

MEMORANDUM OF AGREEMENT

May 2, 2024

The negotiations committees of the Jamesburg Board of Education and Jamesburg Education Association agree to the terms of this Memorandum of Agreement, as set forth below.

- The parties acknowledge that these terms and conditions are subject to ratification.
 - All parties agree to support and recommend these terms and conditions to their respective constituents for ratification.
 - All proposals not mentioned herein are withdrawn.
1. **Contract Duration:** July 1, 2024 through June 30, 2029. All relevant sections referencing the duration of the contract will be updated to comport with these dates.
 2. **Salary, Rates, and Guides:**
 - a. The 2024-25 salary increase will be 5.5% applied to the 2023-24-base salary (not including longevity or training levels/degree differentials). The salary increase is inclusive of cost of increments.
 - b. The 2025-26 salary increase will be 4.25% applied to the 2024-25-base salary (not including longevity or training levels/degree differentials). The salary increase is inclusive of cost of increments.
 - c. The 2026-27 salary increase will be 4.00% applied to the 2025-26-base salary (not including longevity or training levels/degree differentials). The salary increase is inclusive of cost of increments.
 - d. The 2027-28 salary increase will be 3.5% applied to the 2026-27-base salary (not including longevity or training levels/degree differentials). The salary increase is inclusive of cost of increments.
 - e. The 2028-29 salary increase will be 3.5% applied to the 2027-28-base salary (not including longevity or training levels/degree differentials). The salary increase is inclusive of cost of increments.

Salary guides to be mutually developed and agreed upon.

3. Black seal license

- a. 11B:2.1 Any custodial employee who achieves the License will receive an addition to his or her hourly rate of pay of ~~fifty-one cents (\$.51)~~ one dollar (\$1.00) per hour for every hour worked in the employment of the Board of Education. The Black Seal License is renewable annually and annual presentation of the new Black Seal License must be made in order for the additional hourly stipend to remain in force in each succeeding year after the year the employee first receives his or her Black Seal License.

4. Lost Prep Coverage rate

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- a. 9:3 Teachers who volunteer may be used as substitutes during their preparation period. In the absence of volunteers, a teacher may be assigned to serve as a substitute during his/her preparation period. Volunteers and assigned teachers working under the provisions of this Section shall be reimbursed at the rate of ~~\$35.00 for the 2021-22 school year; \$35.50 for the 2022-23 school year; and \$36.00 for the 2023-24 school year~~ \$38.00 for 2024-25; \$40 for 2025-26; \$41 for 2026-27; \$42 for 2027-28; and \$43 for 2028-29 per assigned preparation period. To the extent that it is possible, the assignment of teachers under this provision shall be distributed as equitably as possible.

5. Home Instruction Rate

- a. 9:8 Teachers shall be paid for home instruction at the rate of ~~\$46/~~ \$50/hour for 2024-25, \$52 for 2025-26, \$53 for 26-27, \$54 for 27-28, and \$55 for 28-29.

6. Teacher Summer Rate

- a. 9:8.1 The Teacher Summer Rate shall be ~~\$40.00~~ 43.00 per hour for 2024-25, \$45 for 25-26, \$46 for 26-27, \$47 for 27-28, and \$48 for 28-29.

7. Nurse Summer Rate

- a. 9:8.2 The Nurse Summer Rate shall be ~~\$40.00~~ 50.00 per hour for 2024-25, \$53 for 25-26, \$56 for 26-27, \$59 for 27-28, and \$62 for 28-29.

8. Longevity

- a. Employees with 15 to 19 years of accumulated service in this school district shall receive an additional \$1,200 longevity payment; an employee with 20 to 24 years of accumulated service in this school district shall receive an additional \$1,400 longevity payment; an employee with 25 to 29 years of accumulated service in this school district shall receive an additional \$1,500 longevity payment; an employee with 30 to 35 years of accumulated service in this school district shall receive an additional \$1,600 longevity payment; an employee with 35+ years of accumulated service in this school district shall receive an additional \$1,700 longevity payment. Years of service shall be counted as of June of the school year. Effective July 1, 2015, if an employee has reached Step 15 on the guide, and has 10 years or more of service within the Jamesburg school district, the employee shall be eligible to receive the longevity starting at the 15-19 level.

Effective July 1, 2024, the longevity payments referenced above shall be adjusted as per the amounts listed below.

Years of Service

Employees with fifteen (15) to nineteen (19) years of service \$1,200.00;

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Employees with twenty (20) to twenty-four (24) years of service \$1,400.00;
Employees with twenty-five (25) to twenty-nine (29) years of service \$1,500.00;
Employees with thirty (30) to thirty-five (35) years of service \$1,600.00;
Employees with thirty-six (36) or more years of service \$1,700.00.

9. Extracurriculars and Coaching

- a. Increase coaching/extracurricular by 3% each year
Type V activities shall match the Summer hourly rate each year of the contract.
The Translator shall be paid at Type V and Band Concerts shall be paid as Type 3 for GMB only.

10. Grievance

- a. **3:1 A grievance to be considered under this procedure must be initiated by the employee(s) within ~~ten (10)~~ fifteen (15) school days of the occurrence or event leading to the grievance.**

11. Teacher Workday

- a. **9:5 Beginning July 1, 2024, the teacher workload shall increase by 15 instructional minutes per day (which increases the overall workday by 15 minutes) such that total student contact time will be 330 minutes.**
- b. 9:1 Teachers shall indicate their presence for duty for each school day by signing-in/signing-out. The teacher workday shall be ~~six hours and forty-five minutes (6 hours, 45 minutes)~~, **seven hours (7 hours)** of which ten (10) minutes will be prior to the start of the pupil school day and ten (10) minutes after the pupil school day.

12. Tuition Reimbursement

~~Effective September 1, 2009, The Board of Education agrees to pay tenured and non-tenured teachers up to \$1,500 \$2,000 for tuition and registration fees for graduate level courses which are approved in advance by the Superintendent, provided the teacher attains a grade of "B" or better. Reimbursement shall be for courses completed between July 1 and June 30. Teachers shall notify the Board Secretary of courses completed within ten (10) days of completion. Effective July 1, 2021, The maximum amount to be reimbursed by the Board shall be a total amount of \$15,000 \$20,000 for each year of this agreement. Up to \$10,000 of the pool will be paid at the time of the February payout and up to the remaining amount shall be paid at the time of the July payment. Nothing shall prevent a teacher from accessing this benefit more than once in a school year subject to the overall cap and proration, if applicable.~~

~~20A:3 For all returning teachers: Courses completed between July 1 and August 31 of the current school year will be paid in October; courses completed between September 1 and January 31 will be paid in March of that year; courses completed between February 1 and June 30 will be paid in September of the following school year. Payouts shall occur in February for paperwork submitted by January 31 and~~

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payouts shall occur in July for paperwork submitted by June 30. Any excess after the February payment shall be available and paid at the time of the July Payment.

13. ARTICLE 9:6:1 - Meetings

Teachers may be required to remain after the end of the regular school day for the purposes of attending faculty or other professional meetings. Such meetings shall end no later than 4:15 p.m. unless the Board and the Association agree to extend that time on a meeting-per-meeting basis. Teachers shall not be required to attend more than three (3) such meetings per month. The meetings shall be for the purposes of training staff or joint or mutual planning meetings of grade levels or subjects, all as determined by administration. Such meetings shall begin no later than fifteen (15) minutes after the student dismissal time and not exceed 60 minutes in length. Such meetings shall be regularly scheduled on the same day of the week, except in the case of an emergency, with that day announced to staff prior to the last day of school of the previous school year. The Board agrees that on the PD days during the school year the staff will be released at the end of the regular workday and these days shall count towards the three (3) meetings per month. There will be no more than two meetings in December.

17B:7.4 Effective July 1, 2007, the retirement allowance shall not exceed seven eight thousand five hundred dollars (\$8,500) per employee.

Tentative Agreements from March 27, 2024

Board Proposals tentatively agreed to:

<u>8A:4</u>	<u>Amend</u>	On or before December 1, each employee must advise the Superintendent of the anticipated completion of a Master's Degree or any other change leading to horizontal movement on the salary guide for the following year. To receive credit for advanced professional preparation, official transcripts and records evidencing credit completion\degree award must be presented to the Superintendent for approval and evaluation prior to July 1 for twelve (12) month employees and prior to September 1 for ten (10) month employees. <u>Staff members who do not advise the Superintendent of anticipated completion of a new training level enhancement will not be approved until the next timeframe.</u>
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18A:2	Amend	Teachers shall be eligible to receive three (3) personal leave days without loss of pay per year. A personal day is defined as one requested to conduct business or to be engaged in an activity that cannot otherwise be scheduled except during a workday. One emergency personal day shall be available with no pre-approval or restrictions. Applications should be made through the principal three (3) days in advance for approval/disapproval by the Superintendent. No personal leave days shall be granted on in-service training days or immediately before or after holidays. One (1) personal day per year may be converted to two (2) half days with approval by the Superintendent or his/her designee. <u>Personal days may be converted to half days (i.e., one personal day equals two half days) with approval by the Superintendent or his/her designee.</u>
19A:1.2.1	Add	<u>A tenured staff member on a non-NJFLA leave, including any discretionary or contractual leave such as extended maternity leave, disability leave, or other unpaid leave, that is scheduled to return from leave in September must notify the district by June 1 if they intend to extend their leave into the next school year. Any return to work request that occurs during any day that is not the start of a new marking period may be delayed to the beginning of a new marking period at the discretion of district administration.</u>
Extracurricular	Add to Extracurricular section	<u>A staff member will be initially placed on the stipend guide at Year 1 for any position regardless of experience in any other position.</u>
Extracurricular	Amend	<u>Separate Type V position from the table to make clear that this is the amount paid for all members and is not based upon Year in Position.</u>

JEA Proposals tentatively agreed to:

17A,B,C All employees shall be allowed to use ½ sick days

11B:3.1 The minimum hiring rate for all newly hired support staff employees shall be no less than the legal minimum wage.

9:7 Correct: “provisions of 9:6.2” to “provisions of 9:6.1”

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11B:3.2 & 11C:4

Old language: "The hourly salary rates shall be increased by 3.6% for the 2018-2019 school year, 3.6% for the 2019-2020 school year, and 3.6% for the 2020-2021 school year."

New Language:

The 2024-25 salary increase will be 5.5% applied to the 2023-24-base salary (not including longevity or training levels/degree differentials). The salary increase is inclusive of cost of increments.

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18B:1.2 Move sentence to correct location:

An allowance of five (5) consecutive work days of leave will be granted in the event of the death of an immediate family member. For the purposes of this Section, immediate family member shall be defined as the employee's: Support Staff may use this leave in addition to other leave entitlement. Proper notice to the employee's department head is required prior to utilizing this leave. Documentation will be provided upon request. For the purposes of this Section, immediate family member shall be defined as the employee's:

New 11B Add: Night shift differential - \$1.00 per hour

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For the JEA

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Lisa Giorio

Sampa Sozzi

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Kayle

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Bernadine Gekaj

For the Board

Anne Luck Deak
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Kerry Ann Holster
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