832	84,332	87,582	90,582
2	81,582	85,082	88,332	91,332
3	82,332	85,832	89,082	92,082
4	83,082	86,582	89,832	92,832
5	83,832	87,332	90,582	93,582
6	84,582	88,082	91,332	94,332
7	85,332	88,832	92,082	95,082
8	86,082	89,582	92,832	95,832
9	87,082	90,582	93,832	96,832
10	88,082	91,582	94,832	97,832
11	89,332	92,832	96,082	99,082
12	90,582	94,082	97,332	100,332
13	91,832	95,332	98,582	101,582
14	93,082	96,582	99,832	102,832
BB	94,082	97,582	100,832	103,832
AA	94,661	97,710	100,863	103,951
A	95,561	98,610	101,763	104,851
B	96,361	99,410	102,563	105,651
C	97,201	100,250	103,403	106,491
D	97,901	100,950	104,103	107,191
E	99,014	102,063	105,216	108,304
F	99,711	102,760	105,913	109,001
G	101,161	104,210	107,363	110,451
H	101,487	104,536	107,689	111,002
I	101,812	104,861	108,014	111,327
J	102,137	105,186	108,339	111,652
K	102,462	105,511	108,664	111,977
L	103,162	106,211	109,364	112,677
M	104,045	107,094	110,247	113,560
N	105,090	108,139	111,292	114,605
O	106,411	109,460	112,613	115,926
P	107,896	110,945	114,098	117,411
Q	110,726	113,865	117,129	120,510
R	113,222	116,462	119,825	123,302
S	115,377	118,758	122,275	125,905
T	117,569	120,950	124,467	128,097
U	119,885	123,266	126,783	130,413
V	121,385	124,766	128,283	131,913

\$1,060 longevity increase for Teachers with 15 years teaching in Westfield, but less than 20 years teaching in Westfield. \$1,410 longevity increase for Teachers with 20 or more years teaching in Westfield.

**Westfield Board of Education
2027-2028 Salary Guide**

Salary Guide

Step	BA	MA	MA+30	DR
1	83,279	86,779	90,029	93,029
2	84,029	87,529	90,779	93,779
3	84,779	88,279	91,529	94,529
4	85,529	89,029	92,279	95,279
5	86,279	89,779	93,029	96,029
6	87,029	90,529	93,779	96,779
7	87,779	91,279	94,529	97,529
8	88,529	92,029	95,279	98,279
9	89,529	93,029	96,279	99,279
10	90,529	94,029	97,279	100,279
11	91,779	95,279	98,529	101,529
12	93,029	96,529	99,779	102,779
13	94,279	97,779	101,029	104,029
14	95,529	99,029	102,279	105,279
CC	96,529	100,029	103,279	106,279
BB	97,529	101,029	104,279	107,279
AA	98,108	101,157	104,310	107,398
A	99,008	102,057	105,210	108,298
B	99,808	102,857	106,010	109,098
C	100,648	103,697	106,850	109,938
D	101,348	104,397	107,550	110,638
E	102,461	105,510	108,663	111,751
F	103,158	106,207	109,360	112,448
G	104,608	107,657	110,810	113,898
H	104,934	107,983	111,136	114,449
I	105,259	108,308	111,461	114,774
J	105,584	108,633	111,786	115,099
K	105,909	108,958	112,111	115,424
L	106,609	109,658	112,811	116,124
M	107,492	110,541	113,694	117,007
N	108,537	111,586	114,739	118,052
O	109,858	112,907	116,060	119,373
P	111,343	114,392	117,545	120,858
Q	114,173	117,312	120,576	123,957
R	116,669	119,909	123,272	126,749
S	118,824	122,205	125,722	129,352
T	121,016	124,397	127,914	131,544
U	123,332	126,713	130,230	133,860
V	124,832	128,213	131,730	135,360

\$1,060 longevity increase for Teachers with 15 years teaching in Westfield, but less than 20 years teaching in Westfield. \$1,410 longevity increase for Teachers with 20 or more years teaching in Westfield.

**Westfield Board of Education
2028-2029 Salary Guide**

Salary Guide

Step	BA	MA	MA+30	DR
1	85,891	89,391	92,641	95,641
2	86,641	90,141	93,391	96,391
3	87,391	90,891	94,141	97,141
4	88,141	91,641	94,891	97,891
5	88,891	92,391	95,641	98,641
6	89,641	93,141	96,391	99,391
7	90,391	93,891	97,141	100,141
8	91,141	94,641	97,891	100,891
9	92,141	95,641	98,891	101,891
10	93,141	96,641	99,891	102,891
11	94,391	97,891	101,141	104,141
12	95,641	99,141	102,391	105,391
13	96,891	100,391	103,641	106,641
14	98,141	101,641	104,891	107,891
DD	99,141	102,641	105,891	108,891
CC	100,141	103,641	106,891	109,891
BB	101,141	104,641	107,891	110,891
AA	101,720	104,769	107,922	111,010
A	102,620	105,669	108,822	111,910
B	103,420	106,469	109,622	112,710
C	104,260	107,309	110,462	113,550
D	104,960	108,009	111,162	114,250
E	106,073	109,122	112,275	115,363
F	106,770	109,819	112,972	116,060
G	108,220	111,269	114,422	117,510
H	108,546	111,595	114,748	118,061
I	108,871	111,920	115,073	118,386
J	109,196	112,245	115,398	118,711
K	109,521	112,570	115,723	119,036
L	110,221	113,270	116,423	119,736
M	111,104	114,153	117,306	120,619
N	112,149	115,198	118,351	121,664
O	113,470	116,519	119,672	122,985
P	114,955	118,004	121,157	124,470
Q	117,785	120,924	124,188	127,569
R	120,281	123,521	126,884	130,361
S	122,436	125,817	129,334	132,964
T	124,628	128,009	131,526	135,156
U	126,944	130,325	133,842	137,472
V	128,444	131,825	135,342	138,972

Westfield Board of Education
2029-2030 Salary Guide

Salary Guide

Step	BA	MA	MA+30	DR
1	88,631	92,131	95,381	98,381
2	89,381	92,881	96,131	99,131
3	90,131	93,631	96,881	99,881
4	90,881	94,381	97,631	100,631
5	91,631	95,131	98,381	101,381
6	92,381	95,881	99,131	102,131
7	93,131	96,631	99,881	102,881
8	93,881	97,381	100,631	103,631
9	94,881	98,381	101,631	104,631
10	95,881	99,381	102,631	105,631
11	97,131	100,631	103,881	106,881
12	98,381	101,881	105,131	108,131
13	99,631	103,131	106,381	109,381
14	100,881	104,381	107,631	110,631
EE	101,881	105,381	108,631	111,631
DD	102,881	106,381	109,631	112,631
CC	103,881	107,381	110,631	113,631
BB	104,881	108,381	111,631	114,631
AA	105,460	108,509	111,662	114,750
A	106,360	109,409	112,562	115,650
B	107,160	110,209	113,362	116,450
C	108,000	111,049	114,202	117,290
D	108,700	111,749	114,902	117,990
E	109,813	112,862	116,015	119,103
F	110,510	113,559	116,712	119,800
G	111,960	115,009	118,162	121,250
H	112,286	115,335	118,488	121,801
I	112,611	115,660	118,813	122,126
J	112,936	115,985	119,138	122,451
K	113,261	116,310	119,463	122,776
L	113,961	117,010	120,163	123,476
M	114,844	117,893	121,046	124,359
N	115,889	118,938	122,091	125,404
O	117,210	120,259	123,412	126,725
P	118,695	121,744	124,897	128,210
Q	121,525	124,664	127,928	131,309
R	124,021	127,261	130,624	134,101
S	126,176	129,557	133,074	136,704
T	128,368	131,749	135,266	138,896
U	130,684	134,065	137,582	141,212
V	132,184	135,565	139,082	142,712

Salary Guide for Co-Curricular Activities

	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030
Senior Class Advisor	3,989	4,125	4,267	4,416	4,571
Junior Class Advisor	3,989	4,125	4,267	4,416	4,571
Sophomore Class Advisor	3,989	4,125	4,267	4,416	4,571
Freshman Class Advisor	3,989	4,125	4,267	4,416	4,571
Treasurer, Student Accts - High School	9,999	10,339	10,696	11,070	11,457
Treasurer, Student Accts - Edison	4,444	4,595	4,754	4,920	5,092
Treasurer, Student Accts - Roosevelt	4,444	4,595	4,754	4,920	5,092
Yearbook - High School (2)	8,896	9,198	9,516	9,849	10,194
Yearbook - Edison	4,572	4,727	4,891	5,062	5,239
Yearbook - Roosevelt	4,572	4,727	4,891	5,062	5,239
Art - High School (3)	2,692	2,784	2,880	2,980	3,085
Drama - High School:					
Director Fall Drama	8,501	8,790	9,093	9,412	9,741
Director Spring Musical	8,501	8,790	9,093	9,412	9,741
Music Director Spring Musical	8,501	8,790	9,093	9,412	9,741
.5 Spring Competition (Buck's County)	4,249	4,393	4,545	4,704	4,869
.5 Variety Show	4,249	4,393	4,545	4,704	4,869
Drama - Edison:					
Director Fall Drama	3,098	3,203	3,314	3,430	3,550
Director Spring Musical	6,366	6,582	6,810	7,048	7,295
Drama - Roosevelt:					
Director Fall Drama	3,098	3,203	3,314	3,430	3,550
Director Spring Musical	6,366	6,582	6,810	7,048	7,295
A.V. Production- WHS	8,269	8,550	8,845	9,155	9,475
A.V. Production- EIS	6,931	7,166	7,413	7,672	7,940

A.V. Production- RIS	6,931	7,166	7,413	7,672	7,940
Forensics	3,098	3,203	3,314	3,430	3,550
DECA	1,800	1,861	1,925	1,992	2,062
A/V- Edison	3,591	3,713	3,841	3,976	4,115
A/V- Roosevelt	3,591	3,713	3,841	3,976	4,115
Vocal Music/Reg'l Chorus - High School	5,174	5,350	5,534	5,728	5,929
Jazz Band - High School	3,790	3,919	4,054	4,196	4,343
2nd Jazz Band - High School	2,978	3,079	3,185	3,297	3,412
Jazz Band - Edison	3,487	3,606	3,730	3,860	3,996
Jazz Band - Roosevelt	3,487	3,606	3,730	3,860	3,996
Honor Societies (5)	600	620	641	663	686
National Honor Society - High School	4,547	4,702	4,864	5,034	5,210
Lighting - High School	5,421	5,605	5,799	6,002	6,212
Band Camp - Director	3,868	4,000	4,137	4,282	4,432
Band Camp - Ass't Director	1,499	1,550	1,603	1,660	1,718
Band Camp - Color Guard Instructor	1,499	1,550	1,603	1,660	1,718
Band Camp - Ass't Color Guard Instr.	749	774	801	829	858
Band Camp - Music Arranger	1,873	1,937	2,003	2,074	2,146
Band Camp - Music Drill Instructor	1,310	1,355	1,401	1,450	1,501
Band Camp - Percussion Arranger	2,435	2,518	2,605	2,696	2,790
Marching Band - Director	9,999	10,339	10,696	11,070	11,457
Marching Band - Ass't Director	6,267	6,480	6,704	6,938	7,181
Marching Band - Color Guard Instr.	3,748	3,875	4,009	4,149	4,295
Marching Band - Ass't Color Guard Instr.	1,600	1,654	1,711	1,771	1,833
Marching Band - Drill Designer	2,810	2,906	3,006	3,111	3,220
Marching Band - Percussion Instructor	2,622	2,711	2,805	2,903	3,004
Winter Color Guard Director – High School	4,000	4,136	4,279	4,429	4,584
Student Council - High School	8,269	8,550	8,845	9,155	9,475

Student Council - Edison	6,931	7,167	7,414	7,673	7,942
Student Council - Roosevelt	6,931	7,167	7,414	7,673	7,942
Newspaper - High School	9,999	10,339	10,696	11,070	11,457
Newspaper - Edison	5,112	5,286	5,468	5,660	5,858
Newspaper - Roosevelt	5,112	5,286	5,468	5,660	5,858
Intramurals-Fall - High School (2)	2,592	2,680	2,773	2,870	2,970
Intramurals-Winter - High School (2)	2,592	2,680	2,773	2,870	2,970
Intramurals-Spring - High School (2)	2,592	2,680	2,773	2,870	2,970
Intramurals-Fall - Edison (2)	2,592	2,680	2,773	2,870	2,970
Intramurals-Winter - Edison (2)	2,592	2,680	2,773	2,870	2,970
Intramurals-Spring - Edison (2)	2,592	2,680	2,773	2,870	2,970
Intramurals-Fall - Roosevelt (2)	2,592	2,680	2,773	2,870	2,970
Intramurals-Winter - Roosevelt (2)	2,592	2,680	2,773	2,870	2,970
Intramurals-Spring - Roosevelt (2)	2,592	2,680	2,773	2,870	2,970
Detention - High School	4,875	5,041	5,215	5,397	5,586
Detention - Edison	2,692	2,784	2,880	2,980	3,085
Detention - Roosevelt	2,692	2,784	2,880	2,980	3,085
Safety Patrol - Franklin	1,900	1,965	2,032	2,104	2,177
Safety Patrol - Jefferson	1,900	1,965	2,032	2,104	2,177
Safety Patrol - McKinley	1,900	1,965	2,032	2,104	2,177
Safety Patrol - Tamaques	1,900	1,965	2,032	2,104	2,177
Safety Patrol - Washington	1,900	1,965	2,032	2,104	2,177
Safety Patrol - Wilson	1,900	1,965	2,032	2,104	2,177
Sat. Science - High School	7,971	8,242	8,526	8,825	9,134
Bus Duty - Self Contained Classes(5)	3,689	3,814	3,946	4,084	4,227
Bus Duty - Student Assigned as Needed	3,689	3,814	3,946	4,084	4,227
Musical Director spring Musical - Edison	6,366	6,582	6,810	7,048	7,295

Musical Director spring Musical - Roosevelt	6,366	6,582	6,810	7,048	7,295
Broadway Singers - Edison	4,774	4,936	5,107	5,285	5,470
Sharps/Flats - Roosevelt	4,774	4,936	5,107	5,285	5,470
All-City Manager	3,089	3,194	3,304	3,420	3,540
All-City Chorus Director	3,089	3,194	3,304	3,420	3,540
All-City Chorus Accompanist	3,089	3,194	3,304	3,420	3,540
All-City Band Director	3,089	3,194	3,304	3,420	3,540
All-City Orchestra Director	3,089	3,194	3,304	3,420	3,540
Intermediate Orchestra - Edison	3,487	3,606	3,730	3,860	3,996
Intermediate Orchestra - Roosevelt	3,487	3,606	3,730	3,860	3,996
Model U.N. Advisor High School(2)	5,956	6,159	6,371	6,594	6,825
Summer Weight Training	3,290	3,402	3,519	3,642	3,770
Community Service Advisor	8,269	8,550	8,845	9,155	9,475
Community Service Club	1,800	1,861	1,925	1,992	2,062
Grade 6 Team Leader - Edison	3,487	3,606	3,730	3,860	3,996
Grade 6 Team Leader - Roosevelt	3,487	3,606	3,730	3,860	3,996
Grade 7 Team Leader - Edison	3,487	3,606	3,730	3,860	3,996
Grade 7 Team Leader - Roosevelt	3,487	3,606	3,730	3,860	3,996
Grade 8 Team Leader - Edison	3,487	3,606	3,730	3,860	3,996
Grade 8 Team Leader - Roosevelt	3,487	3,606	3,730	3,860	3,996
Elem. Computer Support. - Franklin	4,347	4,495	4,650	4,813	4,981
Elem. Computer Support - Jefferson	4,347	4,495	4,650	4,813	4,981
Elem. Computer Support. - McKinley	4,347	4,495	4,650	4,813	4,981
Elem. Computer Support - Tamaques	4,347	4,495	4,650	4,813	4,981
Elem. Computer Support - Washington	4,347	4,495	4,650	4,813	4,981
Elem. Computer Support - Wilson	4,347	4,495	4,650	4,813	4,981
Inter. Computer Support- EIS	4,347	4,495	4,650	4,813	4,981

Inter. Computer Support- RIS	4,347	4,495	4,650	4,813	4,981
Elem. Science Coord. - Franklin	1,005	1,039	1,075	1,113	1,152
Elem. Science Coord. - Jefferson	1,005	1,039	1,075	1,113	1,152
Elem. Science Coord. - McKinley	1,005	1,039	1,075	1,113	1,152
Elem. Science Coord. - Tamaques	1,005	1,039	1,075	1,113	1,152
Elem. Science Coord. - Washington	1,005	1,039	1,075	1,113	1,152
Elem. Science Coord. - Wilson	1,005	1,039	1,075	1,113	1,152
Math and Science Night Coordinator (6)	200	207	214	221	229
Police Athletic League Mentoring and Tutoring	1,800	1,861	1,925	1,992	2,062
No Place For Hate – WHS	1,800	1,861	1,925	1,992	2,062
Future Educator Clubs	600	620	641	663	686
Child Study Team Coordinator (5)	6,366	6,582	6,810	7,048	7,295
Career Education Coordinator	6,366	6,582	6,810	7,048	7,295
Library Coordinator	8,367	8,651	8,950	9,263	9,587
Project '79 Coordinator	8,367	8,651	8,950	9,263	9,587
Health/Nurse Coordinator	8,367	8,651	8,950	9,263	9,587
Health Educ. Coordinator	6,366	6,582	6,810	7,048	7,295
Phys. Educ. Coordinator - High School	8,367	8,651	8,950	9,263	9,587
Spec. Educ. Coordinator - High School	4,774	4,936	5,107	5,285	5,470
ESL Coordinator	4,774	4,936	5,107	5,285	5,470
Instrumental Coordinator - High School	5,174	5,350	5,534	5,728	5,929
Set Design - High School	3,843	3,974	4,111	4,255	4,404
Set Design- Fall Drama-Edison	1,240	1,282	1,326	1,373	1,421
Set Design - Fall Drama-Roosevelt	1,240	1,282	1,326	1,373	1,421
Set Design - Spring Musical-Edison	1,900	1,965	2,032	2,104	2,177
Set Design - Spring Musical-Roosevelt	1,900	1,965	2,032	2,104	2,177
FBLA	6,118	6,326	6,544	6,773	7,010

TV Production -High School (2)	4,615	4,772	4,937	5,109	5,288
TV Production -District	4,647	4,805	4,971	5,145	5,325
Athletic Site Supervisor	6,241	6,453	6,676	6,909	7,151
Equipment Manager	8,499	8,788	9,091	9,409	9,739
Elementary Lunch Room Supervisor/Hourly	57	58	60	62	64
Child Study Team, School Counselor, Librarian, Nurse Summer Rate over contracted time/Hourly	64	64	64	64	64
Professional Development Teacher and Curriculum Writing outside of contracted hours/Hourly	50	50	50	50	50
Elementary Morning Door Duty/Hourly	30	30	30	30	30
High School Missed Preparation Period	35	35	35	35	35
Intermediate Missed Preparation Period	28	28	28	28	28
Elementary Missed Preparation Period	25	25	25	25	25
Transition Program Coordinator	7,446	7,699	7,965	8,244	8,532
Transition Program Advisor(2)	3,722	3,849	3,981	4,121	4,265
Literacy Coach Elementary and Early Childhood (7)	4,347	4,495	4,650	4,813	4,981
Robotics	5,000	5,170	5,348	5,536	5,729
Anti-bullying Specialist - \$100 per HIB investigation not to exceed the following:	24,000	24,816	25,672	26,570	27,500

Coaches Salary Guide 2025-2026

	1	2	3	4	5	6	7
Football	10,448	10,954	11,655	11,993	12,520	13,036	13,573
Basketball	9,921	10,408	11,074	11,391	11,890	12,387	12,893
Wrestling	9,921	10,408	11,074	11,391	11,890	12,387	12,893
Lacrosse	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Soccer	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Baseball	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Field Hockey	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Ice Hockey	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Gymnastics	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Softball	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Swimming	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Tennis	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Track: Winter	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Track: Spring	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Cross Country	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Bowling	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Golf	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Volleyball	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Cheerleading	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Girls Flag Football	9,195	9,635	10,252	10,552	11,019	11,470	11,949
Associate	8,353	8,765	9,325	9,597	10,017	10,426	10,859
Varsity Asst.	8,046	8,432	8,971	9,235	9,645	10,036	10,448
Freshman	6,786	7,122	7,578	7,799	8,133	8,479	8,822
8th Grade	6,786	7,122	7,578	7,799	8,133	8,479	8,822

Longevity increases will be granted to those coaches who have successfully completed 15 years of coaching in Westfield as follows:

1 Sport	\$600
2 Sports	\$700
3 Sports	\$800

Coaches Salary Guide 2026-2027

	1	2	3	4	5	6	7
Football	10,803	11,326	12,051	12,401	12,946	13,479	14,034
Basketball	10,258	10,762	11,451	11,778	12,294	12,808	13,331
Wrestling	10,258	10,762	11,451	11,778	12,294	12,808	13,331
Lacrosse	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Soccer	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Baseball	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Field Hockey	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Ice Hockey	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Gymnastics	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Softball	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Swimming	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Tennis	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Track: Winter	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Track: Spring	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Cross Country	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Bowling	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Golf	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Volleyball	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Cheerleading	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Girls Flag Football	9,508	9,963	10,601	10,911	11,394	11,860	12,355
Associate	8,637	9,063	9,642	9,923	10,358	10,780	11,228
Varsity Asst.	8,320	8,719	9,276	9,549	9,973	10,377	10,803
Freshman	7,017	7,364	7,836	8,064	8,410	8,767	9,122
8th Grade	7,017	7,364	7,836	8,064	8,410	8,767	9,122

Longevity increases will be granted to those coaches who have successfully completed 15 years of coaching in Westfield as follows:

1 Sport	\$600
2 Sports	\$700
3 Sports	\$800

Coaches Salary Guide 2027-2028

	1	2	3	4	5	6	7
Football	11,176	11,717	12,467	12,829	13,392	13,944	14,519
Basketball	10,612	11,133	11,846	12,185	12,718	13,250	13,791
Wrestling	10,612	11,133	11,846	12,185	12,718	13,250	13,791
Lacrosse	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Soccer	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Baseball	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Field Hockey	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Ice Hockey	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Gymnastics	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Softball	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Swimming	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Tennis	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Track: Winter	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Track: Spring	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Cross Country	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Bowling	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Golf	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Volleyball	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Cheerleading	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Girls Flag Football	9,836	10,306	10,966	11,287	11,787	12,269	12,782
Associate	8,935	9,376	9,975	10,266	10,715	11,152	11,616
Varsity Asst.	8,607	9,019	9,596	9,878	10,317	10,735	11,176
Freshman	7,259	7,618	8,106	8,342	8,700	9,070	9,437
8th Grade	7,259	7,618	8,106	8,342	8,700	9,070	9,437

Longevity increases will be granted to those coaches who have successfully completed 15 years of coaching in Westfield as follows:

1 Sport	\$600
2 Sports	\$700
3 Sports	\$800

Coaches Salary Guide 2028-2029

	1	2	3	4	5	6	7
Football	11,567	12,127	12,903	13,278	13,861	14,432	15,027
Basketball	10,984	11,523	12,260	12,611	13,164	13,714	14,274
Wrestling	10,984	11,523	12,260	12,611	13,164	13,714	14,274
Lacrosse	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Soccer	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Baseball	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Field Hockey	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Ice Hockey	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Gymnastics	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Softball	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Swimming	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Tennis	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Track: Winter	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Track: Spring	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Cross Country	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Bowling	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Golf	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Volleyball	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Cheerleading	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Girls Flag Football	10,180	10,667	11,350	11,682	12,199	12,699	13,229
Associate	9,248	9,704	10,324	10,625	11,090	11,543	12,022
Varsity Asst.	8,908	9,335	9,932	10,224	10,678	11,111	11,567
Freshman	7,513	7,885	8,390	8,634	9,004	9,387	9,767
8th Grade	7,513	7,885	8,390	8,634	9,004	9,387	9,767

Longevity increases will be granted to those coaches who have successfully completed 15 years of coaching in Westfield as follows:

1 Sport	\$600
2 Sports	\$700
3 Sports	\$800

Coaches Salary Guide 2029-2030

	1	2	3	4	5	6	7
Football	11,972	12,552	13,355	13,742	14,346	14,937	15,553
Basketball	11,368	11,926	12,689	13,052	13,624	14,194	14,774
Wrestling	11,368	11,926	12,689	13,052	13,624	14,194	14,774
Lacrosse	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Soccer	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Baseball	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Field Hockey	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Ice Hockey	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Gymnastics	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Softball	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Swimming	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Tennis	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Track: Winter	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Track: Spring	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Cross Country	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Bowling	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Golf	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Volleyball	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Cheerleading	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Girls Flag Football	10,536	11,040	11,747	12,091	12,626	13,143	13,692
Associate	9,571	10,043	10,685	10,997	11,478	11,947	12,443
Varsity Asst.	9,220	9,662	10,280	10,582	11,052	11,500	11,972
Freshman	7,776	8,161	8,683	8,937	9,319	9,716	10,109
8th Grade	7,776	8,161	8,683	8,937	9,319	9,716	10,109

Longevity increases will be granted to those coaches who have successfully completed 15 years of coaching in Westfield as follows:

1 Sport	\$600
2 Sports	\$700
3 Sports	\$800

High School Sports Rates Per Event

Fall Season

Announcer	\$75.00
Football Site Supervisor	\$90.00
IS/Fr Site Supervisor	\$52.00
Security	\$60.00
Site Supervisor	\$60.00
Ticket Seller (Football)	\$53.00
Ticket Taker (Football)	\$48.00
Timer (Field Hockey/Soccer)	\$48.00
Crowd Control	\$34.22

Winter Season

Announcer	\$75.00
Hockey Site Supervisor	\$90.00
IS/Fr Site Supervisor	\$52.00
Security	\$60.00
Site Supervisor	\$60.00
Ticket Seller (Basketball)	\$52.00
Ticket Taker (Basketball)	\$52.00
Timer (Basketball/Wrestling)	\$52.00
Crowd Control	\$34.22

Spring Season

IS/Fr Site Supervisor	\$52.00
Security	\$60.00
Site Supervisor	\$64.00
Timer (Lacrosse)	\$64.00
Crowd Control	\$34.22