

CONTRACT AGREEMENT

between

THE JERSEY CITY
SCHOOL DISTRICT

and

THE JERSEY CITY
EDUCATION ASSOCIATION

covering the period

JULY 1, 2019

to

JUNE 30, 2023



PREAMBLE

The School District of Jersey City and the Jersey City Education Association recognize their common goal to provide the finest educational opportunities for the students of the Jersey City Public Schools.

To work towards the attainment of this goal, it is also recognized that the joint efforts of the School District and the Jersey City Education Association are required and that it is essential to fulfillment that they, through their respective representatives, engage in good faith negotiations on matters pertaining to salaries and conditions of employment.

The following agreement reflects the understanding reached by and between the School District, (hereinafter referred to as the "School District") and the Jersey City Education Association, (hereinafter referred to as the "Association" or the "JCEA") in Jersey City, New Jersey on April 10, 2019.

JERSEY CITY EDUCATION ASSOCIATION

1600 John F. Kennedy Boulevard
Jersey City, New Jersey 07305
201-435-6600

JCEA EXECUTIVE BOARD

PRESIDENT

Ronald Greco JCEA

FIRST VICE PRESIDENT

Andrea Pastore P.S. 16

SECOND VICE PRESIDENT

Tina Thorp JCEA

THIRD VICE PRESIDENT

Charlene Bini P.S. 15

TREASURER

Eileen DiPrima P.S. 23

FINANCIAL SECRETARY

Colleen Kelleher M.S. 4

RECORDING SECRETARY

Tiffany Grant-Simmons Old No. 20

CORRESPONDING SECRETARY

Louis Greco M.S. 7

MEMBERS-AT-LARGE

Mark Azzarello P.S. 3

Jose Garcia P.S. 38

Chere Glover C.O.

Reginald Graham SHS

Joseph Kelly M.S. 7

Christopher Kuchar P.S. 17

Diane Mackay P.S. 25

Donna Middlebrooks C.O.

Kevin Reed FHS

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ARTICLE 1
RECOGNITION

- 1-1 The School District hereby recognizes the Association as the exclusive and sole bargaining representative for all certificated personnel, attendance counselors, and teacher assistants employed in the District. Excluded therefrom are supervisory and administrative personnel.
- 1-2 This recognition shall not impair the rights of any employee or group of employees under Section 19 Article 1 of the New Jersey Constitution or under N.J.S.A. 34:13A-1 et seq.
- 1-3 Unless otherwise indicated, the term "teachers" when used hereinafter in this Agreement shall refer to all employees represented by the Association in the negotiating unit except that teacher assistants shall only be entitled to those rights and benefits as specifically set forth for teacher assistants in the provisions of this Agreement. References to male teachers shall include female teachers.

ARTICLE 2
INDIVIDUAL GRIEVANCE PROCEDURE

PURPOSE:

- 2-1 To promote to the highest possible degree of harmonious employer/employee relations, it is essential that procedures to resolve grievances be established.
- 2-2 A grievance may be considered to exist when an employee believes that an administrative procedure or policy adversely affects his/her working conditions or his/her welfare or violates the terms of this Agreement or any subsequent Agreement entered into pursuant to this Agreement.
- 2-3 In the wording of this statement of procedures, the term "employee" shall be taken to include all members of the bargaining unit.
- 2-3.1 Any aggrieved person may be represented at any stage of the grievance procedure by a representative selected or approved by the Association.

PROCEDURE:

2-4 Any employee shall have the right to present his/her grievance through the steps described in the following paragraphs with assured freedom from restraint, interference, coercion, discrimination or reprisal.

2-4.1 **STEP I:** Any employee who has a grievance shall first advise his/her principal (or immediate superior or department head, if applicable) in writing of its existence. The writing shall indicate that Step I of the grievance procedure has been initiated. The principal shall meet with the employee within three (3) school days in an attempt to resolve the grievance at this level. Within three (3) school days after the discussion, the principal (or immediate superior or department head, if applicable) shall orally make known his decision to the employee.

STEP IA: Should discussion at this level result in an unsatisfactory resolution, the employee may present his/her grievance within five (5) calendar days to the Grievance Evaluation Team of the JCEA.

The JCEA Grievance Evaluation Team will render a decision within seven (7) calendar days of receipt of the grievance. If the decision is that the grievance has no merit, the person involved will be so notified, in writing, by the chairperson of the JCEA Grievance Evaluation Team.

2-4.2 **STEP II:** If the decision of the JCEA Grievance Evaluation Team is that the grievance does have merit, it shall within the 12-calendar day period referred to in STEP IA above, present a written statement of its position on the matter to the Human Resources Department and to the aggrieved. This statement must include reference to the specific remedy sought by the grievant. The employee in further discussion of his/her grievance, may at this step, be accompanied and assisted by not more than two (2) representatives of the Association, designated by the JCEA Grievance Evaluation Team. The Human Resources Department shall hold a meeting upon request of the JCEA Grievance Evaluation Team and render a written decision within five (5) school days of receipt of the written statement from the JCEA Grievance Evaluation Team. The Human Resources Department's decision shall be prepared in triplicate; one (1) copy to the employee, one (1) copy to the JCEA Grievance Evaluation Team, and one (1) copy to the Superintendent.

2-4.3 **STEP III:** If the grievance is not resolved to the satisfaction of the JCEA at the level of STEP II, the JCEA may appeal within ten (10) calendar days, to the Superintendent and School District Counsel in a written statement, setting forth details and grounds on which the grievance is based and attaching all pertinent documents. The Superintendent and School District Counsel shall confer with the parties concerned, within four (4) calendar days. The Superintendent and School District Counsel shall then, within six (6) school days, render their decision. A written statement of this decision, and all supporting reasons shall be sent to the aggrieved, to the Human Resources Department and the JCEA Grievance Evaluation Team.

2-4.4 **STEP IV:** If the JCEA is not satisfied with the disposition of the grievance at STEP III, the JCEA shall have the right to request arbitration pursuant to the rules and regulations established by the Public Employment Relations Commission. A request for arbitration shall be made not later than fifteen (15) school days after the disposition of the grievance at STEP III.

2-4.5 The arbitrator shall proceed with the hearing and submit a written decision in the shortest possible time setting forth his findings of fact, reasoning and conclusions on the issue(s) submitted. The decision of the arbitrator shall be submitted to the School District and the Association and shall be final and binding on both parties. The arbitrator shall be without power to alter, amend or modify the terms of the Agreement. In addition, the arbitration shall be final and binding on both parties. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The cost of arbitration shall be borne equally.

2-5 An aggrieved employee shall institute action, under the provisions hereof within fifteen (15) school days following the occurrence.

2-6.1 If the JCEA Grievance Evaluation Team finds a grievance without merit, the employee will retain all rights and remedies available under contract and law.

2-6.2 Should circumstances necessitate hearings or discussion of a grievance during school hours, there shall be no loss of pay suffered by reason thereof by the aggrieved or his/her

representatives, if they should be employees of the School District.

- 2-6.3 In the event no decision is forthcoming within prescribed time limits at any step, the aggrieved may, upon notice, proceed to the next step.
- 2-6.4 Since it is important that grievances proceed as rapidly as possible, the number of days indicated at each level is considered the maximum and every effort should be made to expedite the process. Time limits shall only be extended upon mutual agreement and must be memorialized in writing.
- 2-6.5 In the event a grievance is brought up for consideration at the end of a school year, and if the principal (or immediate superior or department head, if applicable) is not available after the closing of school for procedures outlined in STEP I, the JCEA may proceed directly to STEP II, if the JCEA Grievance Evaluation Team contends that there is merit to the matter.
- 2-7 The function of these procedures is to assure equitable and proper treatment under existing rules, policies, procedures, and contractual agreements which relate to or affect the employee. They are not to be used for changing existing rules, policies, procedures and contractual agreements or for establishing new ones.
- 2-8 If, in the judgement of the JCEA Grievance Evaluation Team, a grievance affects a group or class of teachers, the Grievance Evaluation Team may process such a grievance through all levels of the grievance procedure, even though the aggrieved person does not wish to do so. However, in the event the group or class is composed of grievants in more than one school, the grievance will start at Step II.
- 2-9 No meetings or hearings under this procedure shall be conducted in public unless requested by the employee and shall include only such parties in interest and their designated or selected representatives.

ARTICLE 3 SUCCESSOR AGREEMENT

- 3-1 The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123, Public Laws of 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment.
- Such negotiations shall begin at least six (6) months prior to the expiration of the current Agreement.
- 3-2 Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter-proposals in the course of negotiations to the extent permitted by State statutes.
- 3-3 The School District agrees not to negotiate concerning said employees in the negotiating unit with any organization other than the Association for the duration of this Agreement. The School District and the Association also agree that all negotiations be conducted in private and that strict confidentiality be maintained by both parties.
- 3-4 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.
- 3-5 Incident to negotiations, the School District will make available all relevant data and records, except those defined as classified and confidential by the State Department of Education or applicable law, which may be requested by the Association. Both parties and/or the Superintendent shall furnish information pertinent to the issues under consideration as long as such information exists and is within public domain.
- 3-6 If negotiations reach an impasse, either party may have recourse to the provisions of Chapter 123 of the Laws of 1974 in addition to such other courses of conduct as the circumstances may warrant.
- 3-7 The School District and Association will make every good faith effort to carry out the spirit as well as the letter of the Agreement.

ARTICLE 4
DEDUCTION FROM SALARY

- 4-1 The School District agrees to deduct from the salaries of its employees dues for any or all of the following: Jersey City Education Association, Hudson County Education Association, New Jersey Education Association, and National Education Association. Such deductions shall be made in compliance with Chapter 233, Public Laws of 1969 (N.J.S.A. 52:14-15. 9c) and under the rules established by the State Department of Education. Said monies, together with records of any corrections, shall be transmitted promptly to the treasurer of the JCEA following the monthly pay period in which deductions were made.

**AUTHORIZATION TO DEDUCT
ASSOCIATION MEMBERSHIP DUES**

Name _____
Soc. Sec. No. _____
Address _____
School _____
School Position _____

- 4-1.2 **Continuing Dues Deduction Authorization:** I hereby request and authorize the Disbursing Officer of the above School District to deduct from my earnings, until notified of termination, an amount required for current year membership dues and such amounts as may be required for dues in each subsequent year, all as certified by said organizations; such amounts to be paid to such persons as may from time to time be designated by the local Association. This authorization may be terminated only by prior written notice from me effective January 1 or July 1 of any year. Upon termination of employment the Disbursing Officer shall deduct any remaining amount due for the current school year. I waive all rights and claims for monies so deducted and transmitted and relieve the School District and its officers from any liability therefore.

- 4-2 The JCEA shall certify to the School District, in writing, the current amount of the membership dues for the associations referred to in 4-1 above.

- 4-3 Deductions referred to in this section shall be made on the first day of each month. The School District shall not be required to honor, for any deduction, authorizations that are delivered to it later than one (1) week prior to the distribution of the payroll from which the deductions are to be made.
- 4-4 No later than September 30th of each year, the School District shall provide the Jersey City Education Association with a list of those employees who have voluntarily authorized the School District to deduct dues. The School District shall notify the Association, monthly, of any changes in said list. Any teacher desiring to have the School District discontinue deductions he/she has previously authorized, must notify the school district and the Association concerned, in the manner prescribed in Chapter 233 of Public Laws of 1969.
- 4-5 The Association reserves the right and the School District has given to the Association the right to employ a representation fee or agency fee on all persons who are not members of the JCEA.
- 4-6 The Association shall indemnify and hold harmless the Employer from any causes of action, claims, loss or damages incurred as a result of this clause.

ARTICLE 5
SCHOOL DISTRICT RIGHTS AND RESPONSIBILITIES

- 5-1 The School District on its own behalf hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the laws and constitutions of the State of New Jersey and the United States. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the School District and adoption of policies, rules, regulations and practices in furtherance thereof shall be limited only by the terms of this Agreement and only to the extent such terms are in conformance with law.

ARTICLE 6
TEACHER RIGHTS

- 6-1 No teacher shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause.

- 6-1a. No teacher shall be criticized in public, notwithstanding a teacher's RICE rights.
- 6-2 Whenever any teacher is required to appear before the Superintendent or Board concerning any matter which could adversely affect the continuation of that teacher in office, position or employment or the salary or any increments pertaining thereto, then that teacher shall be given prior **written notice** of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise and represent the teacher during such meeting or interview.
- 6-3 The teacher shall maintain the right and responsibility to determine grades within the grading policy of the Jersey City School District based upon the teacher's professional judgment of available criteria pertinent to any given subject area or activity for which the teacher is responsible.
- 6-4 No teacher shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.
- 6-5 In every event, the teacher shall have authority in the classroom, provided the teacher's actions do not conflict with sound educational principle, student safety, or state law.

ARTICLE 7 **ASSOCIATION RIGHTS**

- 7-1 The Association shall have the right to distribute, through the use of the teachers' mailboxes, material dealing with the proper and legitimate business of the Association.
- 7-2 The principal and/or his/her designee shall be notified prior to the distribution of such materials.
- 7-2.1 Representatives of JCEA, NJEA, and NEA shall have the right to enter the schools to meet with teachers during their preparation periods or lunch periods or after school to carry out appropriate Association business.
- 7-2.2 The President or his designee shall have the right to enter the school and meet with teachers at any time. This right shall not be abused.

- 7-2.3 The President of the JCEA, and his/her designee, shall be permitted to devote all of his/her time to the Association business and affairs. The President shall continue to be granted adequate office and parking facilities.
- 7-2.4 The President's designee shall carry out appropriate Association business, provided that the aforesaid business shall not disrupt the educational process. The designee shall notify the Superintendent or his/her designee as to where and when he/she is carrying out such Association business during school time.
- 7-3 Representatives who enter the schools shall notify the principal or the designee of the principal, of their presence prior to meeting any teacher or group of teachers.
- 7-4 The School District shall provide bulletin boards to the Association for its exclusive use as sole bargaining agent. These shall be provided in schools and locations recommended by the Association and approved by the principal.
- 7-4.1 Bulletin boards shall be provided as follows:

One (1) board to a school with a faculty of 35 teachers or less; two (2) boards to a school with a faculty of 35 to 70 teachers; three (3) boards to a school with a faculty of 70 teachers or more.
- 7-5 No other bulletin board, display or mail space shall be made available to any other organization representing teachers on a school system-wide basis.
- 7-6 Whenever any representative of the Association or any teacher participates during working hours in negotiations or grievance proceedings, that person shall suffer no loss of pay.
- 7-7 The Association may be granted permission to use school buildings, at reasonable hours, for meetings, provided it does not interfere with the educational program. The usual procedure to obtain permission, in accordance with the Rules of the School District, shall be followed.
- 7-8 An Association building director, if faced with an emergency situation concerning Association business requiring immediate attention, may request the immediate supervisor to relieve the building director temporarily.

- 7-9 The rights and privileges of the Association and its representative as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the teachers and to no other organizations.
- 7-10 At all times in its exercise of the foregoing rights and privileges the Association agrees that it will in no way involve members of the student body in any Association organizational effort except that it may continue to sponsor the annual Education Fair. Under no circumstances will the Association permit the use of students as couriers either inside or outside the school buildings.

ARTICLE 8 **MEETINGS OF PRINCIPAL AND JCEA DIRECTORS**

- 8-1 The principal or his/her designee and the Association directors, but limited to two (2), in his/her school, shall meet at least once a month during the academic year upon request of the principal or the Association directors to discuss and attempt to resolve problems affecting the school, teacher morale, working conditions and other issues pertinent to the implementation of this contract.
- 8-2 The time and date of meeting shall be mutually agreed upon by the principal and the Association directors.

ARTICLE 9 **MEETINGS OF SUPERINTENDENT** **AND JCEA PRESIDENT**

- 9-1 The Superintendent and/or his/her representative and the President of the Association and/or his/her representative may meet at least once a month during the academic year upon request by the Superintendent or the Association to discuss and attempt to resolve problems affecting the schools, teacher morale, working conditions, and other issues pertinent to the implementation of this contract.
- 9-2 The time and date of meeting shall be mutually agreed upon by the Superintendent and the President of the Association.

ARTICLE 10 **TEACHER FACILITIES**

- 10-1 The School District and the Association agree that an area or facility shall be provided for the safe storage of a teacher's personal possessions used in the performance of his/her duties, in all schools.
- 10-2 Each school shall have the following facilities:
- 10-2.1 Space in each classroom in which teachers may store instructional materials and supplies, within reason.
- 10-2.2 Appropriately furnished rooms reserved for the exclusive use of teachers as faculty lounges, complete with refrigerator and cooking unit or microwave.
- 10-2.3 A serviceable desk and chair for the use of each teacher.
- 10-2.4 Well lighted and clean teacher lavatories.
- 10-2.5 Copies, exclusively for each teacher's use, of all texts used in each of the courses he/she is to teach.
- 10-2.6 Adequate chalkboard space or similar equipment in every classroom.
- 10-2.7 A complete and unabridged dictionary (which may be paperback) in every classroom.
- 10-2.8 Adequate books, papers, pencils, pens, chalk, erasers, and other such materials required in daily teaching shall be distributed at the teacher's request, provided the requests are made sufficiently in advance, except in cases of emergency.

ARTICLE 11 **TEACHER EVALUATION**

- 11-1 The School District and the Association agree, inasmuch as supervision and evaluation of teachers is a process in which those concerned are equally involved, that a committee made up of representatives of the principals, assistant principals, supervisors and representatives of the Association will be established, to prepare joint recommendations as to policy regulating the supervisory function.

11-2 In cases where a teacher has been given an unsatisfactory rating, the teacher will be given a written statement setting forth the particulars of the unsatisfactory rating.

11-2.1 Where such rating endangers increment or contract status of the teacher for the ensuing year, the teacher must be notified of his/her status as required by law.

11-2.2 When an unsatisfactory rating comes after the date stipulated by law, the teacher's contract status for the ensuing year cannot be denied except for cause or as otherwise provided by law.

11-2.3 Cause will be subject to the provision of the Grievance Procedure.

11-3 A teacher evaluation committee shall continue to meet. Such committee shall consist of three (3) teachers appointed by the Association and three (3) administrators appointed by the School district. The committee shall meet and submit a written report with recommendations on or before April 30th of each year.

11-4 The annual pre-conference between the teacher and the primary and secondary evaluator shall take place prior to the first formal evaluation. At this meeting the evaluator shall review the evaluation form.

11-4.1 The evaluator shall provide the teacher who is to be evaluated a copy of the evaluation form and the evaluation must take place within twenty (20) school days of when the teacher was given the form. If the evaluator wishes to conduct the evaluation after the twenty (20) school days, a new presentation to the teacher of the evaluation form is required for a new twenty (20) school days period for the evaluation.

11-4.2 If the teacher is dissatisfied with the evaluation, the teacher may request an evaluation be made by another supervisor to be designated by the principal, to be conducted within twenty (20) school days of said request. The request shall not affect the timetable/timeline for the action to withhold increment, file tenure charges, process inefficiency charges or take any other action.

11-4.3 Pursuant to Code, a post-conference will be scheduled within ten (10) working days of the evaluation provided the teacher is present those days and there are no extenuating

circumstances. This shall be scheduled during the teacher's preparation period or before or after school.

11-4.4 In the case of a less than satisfactory evaluation, the evaluator shall make a recommendation for teacher improvement and suggest methods, materials and activities to assist the teacher as appropriate.

11-4.5 Along with this program, effective the 1999-2000 school year the School District shall develop and establish a tape library of demonstration lessons, which shall be available to the teacher and the evaluator. These individuals shall review together several films as appropriate during the teacher's preparation period or after school.

11-5 If the increment of a teacher is withheld, the teacher shall have the right to request a review after two (2) years of performance for the prospective restoration of the increment. The request shall be in writing and must be received by the Superintendent by July 15th of the second year. A response shall be provided by the District by the following September 1st. The Superintendent shall review the two (2) years performance of the teacher. If the teacher's performance has been fully improved to acceptable or better in all areas, the increment may be restored prospectively at the sole discretion of the Superintendent. The Superintendent shall retain the discretion to restore the increment sooner. A denial shall not be subject to the grievance procedure.

ARTICLE 12 TEACHING ASSIGNMENTS

12-1 Assignments shall be given to teachers at least three (3) days before the closing of schools, under normal circumstances.

12-2 In the event that changes in schedules, class and/or subject assignments, building assignments or room assignments are proposed, said teacher affected shall be notified promptly in writing.

ARTICLE 13 TEACHER FILES

13-1 Teachers, upon presentation of advanced written request, may inspect their personnel files with no undue delay. A representative from the Human Resources Department shall be present during the inspection.

- 13-2 Teachers shall have the right to add written comments to any material filed and these written comments, after review by the Human Resources Department, shall be made part of the teacher's personnel file.
- 13-3 In the event material of a critical, derogatory or unfounded nature is to be placed on file, the teacher involved shall be notified and given the opportunity to review such material. The teacher's written comments, if any, relative to such material shall be made part of the teacher's file.
- 13-4 Completed evaluation forms are to be kept in personnel folders of all teachers.

ARTICLE 14 **TEACHER MEETINGS**

- 14-1 Principals of individual schools or other duly authorized personnel shall establish a schedule in September for all teacher meetings during the school year, but the principal may thereafter modify the schedule as necessary. In the event that the schedule is modified, the faculty shall be notified at least two (2) days in advance of the rescheduled meeting date, except in emergencies; and in all instances, an agenda will be provided prior to the meeting.
- 14-2 The School District and the Association recognize that meetings requiring attendance of the entire faculty of a building after regular school hours may be called to conduct any professional activities which do not involve pupil contact.
- 14-3 All staff may have eight (8) after school faculty meetings per school year. No more than one (1) faculty meeting shall be held in any given month except in cases of emergency, and, normally such meetings shall not exceed forty-five (45) minutes. No more than two (2) meetings may be scheduled during the 8:05 AM until 8:25 AM period on Tuesday, Wednesday or Thursday, as needed. Meetings will not be scheduled on Monday or Friday. In addition, no faculty meetings will be scheduled on Friday afternoons.

If, in the judgment of the principal it is necessary to hold any additional meetings, the Association representative will be notified, under normal circumstances, two (2) days in advance and in all circumstances, in advance. The building principal may exercise the flexibility to call meetings during the lunch period.

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- 14-4 The Association Director shall have an opportunity to speak during any meeting for a period normally not longer than five (5) minutes.
- 14-5 Should the teachers in any building feel that an excessive number of meetings are being called, they may act according to the Grievance Procedure beginning at STEP I.

ARTICLE 15 **PROMOTIONS**

- 15-1 Administrative and supervisory positions shall be filled by School District appointment from appropriate eligibility lists.
- 15-2 It is agreed that, in administering this policy, vacancies to be filled shall be publicized in all schools within ten (10) school days after an opening occurs. In the event a vacancy shall occur during the summer recess, such vacancy shall be posted on the District website.
- 15-3 All publicity and notices of such vacancies and positions shall set forth qualifications for duties of the positions.
- 15-4 Promotional examinations, if given, shall be held within sixty (60) days following said announcement. Any necessary extension of this period shall be made by mutual agreement between the office of the Superintendent of Schools and the Association.
- 15-5 All vacancies and positions shall be filled without regard to race, age, creed, color, religion, nationality, sex, gender identity, sexual orientation, physical handicap or marital status.

ARTICLE 16 **TRANSFERS**

16-1 Voluntary Transfers

A teacher seeking transfer to another school shall submit a written request to the Superintendent of Schools or his/her designee no later than April 1st of the current year. The teacher shall state the reasons for the request, the school, grade, and/or subject to which the teacher seeks transfer.

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Three (3) choices, in order of preference, if there be preference, shall also be stated. If none of the choices is available then the written request shall be deemed withdrawn.

16-1.1 When a request for transfer is not granted, the teacher shall be notified in writing by the office of the Superintendent of Schools.

16-1.2 A list of all transfers shall be made available to the Association immediately upon request.

16-2 Involuntary Transfers

The teacher involved shall be notified at a meeting with the principal or immediate superior of the intention to request the transfer and of the reason.

16-2.1 This meeting shall be held, under normal circumstances, three (3) days before the effective date of the transfer or end of the school year, whichever is appropriate.

16-2.2 The reason or reasons for the request shall also be set forth in writing and presented to the Superintendent of Schools or his/her designee and to the teacher.

ARTICLE 17 **STUDENT DISCIPLINE**

17-1 Teachers have the right to recommend the suspension of pupils from their classes.

17-2 This procedure shall not contravene any statutory provision affecting the right of the principal to suspend.

17-3 When, in the judgment of a teacher, a student is by his/her behavior seriously disrupting the instructional program to the detriment of other students, the teacher may send the student to the principal. In such cases, the principal shall arrange as soon as possible and under normal circumstances not later than the conclusion of the following school day a conference among himself/herself, the teacher, the parent, and possibly an appropriate specialist, to discuss the problem and to decide upon appropriate steps for the child's return.

ARTICLE 18 **TEXTBOOKS, TEACHING MATERIALS AND SUPPLIES**

18-1 To be sure that all textbooks are available for the first day of school, textbooks should be ordered in time for an August 15th delivery. Transfer of books between schools shall be facilitated.

18-2 Petty cash funds shall be established at each school each school year, as revolving funds, in accordance with District Standard Operation Procedure.

ARTICLE 19 **TEACHING CONDITIONS**

19-1 **PREPARATION PERIODS:** The School District and Association agree that all teachers shall have an uninterrupted preparation period of no less than forty-five (45) duty free minutes each day or in the alternative five (5) such periods per week. Prep period shall be teacher-directed except for good cause. The School District may continue to conduct activities such as pre and post evaluation conferences during the teacher's preparation period. The School District and Association agree that in cases of emergencies affecting the normal operation of the school, teachers may be called upon to cover classes. In such emergencies, available teachers will be selected from a rotating list to insure equitable distribution of such assignments. For one-session days, the District shall ensure that the allocation of preparation periods among staff will be equitable.

Teacher assistants shall not have a preparation period. During the teacher's preparation period, the teacher assistant shall spend one-half of the period with the special teacher and the other half of the period with the regular teacher for common planning purposes.

19-1.1 In the event a classroom teacher is required to cover for an absent teacher, he/she shall be compensated per the following formula:

- a) A general education teacher or a special education inclusion teacher, including a teacher in a classroom where he/she is a co-teacher, shall be given an additional twenty-eight dollars (\$28) if the co-teacher is absent or if he/she loses his/her preparation period on a particular day, except for those days when

district-wide testing occurs or a high school assembly program prevents the regular schedule from being followed. During mandated testing, a schedule shall be created to provide rotating coverage for teachers so the loss of preparation time is minimal and equitable.

- b) A teacher shall be given an additional twenty-eight (\$28) for every day on which he/she takes extra pupils into his/her room. Additional pupils refers to not less than three (3) and no more than six (6) pupils in the teacher's room for a period of at least one (1) period in a school day. Whether a teacher has additional students for one (1) period or portions of several periods, the teacher shall receive twenty-eight (\$28). If the per diem substitute appears between 9:30 A.M. and 10:00 A.M., the teacher shall receive fourteen dollars (\$14).
- c) Nurses shall receive an additional twenty-eight dollars (\$28) for each day they are assigned to cover two (2) schools due to the absence of a nurse.
- d) If a teacher of special subjects (physical education, art, music, industrial arts, etc.) receives one or more classes per day which contains additional children from an absentee teacher's class, the teacher of special subjects receives an additional twenty-eight dollars (\$28) a day, unless they get an additional preparation period the same day. In the high school, physical education teachers will receive twenty-eight dollars (\$28) per period (one hundred twelve dollars (\$112) maximum per day) for assuming the duties of their partner teacher. "Partner teachers" are defined as any teachers on same gymnasium floor for entire school day.
- e) A teacher assistant shall be given an additional twenty-eight dollars (\$28) for each day he/she serves as a substitute teacher, including serving as a substitute teacher in his/her assigned classroom.

Compensation paid pursuant to above will be paid quarterly.

- 19-1.2 School District will establish a pool of substitute aides to provide coverage for absentee aides.

If it is determined that either a class requires, by law, the services of an aide due to enrollment numbers, the District has twenty-eight (28) calendar days from September 15th to

provide said aide. If an aide is not provided within the time frame designated, the teacher shall receive twenty-eight dollars (\$28) compensation for each day he/she is without an aide.

In the absence of an assigned teacher aide beyond six (6) days, the teacher shall receive twenty-eight dollars (\$28) compensation for each day he/she is without an aide starting with the seventh (7th) day.

Compensation paid pursuant to above will be on a semi-annual basis.

- 19-1.3 An employee seeking compensation under Article 19-1.1 and Article 19-1.2 shall submit a request for compensation in writing to the principal (or his/her designee) within five (5) working days of providing coverage. The principal (or his/her designee) shall give the employee written notice of the approval or rejection of the request within three (3) working days of the receipt of this request.

- 19-2 **HIGH SCHOOL:** Secondary teachers shall not be assigned to more than two (2) subject matter teaching preparations per day without full and sufficient cause.

- 19-2.1 The normal academic load of a teacher in the high schools shall consist of five (5) teaching periods, a homeroom, and a special assignment. In physical education, industrial arts, and other double-period subject areas, variation from the normal must occur.

- 19-2.2 A teacher at the high school who volunteers for, and accepts, an additional permanent teaching assignment at the high school shall receive an annual stipend of \$6,500 for teaching such forty-five (45) minute class immediately before the start of the school day, immediately after the school day or during a duty period.

Teaching periods will be spread out over the eight-period day so that, with the exception of teachers of double period subjects, a teacher will normally teach no more than two (2) periods consecutively. In all instances, efficient utilization of the school facilities and personnel must be accorded the highest priority to insure proper scheduling.

19-2.3 Teachers who teach an extra (10) minutes per day shall receive a yearly stipend of \$2,500. (Two (2) pay periods - \$1,250.00 for September 1 - January 31; and \$1,250.00 for February 1 - June 30) The stipend will be paid, in a separate check, twice a year. Any teacher who is absent more than twenty (20) days but fewer than forty-five (45) in either pay period shall be reduced in compensation to one half the stipend for that period, \$625.00, unless his/her pattern of absence warrants an increment withholding. If the teacher's increment is restored, *in toto*, the teacher will receive the stipend.

19-3 All teachers who are not under tenure shall be required to submit lesson plan books. Non-tenured teachers shall be required to plan five (5) days in advance (i.e. on Monday plans must be completed through Friday) but are not required to plan beyond the Friday of each week.

19-3.1 Tenured teachers shall be required to plan three (3) days in advance (i.e. on Monday plans must be completed through Wednesday) but are not required to plan beyond the Friday of each week.

19-3.2 All teachers shall be required to have available emergency lesson plans to provide direction to substitute teachers.

19-3.3 All teachers shall have planned their work and have such plans ready for presentation to authorized personnel at the time of supervisory visitations pursuant to sections 3 through 3.2 as appropriate.

19-3.4 All teacher assistants shall be required to maintain log books on a daily basis. Teacher assistants shall make their log books available to be reviewed by their assigned teachers or other appropriate supervisors.

19-4 **NON-TEACHING DUTIES:** A joint committee of the Association and the School District shall continue to study the feasibility of implementing an aide program to relieve teachers from non-teaching chores such as:

Hall and playground duty
Lunchroom supervision

Recommendations of this committee shall be forwarded to the Association and the School District from time to time.

19-5 LUNCH PERIOD - HIGH SCHOOL:

All teachers in the high schools shall have a duty-free lunch period of at least forty-five (45) minutes, except in instances where temporary scheduling (i.e. assembly days) may lessen the time for both pupils and teachers.

19-5.2 LUNCH PERIOD - ELEMENTARY SCHOOL:

All teachers in the elementary schools shall have a duty free lunch period of at least forty-five (45) minutes.

The lunch period shall be forty-five (45) minutes in duration. The teacher shall escort the students to the lunchroom at the start of the period and shall return to the lunch area to escort the children back to class in sufficient time to start the new period on time.

19-5.3 Teachers may be assigned to lunch duty for the last fifteen (15) minutes of the lunch period. Assignment of teachers to lunch duty will initially be through volunteers; if the number of volunteers for duty is inadequate, the remaining staff needed will be assigned on an involuntary rotating basis. Compensation for duty will be 25% of the prevailing hourly rate and will be paid quarterly. The ratio of staff to students will be one (1) staff member to 50-100 pupils. The Superintendent (or designee) is responsible for providing the appropriate number of staff members to ensure adequate coverage.

Teachers, on a strictly voluntary basis, may work lunch duty for an entire lunch period. Compensation for working an entire lunch period shall be \$30.

19-6 All teacher assistants shall have a thirty (30) minute duty free lunch. Teacher assistants may be assigned to lunch duty for the last fifteen (15) minutes of each lunch period with no additional compensation.

Teacher assistants, **on a strictly voluntary basis**, may work lunch duty for an entire lunch period. Compensation for working an entire lunch period shall be \$30.

ARTICLE 20
PROTECTION OF TEACHERS, STUDENTS
AND PROPERTY

- 20-1 When an absence arises out of or from an injury, including those arising from an assault, while acting in discharge of duties, the teacher shall be entitled to full salary and other benefits for the period of such absence as provided in the New Jersey Workers' Compensation Act and N.J.S.A. 18A:30-2.1.
- 20-2 Teachers shall immediately report cases of assault, physical or verbal, suffered by them in connection with their employment to their principal or other immediate superior.
- 20-2.1 Such notification shall be immediately forwarded to the Human Resources Department, which shall comply with any reasonable request from the teacher for information in the possession of the Superintendent relating to the incident or the persons involved within applicable privacy laws, and shall act in appropriate ways as liaison between the teacher, the police, and the courts.
- 20-3 If civil proceedings are brought against a teacher alleging that he/she committed an assault in connection with his/her employment, the School District shall furnish legal counsel to defend him/her in such proceedings. If criminal proceedings are brought against a teacher, the District shall reimburse the teacher for legal fees only if the teacher is found not guilty.
- 20-4 Whenever any civil or administrative action has been or shall be brought (except an action, civil or administrative, instituted by the School District) against the teacher for any act or omission arising out of and in the course of the performance for his/her duties, the School District shall defend such action and shall save harmless and protect such person from any financial loss resulting therefrom pursuant to N.J.S.A 18A:16-6.
- 20-5 Should any criminal action be instituted against any such teacher for any such act or omission and should such proceeding be dismissed or result in a final disposition in favor of such teacher, the School District shall reimburse such teacher for the cost of defending such proceeding, including reasonable counsel fees and expenses of the original hearing or trial and all appeals pursuant to NJSA 18A:6-1.

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- 20-6 A teacher may within the scope of his/her employment use and employ such amount of force as is specified in N.J.S.A. 18A:6-1.
- 20-7 The School District shall reimburse teachers and teacher assistants for the reasonable cost of any clothing or other personal property damaged or destroyed as a result of an assault suffered by a teacher while the teacher was acting in the discharge of his/her duties within the scope of his/her employment.
- 20-8 The School District and the Association mutually agree that teachers shall not be required to work under unsafe or hazardous conditions. Any such conditions must be reported at once for correction to the principal or other responsible authority.
- 20-9 The School District and the Association shall develop mutually acceptable programs to guarantee the safety of students, teachers and property immediately upon recognition of such a need.

ARTICLE 21
NUMBER OF DAYS AND HOURS OF EMPLOYMENT

- 21-1 **TEACHING YEAR:** Teachers shall be required to work one hundred eighty-four (184) days. The teaching year includes one (1) orientation day, a portion of which shall be utilized for the State continuing Education Program, and one (1) day when no students are in attendance. Two and a half (2.5) hours on each of the first two days of school will be designated for classroom preparation.

Four (4) school days of the school year shall be one-session days for students. On those days, after the one-session days for students and a forty-five (45) minute duty-free lunch period, two and one-half (2 ½) hours shall be utilized for the State Continuing Education Program, and one (1) day when no students are in attendance.

All new teachers shall be required to work one hundred eighty-six (186) days. The teaching year includes one (1) orientation day, a portion of which shall be utilized for the State Continuing Education Program, and one (1) day when no students are in attendance.

The last three (3) school days of the school year shall be one-session days.

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Any time dedicated by teachers in fulfilling their State Continuing Education Program requirements in addition to the twelve (12) hours provided by the District shall be on the teacher's own time and at his/her own expense except as otherwise provided in Schedule L.

21-1.1 This does not preclude voluntary professional services being rendered at the teacher's convenience.

21-2 **TEACHING HOURS:** It is agreed that teachers shall report and leave their assignments according to the following schedule:

High Schools.....	8:00 A.M. - 3:10 P.M.
A.E.H.S.....	6:00 P.M. - 9:00 P.M.
Elementary Schools.....	8:00 A.M. - 2:55 P.M.
Special Education.....	8:00 A.M. - 2:55 P.M.
(Transported elementary)	
Home Instruction and Hospital Teachers.....	8:00 A.M. - 2:55 P.M.
Visiting Teachers.....	8:00 A.M. - 2:55 P.M.
Attendance Counselors.....	8:30 A.M. - 3:30 P.M.

Attendance Counselors: On days following night court appearance, an attendance counselor's hours shall be 2:20 P.M. - 6:15 P.M. In the event that court is in session on Friday morning, the attendance counselor's hours will be 8:35 A.M. - 3:15 P.M.

Teacher Assistants: Teacher assistants shall be required to work the same hours as the teachers.

In the elementary and high schools, the first thirty (30) minutes of the school day shall be for the intent and purpose of broadening the educational program in the District in the following manner: the time shall not be used for formal classroom instruction but shall be used for any other professional activities which do not involve pupil contact. It is not the intent of the parties to establish a mandated tutorial program but one in which the students and parents initiate requests for such tutorial assistance. Such requests shall be granted to the fullest extent which the teacher is capable of providing during this period. Any such assistance shall not preclude a teacher from, as now, providing assistance voluntarily at hours and times beyond contractual requirements.

Teacher assistants may be assigned to duties involving pupil contact and/or supervision for the first thirty (30) minutes of the work day. However, under no circumstances may a teacher assistant be assigned to duties involving formal classroom instruction of students.

Concerning the normal school day schedule in the elementary schools, teachers shall move to pick up children at 8:30 A.M. and opening exercises in the elementary schools shall begin at 8:35 A.M. and conclude at 8:45 A.M. The balance of the school day schedule in the elementary schools shall remain unchanged. Teachers monitoring student dismissal in the elementary schools are not required to return to the building to sign out and may be dismissed, unless circumstances require a teacher to bring a child/children back into school. Teachers who do not have student dismissal responsibilities shall be required to sign out. Concerning the normal school day schedule in the high schools, block one (1) shall start at 8:35 A.M. and the balance of the school day schedule shall be adjusted accordingly with block four (4) ending at 3:05 P.M.

High School Teachers and Attendance Counselors: It is agreed that the start time for teachers will not be before 7:15 A.M. and will not extend beyond 4:00 P.M. The school day will be seven hours and 10 minutes consecutively for High School Teachers and Attendance Counselors. The building principal will assign teachers who volunteer flexible starting times as needed to better meet the needs of students and to maximize the amount of time spent on instruction. Teachers who volunteer may indicate their start time preference but the final decision rests with the building principal. Teachers who volunteer are not guaranteed to get their desired start time. Each teacher shall be notified of the final schedule three days in advance of its implementation.

Regardless of the above, and if the Superintendent deems it necessary, school hours shall be flexible but shall not begin before 7:50 A.M. nor end later than 4:30 P.M. However, before any action is taken in this regard the Jersey City Education Association shall be consulted. There shall be no increase in time that any teacher is required to be in the school building nor shall there be any additional teaching time. The teacher's duty time shall be consecutive without interruption except for lunch period. The foregoing restriction concerning school hours shall not apply to programs/services currently implemented by the District.

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ARTICLE 22 **PAYMENT OF SALARY CHECKS**

22-1 All members of the bargaining unit shall receive two (2) salary checks every month for twelve (12) months. Such checks are to be received by the teacher on the 1st and the 16th. In the event the 1st or the 16th falls on a weekend or a non-school day, such check shall be received by the teacher on the last school day prior to such weekend or non-school day.

In every event, checks shall be received by the teacher prior to the first lunch

22-2 Salary checks for all employees shall be paid through direct deposit.

ARTICLE 23 **TEACHER'S NOTIFICATION**

23-1 Teachers who are not under tenure shall be notified of their job status for the ensuing year on or before the date set by law, under normal circumstances.

ARTICLE 24 **COACHES**

24-1 **MEETINGS:** The School District and the Association agree that in order to achieve a more flexible and meaningful athletic program, members of the School District's Athletic Committee may meet with representatives of the Association no less than (3) times per year, (at least two (2) of these meetings shall be before January 1st of each school year), for purposes of discussing and planning activities of mutual concern. This meeting can be requested by either party at any time it is deemed necessary.

24-2 **EVALUATION:** The responsibilities of evaluating a coach's performance of duty during a game and of his/her preparation for a game shall be placed on the Supervisor of Athletics, the principal of the school, and the athletic director.

24-3 **REEMPLOYMENT:** Coaches will be notified within sixty (60) working days after the conclusion of the season. Absence of any notification, the coach shall be considered reemployed for the following season.

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24-4 **ADVANCEMENT:** When a vacancy occurs in any head coaching position, the District will post for the position. The District will give first consideration to an assistant coach active in that particular sport, based upon experience and evaluation reports within the system.

24-5 **FILLING VACANCIES:** Whenever a vacancy exists in a coaching position, notice of such vacancy shall be posted in all schools inviting those qualified to apply in writing. The written application shall be sent to the Supervisor of Health, Physical Education and Athletics.

24-6 In the event a vacancy shall occur during the summer recess, notification shall be given in writing to the last known address of all coaches in that sport. The applicant shall have fifteen (15) days to indicate interest. In the event more than one (1) indicates such interest, the final choice shall be made by the School District.

24-7 **ELEMENTARY SCHOOL TEACHERS:** Elementary school teachers with coaching positions shall be given an unassigned period at the end of each school day, where feasible, to facilitate their coaching responsibilities.

24-8 **ATHLETIC TRAINERS:** Athletic Trainers who are appropriately licensed and certificated as determined by the New Jersey State Department of Education and are assigned to provide athletic training services shall be compensated in the following manner:

Summer Hours:

Athletic Trainers who are assigned to work in the month of August by an Athletic Supervisor or the Associate Superintendent of Student Life and Services shall be paid at a hourly rate of \$30.00 per hour for those hours approved in writing by the Associate Superintendent of Student Life and Services or his/her designee not to exceed one hundred (100) hours. Any hours beyond the one hundred (100) hours shall not be compensated unless prior written approval is obtained from the Superintendent.

Annual Stipend:

Athletic Trainers shall receive the following annual stipend:

The annual salary of the athletic trainers shall be increased 7% above the salary guide based upon the first step in Schedule A.

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Flex Days:

Athletic Trainers shall be entitled to receive flex days for working on those days recognized on the school calendar as holidays for students. Athletic Trainers shall receive one (1) flex day for every five (5) hours worked to a maximum of fifteen (15) flex days per school year. These flex days may only be used upon prior written approval of the Associate Superintendent of Student Life and Services and shall be forfeited if not used during the year in which they are earned.

ARTICLE 25 HEALTH INSURANCE

- 25-1 The School District shall make available to teachers individual coverage under the Horizon and Homestead self-insured plans, including Rider J.
- 25-2 The School District shall provide the health-care insurance protection, as follows:
- A. The School District shall make available health insurance coverage to bargaining unit members through the plan offered by the District through Horizon Blue Cross/Blue Shield. Effective July 1, 2019, all eligible association members will contribute towards health insurance according to the following chart, in replacement of Public Law 2011, Chapter 78: Single: 3% of salary, Parent/Child(ren) 4% of salary, Two adults: 4% of salary, Family: 5% of Salary.
- B. Effective July 1, 2019, all price points on medical will increase by \$5 and all price points on prescription will increase by \$5. The prescription drug benefit will have copayments of:

30 Day Supply

\$10 generic
\$15 preferred name brand
\$30 non-preferred name brand

90 Day Mail Order

\$15 generic
\$25 preferred name brand
\$55 non-preferred name brand

The board shall have the right to revert to the School Employees Health Benefit Plan prescription drug card plan in future years if the premium cost to the Jersey City Public Schools is less than the premium cost of the prescription drug card plan.

- 25-2.1 The School District shall provide to each teacher a description of the health-insurance coverage provided under this section which shall include a clear description of conditions and limits of coverage as listed above.
- 25-2.2 Employees who exhaust their sick leave bank shall be entitled to a sixty (60) day grace period for Board paid hospitalization after exhausting sick leave, provided that the employee had not sold back sick days during the preceding ten (10) years and was in good standing at the time of exhaustion.
- 25-2.3 The School District shall provide each teacher with a \$2,500 life insurance policy and a \$2,500 death and dismemberment policy. Upon retirement, the life insurance coverage shall be decreased to \$1,000 for each retired teacher, and the death and dismemberment policy shall be canceled. The premium for the post-retirement life insurance in the amount of \$1,000 shall be borne by the retiree.

ARTICLE 26 ACADEMIC FREEDOM

- 26-1 In our representative democracy, in which ultimate power is retained by the people and exercised through delegation of authority, the School District and the Association advocate the realization of the full potential of each individual by recognition of and respect for his/her dignity. It therefore follows that the education of each individual must develop the essential fundamental processes and those skills, understanding, and attitudes which will affect his/her harmonious development as a spiritual, intellectual, physical, emotional and social being. It is recognized that these democratic values can best be transmitted in an atmosphere which is free from censorship and artificial restraints upon free inquiry and learning, and in which academic freedom for teacher and student is encouraged.
- 26-2 Academic freedom shall be guaranteed to teachers, and no special limitations shall be placed upon study, investigation, presenting and interpreting facts and ideas concerning man, human society, the physical and biological world, and other branches of learning, which do not conflict with the philosophy, underlying principles, objectives and content of the courses of study adopted by the School District.

ARTICLE 27
EXTRA-COMPENSATION POSITIONS

- 27-1 Extra-compensation positions shall include, but not be limited to those listed in Schedule I.
- 27-2 Whenever a vacancy exists in a position classified as an extra-compensation position, notice shall be posted pursuant to the District's application notification system.
- 27-2.1 In instances when immediate assignment is imperative, temporary assignment may be made. Notice of a vacancy shall be posted within five (5) school days after the vacancy occurs.
- 27-2.2 Selection of personnel to fill such vacancies shall be made by the School District from an alphabetical list of those who apply within the time specified in the announcement.
- 27-2.3 Notice of a vacancy shall be posted on the official school bulletin board in every school within five (5) school days after the vacancy occurs.
- 27-2.4 This category shall include, but not be limited to, such positions as:
- Summer school and after school teaching
Accredited Evening High School teaching
Athletic coaches
Book and curriculum evaluation positions
Special project positions
- The School District shall select personnel to fill such positions on the basis of criteria published. Priority in selection of personnel for positions in the Accredited Evening High School shall be based on prior teaching experience in the Accredited Evening High School. Additional assignments shall be made from a list of those teachers in the Jersey City school system who apply in writing.
- 27-2.5 New positions, if and when established by the School District, shall be filled by the School District from those who apply in writing.
- 27-2.6 Notice of such new positions will be posted in all schools. Published notices will contain the duties, requirements and qualifications for the position.

- 27-3 Summer school openings shall be publicized, and teachers shall be notified of the action taken as early as possible.

- 27-3.1 In filling such positions, consideration shall be given to a tenured teacher's area of competence, and major and/or minor field of study. Preference shall be given first to teachers regularly employed in the Jersey City Public Schools.

ARTICLE 28
TRAVEL

- 28-1 All unit members who are required to travel to more than one (1) school building on any one (1) day shall be paid in accordance with N.J.A.C 6A:23A-7.1 for the actual mileage between the two (2) buildings. This does not apply to travel to workshops or meetings in the District. Reimbursement shall be in the form of one (1) check at the end of the school year.

ARTICLE 29
SICK LEAVE

- 29-1 Every teacher and teacher assistant shall be credited with thirteen (13) days of accumulative sick leave annually. Three (3) non-statutory sick leave days may be used as family illness leave.
- 29-2 A teacher who has used the current personal illness leave days and cumulative personal illness leave account, upon request and the recommendation of the Human Resources Department and the approval of the Superintendent, may receive one (1) additional day for each year of service as a regularly appointed teacher in the Jersey City Public Schools. These additional days shall be called "permissive personal illness leave" and shall not be cumulative, and shall not be granted more than twice, and only once in any given school year. Individual days of absence not requiring a leave of absence may not be applied against permissive leave. If a teacher has not used his/her entire permissive leave in a school year, he/she may request the Superintendent in writing, to apply the unused days within that school year (to June 30th), to new illness leave (five (5) days or more) if such is necessary, prior to the expiration of that current school year.

- 29-3 The Superintendent, in his/her sole discretion, may approve absences beyond the accumulated personal illness leave and permissive personal leave. These extended leaves may only be granted in cases of long and extended illness which is serious in nature. After reviewing the application for extended leave, the decision by the Superintendent shall not be subject to arbitration.
- 29-4 Requests for permissive leave and extended leaves should be submitted to the Department of Human Resources prior to the expiration of the employee's sick bank.
- 29-5 If approved under 29-3, a teacher who has served from one (1) to ten (10) years in the Jersey City School System may be allowed an absence beyond the accumulated personal illness leave and the permissive personal leave not greater than forty (40) days in any one (1) school year during which period he/she shall forfeit one-half (1/2) substitute's per diem pay.
- 29-6 If approved under 29-3, a teacher who has served ten (10) or more years in the Jersey City School System shall be allowed an absence beyond the accumulated personal illness leave and the permissive personal illness leave not greater than (80) days in any one (1) school year, during which period he/she shall forfeit one-half (1/2) substitute's per diem pay.
- 29-7 To be eligible for benefits provided for in sections 29-5 and 29-6, a teacher must meet the requirements of section 29-2.
- 29-8 Salary payment shall be discontinued in case of absence in any one (1) school year, which exceeds that enumerated in the preceding paragraphs.
- 29-9 The procedure to be followed for illness requiring a leave of absence is as follows:

Teachers who are absent five (5) consecutive school days must submit a leave form. The teacher may download the leave form from the District website. The leave form must be completed by a physician and the teacher and submitted to the Human Resources Medical Department by Certified Mail/Return Receipt Requested. The Leave Form must be received by the Human Resources Medical Department by the fourth (4th) working day after the fifth (5th) consecutive day of absence.

If completed personal illness leave of absence form is not received within the ninth (9th) working day, then the Human Resources Department will send a certified letter indicating failure to comply.

If no response to the letter is received within five (5) working days, the teacher's paycheck may be withheld pending disposition of illness leave by the Human Resources Department.

ARTICLE 30 **ACCUMULATED SICK LEAVE INCENTIVE PLAN**

- 30-1 A. A teacher hired prior to May 21, 2010, upon resignation after ten (10) years of regularly appointed service or upon retirement, shall be paid for each unused day, accumulated in his/her personal illness leave bank after July 1, 1956, pursuant to the following schedule:

Days 1-100 in bank	\$100/day
Days 101-200 in bank	\$150/day
Days 201 + in bank	\$200/day

At the employee's option, this may be paid either in one lump sum or over three years.

In the event of Death before retirement, the teacher's estate shall receive the lump sum payment described above.

B. Teachers hired after May 21, 2010, shall be paid for accumulated unused sick leave in an amount not to exceed \$15,000 upon retirement. Supplemental compensation shall be payable only at the time of retirement from a State-administered or locally-administered retirement system based upon leave credited on the date of retirement.

- 30-2 A teacher who has at least three (3) years of service within the Jersey City School District shall have the option of trading in one-half (1/2) of the sick days that he/she has accumulated in Jersey City after September 1, 1972, at a rate equal to one-half (1/2) of the prevailing substitute per diem pay.

ARTICLE 31 **OTHER ABSENCES**

31-4 ABSENCE BY REASON OF COURT ORDER:

A teacher absent in compliance with a court order, subpoena or summons shall not suffer deductions in pay for such absence provided the court order, subpoena or summons arises out of the course of the teacher's employment with the District and further is not the result of any action by the district against the teacher, nor the result of any law suit brought by the teacher against the District. Provided further that a teacher shall not suffer a deduction in pay by reason of a court order, subpoena or summons in the case of a teacher appearing as a witness to a felony in a criminal proceeding provided the teacher is not a defendant. Provided further the teacher shall not suffer a deduction in pay by reason of a court order, subpoena or summons in the case of a teacher appearing as a witness in a civil proceeding in which the teacher is neither a plaintiff nor defendant nor has any relationship business, social, membership or family relationship with any party; provided also that the teacher has no interest, direct or indirect, in the outcome of the litigation. Provided further that said teacher is served with a summons, court order, or subpoena and evidence of such service is supplied to his/her principal or department head at least one (1) week prior to appearance to the extent possible or immediately upon receipt if the employee is served with the subpoena within the week preceding the appearance and the absence is approved by the Superintendent of Schools.

31-5 ABSENCE OF NIGHT SCHOOL TEACHER OR COACH FROM DAY SCHOOL: A teacher in a day school who is also employed in an evening school or as an after school coach may not be absent from the day school on two (2) consecutive days and teach in the evening school or coach after school on the second day of absence and any consecutive days of absence thereafter from the day school.

31-6 REPORT OF ABSENCE: A teacher who is absent from duty because of personal illness, death in the family, quarantine, or compliance with the requirements of a court order shall notify the principal as early as possible, and such notification shall be given in advance where possible. A teacher who is absent from duty for any other reason shall first secure permission from the Superintendent through the principal.

31-6.1 The teacher shall, in reporting absence for personal illness, communicate to the principal the probable duration of the illness.

31-1 ABSENCE FOR DEATH IN FAMILY: In case death of a parent, mother-in-law, father-in-law, brother, sister, husband, wife, child, stepchild, domestic partner or relative who is a member of the immediate household of a teacher, the teacher shall be excused without loss of pay or accumulated leave for death related absences taken within seven (7) calendar days of the date of death.

In case of the death of a stepmother, stepfather, grandchild, grandparent, sister-in-law (direct) or brother-in-law (direct), the teacher shall be excused three (3) days without loss of pay or accumulated leave for death related absences taken within five (5) calendar days of the date of death.

31-2 ABSENCE FOR DEATH OF RELATIVE: In case of the death of a relative not included in the above section, a teacher shall be excused for the day of the funeral without loss of pay or accumulated leave.

The definition of "relative" in this section shall include the following: uncle by consanguinity (but not affinity), aunt by consanguinity (but not affinity), nephew, niece, cousin by consanguinity, (first cousin only and not cousin's wife or husband), son-in-law, daughter-in-law.

31-2.1 In the event of the death of an active faculty member, the faculty of the school shall be excused for a portion of the day to allow the faculty to attend services. In the event that the school cannot meet the state required hours for attendance or if scheduling difficulties prohibit this, a representative group of faculty members shall be excused to attend the service.

31-3 ABSENCE BY REASON OF QUARANTINE: Pursuant to N.J.S.A. 26:4-1 (et seq.) and in the event schools are closed as a result, or in the event a teaching staff member is officially quarantined by action of State, County or City Health Office, no member of this bargaining unit shall suffer loss of pay provided further that the Superintendent retains the right to schedule make-up days in the event of closing of any or all the District's schools.

- 31-6.2 Teachers absent for any period of five (5) days or less must on return, complete, sign and file with the principal, on forms to be supplied by the School district, a personal certificate as to the necessity of the absence.
- 31-7 **NOTIFICATION OF RETURN AFTER ABSENCE:** A teacher who has been absent for two (2) days or more shall, before the end of the school day prior to his/her return, notify the principal of his/her expected return.

ARTICLE 32 **MATERNITY LEAVE**

- 32-1 **LEAVE OF ABSENCE FOR MATERNITY:** Any regularly appointed member of the teaching staff who is pregnant shall file, with the Superintendent, not later than three (3) months before the expected birth of the child, an application for maternity leave, together with a physician's certificate setting forth the date of the expected birth. She shall be eligible, thirty (30) days hence, to receive, upon the recommendation of the Superintendent, maternity leave, without pay, for two (2) calendar years and such additional time as will permit the leave of absence to terminate on the following August 31st.
- 32-2 Any teacher who may become pregnant during a leave of absence granted for prior pregnancy may apply for one (1) additional leave for maternity.
- 32-3 Upon request, an additional leave of one (1) year may be granted for child care. This may not be renewed after expiration.
- 32-4 The Superintendent, for proper cause and upon application of the teacher, may recommend the termination of the leave prior to its proper date of termination.
- 32-5 Any teacher not regularly appointed who becomes pregnant shall so notify the Superintendent, in writing, not later than three (3) months before the expected birth of the child, and her services shall be terminated, forty-five (45) days hence, until her return to service may be approved by the Human Resources Department.

- 32-6 **ILLNESS AS A RESULT OF PREGNANCY:** Should any teacher, absent on maternity leave, develop an illness or malady as a result of such pregnancy, and be unable to resume her work at the end of her said leave because of such illness for malady, may be granted further leave of absence, not to exceed one (1) year, without pay, upon the recommendation of the Human Resources Department of the School District, and subject to the approval of the Superintendent, until she has recovered from such illness.
- 32-7 Any teacher adopting a child shall be eligible to receive leave similar to maternity leave which shall commence upon his/her receiving de facto custody of said child or earlier if necessary to fulfill the requirements for the adoption.

ARTICLE 33 **SABBATICAL LEAVE FOR STUDY OR** **FOR REST AND RECUPERATION**

- 33-1 **LEAVE OF ABSENCE FOR STUDY:** A leave of absence for the purpose of study shall be granted by the School District to any member of the teaching staff who has performed continuous and satisfactory service in the public schools of Jersey City for at least seven (7) years. The nature and scope of the study must be approved by the Superintendent.
- 33-1.1 A teacher to whom this leave of absence is granted shall be eligible for promotion in salary as if on active duty.
- 33-2 **LEAVE OF ABSENCE FOR REST AND RECUPERATION:** A leave of absence for the purpose of rest and recuperation may be granted at the discretion of the Superintendent to any member of the teaching staff who has performed continuous and satisfactory service in the public schools of Jersey City for at least fifteen (15) years. No teaching staff member may apply for another such leave unless ten (10) years has passed since the previous leave taken. The school district shall not arbitrarily deny any requests under this Article.
- 33-2.1 A teacher to whom this leave of absence is granted shall be eligible for promotion in salary as if on active duty.
- 33-3 **COMPENSATION DURING LEAVE FOR STUDY OR FOR REST AND RECUPERATION:** A teacher absent on leave for study or for rest and recuperation shall receive,

as compensation, one-half (1/2) of his/her monthly salary for each month during the continuance of such leave.

- 33-3.1 This compensation shall be paid in the same manner at the same time as salaries are paid to other members of the teaching staff.

- 33-4 **LENGTH OF AND TIME OF BEGINNING LEAVE FOR STUDY OR REST AND RECUPERATION:** A leave of absence for study or for rest and recuperation granted under this rule shall be for a period of twelve (12) months beginning September 1st. Teachers on such leave may request cancellation of such leave at any time and their reinstatement shall be at the sole discretion of the Superintendent of Schools.

- 33-5 **TIME OF APPLICATION FOR LEAVE FOR STUDY OR FOR REST AND RECUPERATION:** Application for leave of absence for rest and recuperation should be presented to the Superintendent at least three (3) months before the beginning of the desired leave. Application for leave of absence for study should be presented to the Superintendent at least four (4) months before the beginning of the desired leave. The applicant shall sign a contract to serve in the public schools of the district for at least two (2) years after the expiration of a leave and if circumstances prevent the fulfillment of this obligation the teacher shall reimburse the School District in direct proportion to the unfilled time except in case of death or permanent disability. The Superintendent shall report these applications to the School Board at its next meeting.

- 33-6 **USE OF LEAVE FOR STUDY OR REST AND RECUPERATION:** The Superintendent shall require all teachers to whom leave of absence are granted for study or for rest and recuperation under these rules to carry out fully all the details of the program of study presented in the application for leave, or to devote themselves to the purpose of rest and recuperation, and to refrain from engaging in any remunerative occupation during the continuance of the leave of absence. Tuition grants, scholarships, grants-in-aid, Federal Government grants or stipends, etc., shall not be considered as remuneration. Teachers on leave of absence for study shall present to the Superintendent, at such time he/she may require, certificates signed by proper authorities of the beginning, continuance and completion of the course of study chosen.

- 33-6.1 For its own protection and the protection of the schools, the School District will, in any case of violation, terminate the leave of absence and will regard such violation as evidence of conduct unbecoming a teacher, within the purview of the Tenure of Office Act of the provisions of N.J.S.A. 18A.

- 33-7 The number of teaching staff members permitted to take a sabbatical leave for rest and recuperation shall not exceed total number of fifteen (15).

ARTICLE 34 **LEAVE FOR PERSONAL BUSINESS**

- 34-1 **LEAVE OF ABSENCE FOR PERSONAL BUSINESS:** Leave of absence for personal business may be granted by the School District for such periods as the School District may decide. Said period may not exceed one (1) year. Teachers on such leave may request extension of such leave for good and valid cause. Those to whom such leave is granted shall suffer loss of pay and must state, in writing, that they will not accept another position as administrator, supervisor, or teacher during that period.

- 34-2 Teachers and teacher assistants shall be entitled to three (3) personal business days per year without loss of pay.

The personal business days shall not be cumulative.

UNUSED PERSONAL BUSINESS DAYS SHALL BE TRANSFERRED TO SICK LEAVE BANK AT THE END OF THE SCHOOL YEAR.

- 34-2.1 One who requests a personal business day shall submit his/her request, on the form prescribed, to the principal in time to allow request to reach the Office of the Superintendent three (3) days prior to the day of leave. The use of one-half (1/2) of a personal business day may not be pre-scheduled by the employee; only a full day may be scheduled ahead of time.

- 34-2.2 In the case of a personal emergency, the requirement of a prior written request will be waived by the Superintendent.

- 34-2.3 Except in the case of personal emergency, personal business leave days may not be taken on:

- A. The first or last week of the school year
- B. The day before or after a school holiday
- C. The day prior to or immediately following a vacation period within the school year.

ARTICLE 35

LEAVE OF ABSENCE FOR MILITARY SERVICE

- 35-1 **FIELD TRAINING OR ATTENDANCE AT SERVICE SCHOOLS:** A teacher who is required to undergo military field training or to attend service school for a period of two (2) weeks or less during any school year shall be granted leave of absence with pay.
- 35-2 Whenever such military field training or attendance at service schools requires that the teacher remain for a longer period than the prescribed two (2) weeks, the teacher shall receive the difference between his/her pay and his/her military pay for the remainder of such time, provided that such additional time of training or service school attendance is not in excess of one (1) calendar month during any school year. Should military field training or attendance at service schools in excess of that granted above be required in the same school year, military leave without pay for each additional period shall be granted.
- 35-3 **LEAVE FOR EXTENDED ACTIVE MILITARY SERVICE:** Any teacher entering active military service with the Armed Forces of the United States shall be granted military leave without pay for the period of his/her service.
- 35-3.1 The members of the National Guard and Naval Militia shall receive the difference between their pay and military pay in accordance with Revised Statutes of New Jersey 38: 12-4.5.
- 35-3.2 Re-enlistment in active military service shall be considered as resignation unless such re-enlistment is required in accordance with Federal Law governing military service.

ARTICLE 36

COMMITTEE REPRESENTATION

- 36-1 The President of the Association shall have the exclusive right to designate representatives of the Association to serve on all committees.

ARTICLE 37

COMMITTEES

- 37-1 The joint **INSTRUCTIONAL COMMITTEE** consisting of five (5) representatives of the School district - three (3) members of the association and one (1) representative of the Jersey City Parent's Council, and one (1) representative of the Parent Teacher Association shall meet bimonthly during the school year and advise the School District and the Association on such matters as textbook evaluation, curriculum revision and other educational matters regarding the effective operation of the Jersey City School District.
- 37-2 **EMPLOYEE ASSISTANCE PROGRAM:** The Employee Assistance Program (EAP), if the District elects to maintain such a program, will provide assistance to those employees suffering from alcoholism, other drug abuse and personal problems that affect the work place. The EAP will identify, assess and refer, on a confidential basis, those employees whose unattended emotional and physical problems may diminish their capacity to perform.
- 37-3 The joint **SPECIAL EDUCATION COMMITTEE** consisting of three (3) representatives of the School District and three (3) members of the Association shall continue to evaluate the existing special education program and to make recommendations for implementation of further special education programs to the School District.
- 37-4 **IN-SERVICE TRAINING:** To encourage members of the professional staff in the Jersey City Public Schools to improve their professional skills, the School District agrees to provide in-service courses each year, the nature and content of such courses to be decided by the School District and Association representatives. To plan and implement such in-service training, a committee shall be established with five (5) members, three (3) to be named by the Association and two (2) to be named by the School District.

37-5 The joint **SCHOOL PARKING FACILITIES COMMITTEE** consisting of two (2) representatives from the School District and two (2) members from the Association shall investigate the availability of space and the feasibility of utilizing such space at each school site for the purpose of parking facilities for members of this bargaining unit. This committee shall submit a written report with recommendations.

37-6 The joint **COMMITTEE ON TEACHER EVALUATION** shall continue to meet to prepare joint recommendations as to policy regulating the supervision and evaluation of teachers.

37-7 The **ATHLETIC AWARDS COMMITTEE** comprised of members of the School District and representatives of the Association shall continue to evaluate and establish a system of awards for athletic contests.

37-8 The joint **LESSON PLAN COMMITTEE**, comprised of an equal number of members from the Association and the District, shall prepare written recommendations as the uniform District guidelines concerning substantive requirements of lesson plans.

The joint Lesson Plan Committee shall convene to discuss the issue of scripted lessons.

ARTICLE 38 **PUPIL PERSONNEL SERVICES**

38-1 An annual program of professional improvement shall be conducted during school hours for all professional members of the Pupil Personnel Services. The program shall include expert speakers in related fields from outside the District. In addition to the two (2) presently allowed visitation days, each member of the professional staff may attend without loss of pay, one (1) professional meeting in an appropriate field outside of Jersey City. Permission shall be requested from the Superintendent three (3) days in advance.

ARTICLE 39 **COST OF PRINTING CONTRACT**

39-1 The School District and the Association each agree to pay one-half (1/2) of the costs for the final printing of 6,500

copies of this Contract Agreement in booklet form. The District will prepare the contract form and the Association will submit names of printers to the School District for selection.

ARTICLE 40 **SEPARABILITY AND SAVINGS**

40-1 Should any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific portion of the Agreement affected by such decision, whereupon the parties agree immediately to negotiate a substitute for the invalidated portion thereof.

ARTICLE 41 **FULLY BARGAINED PROVISIONS**

41-1 This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues for the life of this Agreement, and neither party shall be required to negotiate on any subject unless they mutually agree to do so.

ARTICLE 42 **MISCELLANEOUS**

42-1 There shall be no reprisals of any kind taken by the School District, its servants, agents or employees against any teacher or member of the JCEA by reason of membership in the JCEA or participation of its activities or by reason of his/her employment and/or his/her school connected activities.

42-2 The President of the JCEA shall be permitted to attend to Association affairs to the same degree as was true in prior school years, and shall continue to be granted adequate office facilities.

42-3 The Association agrees that teachers will, if requested, meet with parents during the evening no more than three (3) times during the school year inclusive of the traditional open-house practice. None of these three (3) evening meetings shall be conducted in December, January or February.

42-4 Teachers shall be scheduled to meet with parents one (1) time during the school year from 3:00 P.M. to 4:00 P.M. Such meeting is in addition to the meetings set forth in Article 42-3. In the event the normal dismissal time for a school is earlier than 2:45 P.M. then an appropriate adjustment will be made so that teachers are required to be in attendance no longer than forty-five (45) minutes after the normal closing hours.

This meeting may be called by the Superintendent after consultation with the President of the JCEA; if said meeting is scheduled, the faculty meeting shall not be held in the month of such meeting.

42-5 Open House/Visitations shall be scheduled alternately Tuesdays/Wednesdays/Thursdays for elementary, middle, and high schools, from 6:30 P.M.-8:00, P.M.

42-6 The District may deviate from the restrictions set forth in Articles 42-3 through 42-5 concerning the Twilight Program.

42-7 Lunch duty and fifths, as agreed to by the District and the Association shall be paid in a separate check quarterly.

42-7.1 Certain Stipends/extra compensation, as agreed to by the District and the Association, shall be paid in a separate check twice a year.

42-8 Teachers currently employed by the District must be in paid status half the number of total teacher working days plus one to advance on the salary guide. New hires must be employed by February 1 to advance on the salary guide for the start of the next school year in September.

ARTICLE 43 DURATION

43-1 The provisions of this Agreement shall be effective as of July 1, 2019, and shall remain in full force and effect until June 30, 2023, subject to the right of the School District and Association to negotiate for a modification of this agreement as provided in Article 3 of said Agreement.

43-2 All present conditions covered by any previous Agreement and those items now in effect as regular employer/employee practice shall remain in effect unless otherwise provided for in this contract or unless changed hereinafter by mutual consent.

43-3 The School District recognizes that the statements contained in the School District's Policies, Administrative Rules and Regulations, and School District By-Laws are not to stand in conflict with existing collective-bargaining agreements and, in the event that any statement of the School District's Policies, Administrative Rules and Regulations, and School District By-Laws should conflict with such collective-bargaining agreements, then such statements shall be modified to the extent necessary to conform to such collective-bargaining agreements.

IN WITNESS WHEREOF, the parties hereto have caused those present to be signed by their duly authorized office this 10th day of April 2019

JERSEY CITY EDUCATION ASSOCIATION

Ronald Greco

Ronald Greco
President, Jersey City Education Association

Tina Thorp

Tina Thorp
Vice President, Jersey City Education Association

Philip Feintuch

Philip Feintuch, Esq.

JERSEY CITY SCHOOL DISTRICT

Franklin Walker

Franklin Walker
Acting Superintendent of Schools

Regina Robinson

Regina Robinson
Business Administrator / Board Secretary

Michael Gross

Michael Gross, Esq.
General Counsel

Ellen Ruane

Ellen Ruane
Associate Superintendent

Sudhan Thomas

Sudhan Thomas
Board President

Lorenzo Richardson

Lorenzo Richardson
Vice President

SALARY INCREASES
**(Teachers, Psychologists, Attendance Counselors
and Teacher Assistants):**

Effective 7/1/19:

All members will remain on their 2018-19 salary guide step. However, if a member receives an advanced degree/credits, they will move laterally on the guide. Any members who become eligible for longevity shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.

Effective 7/1/20:

All members will move one step on the salary guide. Any members who become eligible for longevity shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.

Effective 7/1/21:

All members will move one step on the salary guide. Any members who become eligible for longevity shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.

Effective 7/1/22:

All members will move one step on the salary guide. Any members who become eligible for longevity shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.

SCHEDULE A

Guide Movement Chart- To find your step and determine guide movement, locate your BASE salary from 2019-2020 and move to the right.

Base 2018-19	Yr. 1 2019-20	2020-21	2021-22	2022-23
	Step	Step	Step	Step
			A	B
			B	C
A	A	A	C	D
B	B	B	D	E
C	C	C	E	F
D	D	D	F	G
E	E	E	G	H
F	F	F	H	I
G	G	G	I	J
H	H	H	J	K
I	I	I	K	L
J	J	J	L	M
K	K	K	M	M+
K	K+	L+	M+	M+
	L	M		
	M			

BASE SALARY - 2018-2019

Step	BA	MA	MA+32	DR
A	54,740	58,040	61,340	64,640
B	55,040	58,340	61,640	64,940
C	55,340	58,640	61,940	65,240
D	55,840	59,140	62,440	65,740
E	56,135	59,435	62,735	66,035
F	56,840	60,140	63,440	66,740
G	58,015	61,315	64,615	67,915
H	59,230	62,530	65,830	69,130
I	65,530	68,830	72,130	75,430
J	73,030	76,330	79,630	82,930
K	80,530	83,830	87,130	90,430
K+	88,030	91,330	94,630	97,930
L	95,530	98,830	102,130	105,430
M	103,280	106,580	109,880	113,180

TEACHER SALARY GUIDES

Year 1	2019-20			
	BA	MA	MA+32	DR
STEP	\$\$	\$\$	\$\$	\$\$
A	54,740	58,040	61,340	64,640
B	55,040	58,340	61,640	64,940
C	55,340	58,640	61,940	65,240
D	55,840	59,140	62,440	65,740
E	56,135	59,435	62,735	66,035
F	56,840	60,140	63,440	66,740
G	58,015	61,315	64,615	67,915
H	59,230	62,530	65,830	69,130
I	65,530	68,830	72,130	75,430
J	73,030	76,330	79,630	82,930
K	80,530	83,830	87,130	97,660
K+	88,030	91,330	94,630	97,930
L	95,530	98,830	102,130	105,430
M	103,280	106,580	109,880	113,180

Year 2	2020-21			
	BA	MA	MA+32	DOC
STEP	\$\$	\$\$	\$\$	\$\$
A	54,740	58,040	61,340	64,640
B	55,040	58,340	61,640	64,940
C	55,340	58,640	61,940	65,240
D	55,840	59,140	62,440	65,740
E	56,135	59,435	62,735	66,035
F	56,840	60,140	63,440	66,740
G	58,015	61,315	64,615	67,915
H	59,230	62,530	65,830	69,130
I	65,530	68,830	72,130	75,430
J	73,030	76,330	79,630	82,930
K	80,530	83,830	87,130	90,430
L	88,030	91,330	94,630	97,930
L+	95,530	98,830	102,130	105,430
M	103,280	106,580	109,880	113,180

Year 3	2021-22			
	BA	MA	MA+32	DOC
STEP	\$\$	\$\$	\$\$	\$\$
A	54,740	58,040	61,340	64,640
B	55,040	58,340	61,640	64,940
C	55,340	58,640	61,940	65,240
D	55,840	59,140	62,440	65,740
E	56,135	59,435	62,735	66,035
F	56,840	60,140	63,440	66,740
G	58,015	61,315	64,615	67,915
H	59,230	62,530	65,830	69,130
I	65,530	68,830	72,130	75,430
J	73,030	76,330	79,630	82,930
K	80,530	83,830	87,130	90,430
L	88,030	91,330	94,630	97,930
M	95,530	98,830	102,130	105,430
M+	103,280	106,580	109,880	113,180

Year 4	2022-23			
	BA	MA	MA+32	DOC
STEP	\$\$	\$\$	\$\$	\$\$
A	54,740	58,040	61,340	64,640
B	55,040	58,340	61,640	64,940
C	55,340	58,640	61,940	65,240
D	55,840	59,140	62,440	65,740
E	56,135	59,435	62,735	66,035
F	56,840	60,140	63,440	66,740
G	58,015	61,315	64,615	67,915
H	59,230	62,530	65,830	69,130
I	65,530	68,830	72,130	75,430
J	73,030	76,330	79,630	82,930
K	80,530	83,830	87,130	90,430
L	88,030	91,330	94,630	97,930
M	95,530	98,830	102,130	105,430
M+	103,280	106,580	109,880	113,180

**SCHEDULE B
PSYCHOLOGIST SALARY GUIDE**

Year 1	2019-20	STEP	MA	MA+32	DR	Year 2	STEP	MA	MA+32	DR
		1	69,450	72,750	76,050		1	69,450	72,750	76,050
		2	72,300	75,600	78,900		2	72,300	75,600	78,900
		3	75,150	78,450	81,750		3	75,150	78,450	81,750
		4	78,000	81,300	84,600		4	78,000	81,300	84,600
		5	80,850	84,150	87,450		5	80,850	84,150	87,450
		6	84,220	87,520	90,820		6	84,220	87,520	90,820
		7	87,590	90,890	94,190		7	87,590	90,890	94,190
		8	90,960	94,260	97,560		8	90,960	94,260	97,560
		9	94,330	97,630	100,930		9	94,330	97,630	100,930
		10	97,660	100,960	104,260		10	97,660	100,960	104,260
		11	101,090	104,390	107,690		11	101,090	104,390	107,690
		12	104,620	107,920	111,230		12	104,620	107,920	111,230
		13	108,250	111,550	114,850		13	108,250	111,550	114,850

SCHEDULE C
ATTENDANCE COUNSELORS

Year 3		2021-22		Year 4		2022-23	
STEP	MA	MA+32	DR	STEP	MA	MA+32	DR
1	69,450	72,750	76,050	1	69,450	72,750	76,050
2	72,300	75,600	78,900	2	72,300	75,600	78,900
3	75,150	78,450	81,750	3	75,150	78,450	81,750
4	78,000	81,300	84,600	4	78,000	81,300	84,600
5	80,850	84,150	87,450	5	80,850	84,150	87,450
6	84,220	87,520	90,820	6	84,220	87,520	90,820
7	87,590	90,890	94,190	7	87,590	90,890	94,190
8	90,960	94,260	97,560	8	90,960	94,260	97,560
9	94,330	97,630	100,930	9	94,330	97,630	100,930
10	97,660	100,960	104,260	10	97,660	100,960	104,260
11	101,090	104,390	107,690	11	101,090	104,390	107,690
12	104,620	107,920	111,230	12	104,620	107,920	111,230
13	108,250	111,550	114,850	13	108,250	111,550	114,850

Year 1		2019-20		Year 2		2020-21	
STEP	BA	MA	MA+32	STEP	BA	MA	MA+32
1	53,354	56,654	59,954	1	53,354	56,654	59,954
2	56,154	59,454	62,754	2	56,154	59,454	62,754
3	58,954	62,264	65,554	3	58,954	62,254	65,554
4	61,754	65,054	68,354	4	61,754	65,054	68,354
5	64,554	67,854	71,154	5	64,554	67,854	71,154
6	67,354	70,654	73,954	6	67,354	70,654	73,954
7	70,154	73,454	76,754	7	70,154	73,454	76,754
8	72,954	76,254	79,554	8	72,954	76,254	79,554
9	75,754	79,054	82,354	9	75,754	79,054	82,354
10	78,554	81,854	85,154	10	78,554	81,854	85,154
11	81,354	84,654	87,954	11	81,354	84,654	87,954
12	84,154	87,454	90,754	12	84,154	87,454	90,754
13	86,954	90,254	93,554	13	86,954	90,254	93,554
14	89,754	93,054	96,354	14	89,754	93,054	96,354

Year 3	STEP	2021-22			Year 4	STEP	2022-23		
		BA	MA	MA+32			BA	MA	MA+32
	1	53,354	56,654	59,954		1	53,354	56,654	59,954
	2	56,154	59,454	62,754		2	56,154	59,454	62,754
	3	58,954	62,254	65,554		3	58,954	62,254	65,554
	4	61,754	65,054	68,354		4	61,754	65,054	68,354
	5	64,454	67,854	71,154		5	64,454	67,854	71,154
	6	67,354	70,654	73,954		6	67,354	70,654	73,954
	7	70,154	73,454	76,754		7	70,154	73,454	76,754
	8	72,954	76,254	79,554		8	72,954	76,254	79,554
	9	75,754	79,054	82,354		9	75,754	79,054	82,354
	10	78,554	81,854	85,154		10	78,554	81,854	85,154
	11	81,354	84,654	87,954		11	81,354	84,654	87,954
	12	84,154	87,454	90,754		12	84,154	87,454	90,754
	13	86,954	90,254	93,354		13	86,954	90,254	93,354
	14	89,754	93,054	96,354		14	89,754	93,054	96,354

SCHEDULE D
TEACHER ASSISTANTS

BASE YEAR			
2018-19	Teacher Assistant		
Step	Co Sub	90	BA
A	29,581	30,807	33,812
B	30,081	31,307	34,312
C	30,581	31,807	34,812
D	31,081	32,307	35,312
E	31,581	32,807	35,812
F	33,299	34,525	37,530
G	35,017	36,243	39,248
H	36,735	37,961	40,966
I	38,453	39,679	42,684
J	40,171	41,397	44,402
K	41,889	43,115	46,128
OG			51,096

YEAR 1	2019-20		
Step	Co Sub	90	BA
A	29,581	30,807	33,812
B	30,081	31,307	34,312
C	30,581	31,807	34,812
D	31,081	32,307	35,312
E	31,581	32,807	35,812
F	33,299	34,525	37,530
G	35,017	36,243	39,248
H	36,735	37,961	40,966
I	38,453	39,679	42,684
J	40,171	41,397	44,402
K	41,889	43,115	46,128
OG			51,096

<i>YEAR 2</i>	<i>2020-21</i>		
Step	Co Sub	90	BA
A	29,581	30,807	33,812
B	30,081	31,307	34,312
C	30,581	31,807	34,812
D	31,081	32,307	35,312
E	31,581	32,807	35,812
F	33,299	34,525	37,530
G	35,017	36,243	39,248
H	36,735	37,961	40,966
I	38,453	39,679	42,684
J	40,171	41,397	44,402
K	41,889	43,115	46,128
OG			51,096

<i>YEAR 3</i>	<i>2021-22</i>		
Step	Co Sub	90	BA
A	29,581	30,807	33,812
B	30,081	31,307	34,312
C	30,581	31,807	34,812
D	31,081	32,307	35,312
E	31,581	32,807	35,812
F	33,299	34,525	37,530
G	35,017	36,243	39,248
H	36,735	37,961	40,966
I	38,453	39,679	42,684
J	40,171	41,397	44,402
K	41,889	43,115	46,128
OG			51,096

<i>Year 4</i>	<i>2022-23</i>		
Step	Co Sub	90	BA
A	29,581	30,807	33,812
B	30,081	31,307	34,312
C	30,581	31,807	34,812
D	31,081	32,307	35,312
E	31,581	32,807	35,812
F	33,299	34,525	37,530
G	35,017	36,243	39,248
H	36,735	37,961	40,966
I	38,453	39,679	42,684
J	40,171	41,397	44,402
K	41,889	43,115	46,128
OG			51,096

SCHEDULE E
SUMMER SCHOOL / AFTER SCHOOL

Position	2019-23
Teacher	\$30.00
Head Teacher	\$31.50
Home Instruction	\$36.00

SCHEDULE F
SUBSTITUTES

The per diem salary of substitute teachers shall be one hundred dollars (\$100.00)

SCHEDULE G
PRIOR SERVICE

Credit on the salary guide for prior service will be given to new teachers for years of accredited/certified public school teaching experience, on a year-for-year basis, up to eleven (11) years on the salary guide, with placement on Step 12 (for schedule A, up to twelve (12) years on the salary guide with placement at Step L.)

Prior to any granting of advanced standing on the salary guide, in excess of above, for new teachers in critical certification areas, the District shall meet with the JCEA to jointly assess the critical nature of the certification and the need for such advanced placement prior to appointment.

SCHEDULE H **LONGEVITY**

In recognition of service in the Jersey City School District, longevity payments shall be made, upon completion of the following years of service:

Years of Service	2019-23
16	\$1000
20	\$1000
25	\$1700
30	\$1700
35	\$2000
40	\$2000
45	\$2000

This payment is in addition to the scheduled salary guide and shall be considered to be part of teacher's total salary.

SCHEDULE I

Lip Reading	\$600
Reading Specialist	\$650
Speech/Language Specialist	\$1,050
Student Personnel Services	\$650
Teachers of the Deaf	\$650
Teachers of Sight Conservation	\$650
Learning Disability	\$1,050
School Social Workers	\$1,050

Teachers employed in the following areas prior to September 1981 shall continue to receive the additional stipend over and above their regular salary.

Pre-Vocational Shop and Related-Work Teachers	\$200
Remedial Arithmetic	\$550
All Teachers of Special Education	\$650*

* Eligibility for this stipend shall be limited to those specific special education positions set forth in the applicable provision of Schedule "I" from the expired 1998-2001 collective bargaining agreement. The stipend shall be \$650 unless otherwise provided in that agreement.

SCHEDULE J **ATHLETIC COACHES**

The annual salary of the following athletic coaches shall be increased above the salary guide based on the first step in Schedule A of the current salary guide as follows:

SPORT

Football	
(Head Coach)	20.62%
(Assistant Coach)	12.13%
Basketball	
(Head Coach)	20.62%
(Assistant Coach)	12.13%
(JV Coach)	12.13%
(Freshman Coach)	11.40%
Baseball	
(Head Coach)	15.16%
(Assistant Coach)	9.10%
(JV Coach)	9.10%
Softball	
(Head Coach)	15.16%
(Assistant Coach)	9.10%
(JV Coach)	9.10%
Soccer	
(Head Coach)	15.16%
(Assistant Coach)	9.10%
(JV Coach)	9.10%
(Freshman Coach)	9.10%

Track/Cross Country	
(Head Coach)	5.16%
(Assistant Coach)	3.94%
Winter/Indoor Track	
(Head Coach)	6.37%
(Assistant Coach)	5.16%
Spring/ Outdoor Track	
(Head Coach)	10.62%
(Assistant Coach)	6.98%
Swimming	
(Head Coach)	9.71%
(Assistant Coach)	6.43%
Bowling	
(Head Coach)	8.49%
Tennis	
(Head Coach)	6.37%
(Assistant Coach)	4.55%
Volleyball	
(Head Coach)	9.10%
(Assistant Coach)	6.07%
Cheerleaders	
(Varsity Coach)	10.62%
(JV Coach)	6.98%
Advisors	
(Pep Squad Advisor)	3.34%
(Color Guard Advisor)	3.34%
(Strutters Advisor)	3.34%
(Twirler Advisor)	3.34%
Golf	
(Head Coach)	6.37%
(Assistant coach)	3.94%

Coaches shall receive an extended service increment of one-hundred dollars (\$100) after one (1) year of service and for each additional year to a maximum of twenty (20) years.

SCHEDULE K TUITION REIMBURSEMENT

Tuition reimbursement for graduate credits shall be paid to a maximum, per credit, of the equivalent of the tuition charged for one (1) THREE (3) credit graduate course offered by the New Jersey City University. Reimbursement is subject to approval of the Superintendent and attainment of a B average or better.

Appropriated for teacher:

<u>2019/2020</u>	<u>2020/2021</u>	<u>2021/2022</u>	<u>2022-2023</u>
\$450,000	\$450,000	\$450,000	\$450,000

Appropriated for teacher Assistants:

<u>2019/2020</u>	<u>2020/2021</u>	<u>2021/2022</u>	<u>2022-2023</u>
\$20,000	\$20,000	\$20,000	\$20,000

If a total is more than district allows, reimbursement will be prorated.

SCHEDULE L CONTINUING EDUCATION REIMBURSEMENT

The School District shall reimburse teachers the cost of three (3) clock hours annually in meeting their Continuing Education Program requirements conditioned upon the advanced approval of the expense by the appropriate administrator. This reimbursement shall be in addition to the Tuition Reimbursement of Schedule K.

NEGOTIATING TEAM
2019-2023

RONALD GRECO..... President
TINA THORP Second Vice President
EILEEN DIPRIMA..... Treasurer
COLLEEN KELLEHER..... Financial Secretary
KEVIN REED Member At Large
TIFFANY GRANT-SIMMONS..... Member At Large
REGINALD GRAHAM..... Member At Large
JOEL CARHUAZ Teacher PS 27
BOB CECCHINI..... Consultant
JOHN DILLON..... NJEA UniServ Field Representative
PHILIP FEINTUCH, ESQ..... Legal Counsel

JERSEY CITY PUBLIC SCHOOLS OFFICERS

Mr. Franklin Walker
Acting Superintendent of Schools

Mrs. Regina Robinson
Business Administrator

Ms. Ellen Ruane
Associate Superintendent

Mr. Gary Murphy
Human Resources

Mr. Sudhan Thomas
Board President

Mr. Lorenzo Richardson
Board Vice President

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NOTES



JERSEY CITY EDUCATION ASSOCIATION, INC.

**JERSEY CITY BOARD OF EDUCATION
AND
JERSEY CITY EDUCATION ASSOCIATION
2023-2027**

**MEMORANDUM OF AGREEMENT
May 9, 2023**

The Jersey City Board of Education ("Board") and the Jersey City Education Association ("Association") hereby agree to incorporate all terms and conditions of the Collective Bargaining Agreement that expires on June 30, 2023, into the successor Collective Bargaining Agreement except for the modifications set forth below. The parties acknowledge that these terms and conditions are subject to ratification by their respective memberships. The parties agree to recommend these terms and conditions to their respective constituents for ratification.

1. Term of Contract

The term of the contract is 4 years: July 1, 2023 through June 30, 2027.

2. Salary Increase:

SCHEDULE A	Teachers, Attendance Counselors, Teacher Assistants
SCHEDULE B	School Psychologists, Speech Therapists, School Social Workers Learning Disability Teacher-Consultants

Effective July 1, 2023

All members will be placed on the appropriate step of their respective salary guide. Advanced degree/credits will receive \$4,000 additional for MA; \$8,000 additional for MA+32; and \$12,000 for DOC. Any members who become eligible for Longevity payments shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.

Effective July 1, 2024

All members will move one-step on the salary guide. Any members who become eligible for Longevity payments shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.

Effective July 1, 2025

All members will move one-step on the salary guide. Any members who become eligible for Longevity payments shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.

Effective July 1, 2026

All members will move one-step on the salary guide. Any members who become eligible for Longevity payments shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.

Salary increases shall be inclusive of increment and shall be as set forth in the attached salary guides:

2023-2024	2024-2025
2025-2026	2026-2027

3. Article 6 Teacher Rights

6-1 Change font to Bold.

4. Article 14 – Teacher Meetings

14-2 Revise the first sentence as follows: All staff may have eight (8) after school faculty meetings, inclusive of professional development, per school year.

5. Article 19 – Teaching Conditions

19-1 Preparation Periods

Delete the first sentence in the second paragraph and replace with “Teacher assistants shall have a 45 minute preparation period.

19-1.1 (a) through (d) Revise \$28 to \$45

19-1.1 (b) Revise \$14.00 to \$22.50

19-1.1e Revise \$28 to \$45

19-1.2 Revise September 15th to “the first day of school”

19-1.2 Revise \$28 to \$45

19-2.2 Revise annual stipend from \$6500 to \$10,000

19-5.3 Revise \$30 to \$45

19-6 Revise 30-minute duty free lunch to 45-minute duty free lunch and Revise \$30 to \$45

6. Article 21 – Number of Days and Hours of Employment

21-1 Teaching Year

Revise to the following:

Teachers shall be required to work one hundred eighty-three (183) days. The teacher year includes one (1) orientation day, a portion of which shall be utilized for Professional Development and one (1) day when no students are in attendance. Two and a half (2.5) hours on each of the first two days of school will be designated for classroom preparation.

One (1) school day of the school year shall be a one-session day for students. On that day, after the one-session day for students and a forty-five (45) minute duty free lunch period, two and one half (2 ½) hours shall be utilized for Professional Development. One (1) day in October when students are not in attendance shall also be used for professional development.

All new teachers shall be required to work one hundred eighty-five (185) days. The teaching year includes one (1) orientation day, a portion of which shall be utilized for Professional Development and one (1) day when students are not in attendance.

In the last paragraph of this article, delete "State Continuing Education Program" and replace with Professional Development.

7. Article 24 – Summer Hours

For summer hours, change the rate from \$30 to \$45

Athletic Trainers: Delete the entire section and replace as follows:

Annual stipend –The annual salary of athletic trainers shall be increased by 9% of Step 1 of the BA guide in each year of the contract. This stipend is part of the Athletic Trainers' salary, is pensionable, and will be paid in monthly installments throughout the school year. Athletic trainers will work the same calendar schedule as set forth by the New Jersey State Interscholastic Athletic Association (NJSIAA).

8. Article 30 Accumulated Sick Leave Incentive Plan

30-2 Revise as follows: A teacher who has at least three (3) years of service within the Jersey City School District shall have the option of trading in one-half (1/2) of the sick days that she/she has accumulated in Jersey City after September 1, 1972 at a rate of \$50 per day.

9. Article 34 - Leave for Personal Business

34-2.1 Delete the last sentence and replace with: Employees may preschedule a half day or a full day for personal business.

10. Article 42 Miscellaneous

42-3 Revise as follows: The Association agrees that teachers will, if requested, meet with parents during the evening inclusive of the traditional open-house practice. *These meetings may take place virtually. None of these three (3) evening meetings shall be conducted in December, January, or February. The two evening report card nights in November and April shall be conducted virtually from the teacher's home.*

42-6 Delete in its entirety.

42-7 Revise as follows: Lunch duty and fifths, as agreed to by the District and the Association, shall be paid in their regular paycheck.

11. Article 43 – Duration

43-1 Change the dates to July 1, 2023 and June 30, 2027.

12. SCHEDULE E

Revise as follows:

Position	2023-2027
Teacher	\$45.00 per hour
Head Teacher	\$47.00 per hour

Home Instruction	\$51.00 per hour
------------------	------------------

13. SCHEDULE G - Prior Service on the Guide

Delete the first paragraph and replace as follows: Credit on the salary guide for prior service will be given to new teachers for years of accredited/certified public school teaching experience on a year-for-year basis up to the step prior to the last step on the salary guide. (The remainder of this schedule remains the same.)

14. SCHEDULE H – LONGEVITY

In recognition of service in the Jersey City School District, longevity payments shall be made, upon completion of the following years of service:

Years of Service	2023-2027
16	\$1,500
20	\$2,000
25	\$2,200
30	\$2,600
35	\$2,000
40	\$2,000
45	\$2,000

This payment shall be cumulative and is in addition to the scheduled salary guide and shall be considered to be part of teacher's total salary.

15. SCHEDULE I - STIPENDS

Revise as follows:

Speech Language Specialists, Learning Disability Teacher-Consultants, and School Social Workers shall no longer receive stipends and instead will be placed on the Psychologist Salary Guide, effective July 1, 2023.

New stipends:

Anti-Bullying Specialist - \$1,000

Crisis Intervention Teachers - \$1,000

Anti-Bullying Specialist	\$1,000
Crisis Intervention Teacher	\$1,000
Lip Reading	\$1,500
Reading Specialist	\$1,500
Student Personnel Services	\$2,000
Teacher of the Deaf	\$1,500
Teacher of Sight Conservation	\$1,500

16. NEW ARTICLES

- a) Teachers who were replacement teachers for at least one full school year will receive one year of credit on the salary guide when they are hired as full-time teachers.
- b) Add Article - All bargaining unit members will use a card swiping system for entry into schools and departments every day. During the first year of implementation of this system, members will not be docked pay for being late to work. Commencing with the second year of implementation, members may be docked one-half (1/2) day of pay upon arriving late a 7th time in each semester of school. It is agreed that, before an employee is docked for being late, the school administrator will meet with the employee.
- c) Add Article – Workplace Democracy Enhancement Act of 2018

Workplace Democracy Enhancement Act of 2018

- 1) The Board shall provide to the Association access to all members and potential members of the negotiation's units.
- 2) **Access to Negotiations Unit Members** Access to members of the Association and potential members (negotiations unit members) shall include, but not be limited to the following:
 - a) The Jersey City Education Association (JCEA) shall have the right to meet with individual employees on the premises of district buildings during the work day to investigate and discuss grievances, workplace-related complaints, and other workplace issues. When possible, these meetings shall occur during lunch or other non-work breaks.
 - b) The JCEA shall have the right to conduct worksite meetings during lunch and other non-work breaks, and before and after the workday, on workplace premises and to use district buildings and facilities to discuss workplace issues, collective negotiations, the administration of collective negotiations agreements, other matters related to the duties of the Association, and internal union matters involving the governance or business of the exclusive representative employee organization.
 - c) The JCEA shall have the right to meet with newly hired employees, without charge to the pay or leave time of the employees within thirty (30) calendar days from the date of hire or the date hire was reported to the Association. Such meeting may occur during new employee orientations, or if the employer does not conduct new employee orientations within those 30 days, at individual or group meetings. Meeting duration time is up to 120 minutes, in no cases less than 30 minutes, with final duration of time needed to be determined by the JCEA. When these meetings occur outside of scheduled orientation, the JCEA will work with the administration to schedule the meetings at a time which will cause the least disruption to the school day.
 - d) Every 120 calendar days, the board shall provide to the JCEA an updated roster of unit employees, a list of new hires since the previous 120-day period and a list of separated employees since the previous period. The files will be transmitted electronically in an Excel file format or similar delimited style file format that has manipulability and has been agreed to by the JCEA. Each report shall include: name, job title, worksite location, home address, work telephone numbers, and any home and personal cellular telephone numbers on file with the board, date of hire, and work email address and any personal email address on file with the board.
 - e) The home addresses, phone numbers, email addresses, date of birth, and negotiation units and groupings of employees, and the emails or other communications between employee organizations and their members, prospective members, and non-members, are not government records and are exempt from any disclosure requirements of P.L. 1963, c.73 (C.47:1A-1 et seq.) The board shall not disclose employee information, except as outlined in sections 2.d and 2.e above.
 - f) The JCEA shall have the right to use the email systems of the board to communicate regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union. Use of the email systems is reserved for the elected officers of the Association, including chief building representatives and shall not be used for purposes of electioneering, campaigning for office,

disparagement of any employee, or other matters that are not internal governance or business of the union. Such communications shall be considered confidential.

3) **Union Protection**

a. The Board and/or its agents, members of the administration, shall not encourage negotiation unit members to resign or relinquish membership in the Association and shall not encourage negotiations unit members to revoke authorization of the deduction of fees to the Association of its unified affiliates.

a) b. The Board and/or its agents, members of the administration, shall not encourage or discourage an employee from joining or assisting the Association.

4) **Membership Withdrawal**

a. Should a negotiations unit member notify the Board or its agents that they wish to resign or relinquish membership in the Association, the Board shall require the member to submit a dues termination form and the Board shall provide a copy of same to the Association's president or his/her designee within five (5) calendar days of receiving the form from the unit member. Negotiations unit members may only resign or relinquish their membership or terminate dues deduction during the ten (10) calendar days following each anniversary date of the employee's employment. A withdrawal shall take effect on the thirtieth (30th) calendar day after the anniversary date.

5) **Definition**

a. The Parties agree that the date of hire shall be defined as the first day of work in the then current district for any negotiations unit member. This shall include any new employee orientation day(s) required by the Board.

6) **Enforcement**

a. This article shall be enforceable through the parties' grievance procedure, which shall include binding arbitration as outlined in the Workplace Democracy Enhancement Act of 2018.

7) **Release Time**

a. The Board shall release, without loss of pay, an Association Representative(s) and/or designee(s) designated by the Association President and permit him/her/them to visit any work station for the purposes of meeting with newly hired employees, to investigate working conditions, employee complaints or problems, or for any other purposes relating to terms and conditions of employment.

17. Salary guides shall be developed mutually by the parties and signed off prior to ratification of the new agreement.

18. All other proposals not incorporated herein shall be deemed withdrawn by the party who submitted such proposal.

19. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents.

20. All other terms and conditions not contained herein shall remain status quo.

21. A duplicate of this memorandum has been furnished to and received by representatives of the parties. This agreement consists of 6 pages.

FOR THE BOARD:

Claudia Fernandez
James A. Ischke
Agustine
Natalie Trzaska
Paul J. Hummel
Margaret McKenzie

FOR THE ASSOCIATION:

Ronald Drew
Roger [Signature]
Don Reed
Gail [Signature]
B. Grant Simmons
Charles Bini
Bob [Signature]

BASE YEAR

2022-23 Jersey City EA Teachers

Salary Guide

Step	BA	MA	MA32	PhD
A	61,000	64,800	68,600	72,400
B	61,000	64,800	68,600	72,400
C	61,000	64,800	68,600	72,400
D	61,000	64,800	68,600	72,400
E	61,000	64,800	68,600	72,400
F	61,000	64,800	68,600	72,400
G	61,000	64,800	68,600	72,400
H	61,000	64,800	68,600	72,400
I	66,530	70,330	74,130	77,930
J	74,030	77,830	81,630	85,430
K	81,530	85,330	89,130	92,930
L	89,030	92,830	96,630	100,430
M	96,530	100,330	104,130	107,930
M+	104,280	108,080	111,880	115,680

Scattergram

Step	BA	MA	MA32	PhD	Total	Percent
A	48.00	10.00	3.00	-	61.00	2.43%
B	41.00	27.00	7.00	-	75.00	2.98%
C	49.00	17.00	4.00	-	70.00	2.78%
D	32.00	-	-	1.00	33.00	1.31%
E	11.00	17.00	3.00	1.00	32.00	1.27%
F	33.00	34.00	8.00	-	75.00	2.98%
G	80.00	70.00	21.00	4.00	175.00	6.96%
H	56.00	53.00	16.00	1.00	126.00	5.01%
I	19.00	22.00	9.00	1.00	51.00	2.03%
J	76.00	59.00	32.00	1.00	168.00	6.68%
K	50.00	39.00	10.00	1.00	100.00	3.98%
L	61.00	57.00	23.00	2.00	143.00	5.69%
M	36.00	38.00	18.00	2.00	94.00	3.74%
M+	537.00	476.00	287.00	12.00	1,312.00	52.17%
Totals	1,129.00	919.00	441.00	26.00	2,515.00	100.00%
Percent	44.89%	36.54%	17.53%	1.03%		

DR

DR

GR

HR

TS

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YEAR 1

2023-24

Jersey City EA Teachers

Salary Guide Step	BA	MA	MA32	PhD	
		4,000	8,000	12,000	239,100,037
					-3
1	61,000	65,000	69,000	73,000	
2	61,500	65,500	69,500	73,500	
3	62,500	66,500	70,500	74,500	
4	63,500	67,500	71,500	75,500	
5	65,000	69,000	73,000	77,000	
6	68,000	72,000	76,000	80,000	
7	74,030	78,030	82,030	86,030	
8	81,530	85,530	89,530	93,530	
9	89,030	93,030	97,030	101,030	
10	96,530	100,530	104,530	108,530	
11	104,280	108,280	112,280	116,280	
12	106,780	110,780	114,780	118,780	2,500

Scattergram Step	BA	MA	MA32	PhD	Total	Percent
1	-	-	-	-	-	-
2	89.00	37.00	10.00	-	136.00	5.41%
3	92.00	34.00	7.00	2.00	135.00	5.37%
4	33.00	34.00	8.00	-	75.00	2.98%
5	80.00	70.00	21.00	4.00	175.00	6.96%
6	56.00	53.00	16.00	1.00	126.00	5.01%
7	19.00	22.00	9.00	1.00	51.00	2.03%
8	76.00	59.00	32.00	1.00	168.00	6.68%
9	50.00	39.00	10.00	1.00	100.00	3.98%
10	61.00	57.00	23.00	2.00	143.00	5.69%
11	36.00	38.00	18.00	2.00	94.00	3.74%
12	537.00	476.00	287.00	12.00	1,312.00	52.17%
Totals	1,129.00	919.00	441.00	26.00	2,515.00	100.00%
Percent	44.89%	36.54%	17.53%	1.03%		

YEAR 2

2024-25 Jersey City EA Teachers

Salary Guide Step	BA	MA	MA32	PhD	248,538,921 -9
1	61,250	65,250	69,250	73,250	
2	61,750	65,750	69,750	73,750	
3	62,750	66,750	70,750	74,750	
4	63,750	67,750	71,750	75,750	
5	65,250	69,250	73,250	77,250	
6	68,250	72,250	76,250	80,250	
7	74,250	78,250	82,250	86,250	
8	82,000	86,000	90,000	94,000	
9	90,000	94,000	98,000	102,000	
10	97,250	101,250	105,250	109,250	
11	105,000	109,000	113,000	117,000	
12	109,280	113,280	117,280	121,280	2,500

Scattergram Step	BA	MA	MA32	PhD	Total	Percent
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	89.00	37.00	10.00	-	136.00	5.41%
4	92.00	34.00	7.00	2.00	135.00	5.37%
5	33.00	34.00	8.00	-	75.00	2.98%
6	80.00	70.00	21.00	4.00	175.00	6.96%
7	56.00	53.00	16.00	1.00	126.00	5.01%
8	19.00	22.00	9.00	1.00	51.00	2.03%
9	76.00	59.00	32.00	1.00	168.00	6.68%
10	50.00	39.00	10.00	1.00	100.00	3.98%
11	61.00	57.00	23.00	2.00	143.00	5.69%
12	573.00	514.00	305.00	14.00	1,406.00	55.90%
Totals	1,129.00	919.00	441.00	26.00	2,515.00	100.00%
Percent	44.89%	36.54%	17.53%	1.03%		

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YEAR 3**2025-26****Jersey City EA Teachers**

Salary Guide Step	BA	4,000 MA	8,000 MA32	12,000 PhD	258,532,208 -12
1	61,500	65,500	69,500	73,500	
2	62,000	66,000	70,000	74,000	
3	63,000	67,000	71,000	75,000	
4	64,000	68,000	72,000	76,000	
5	65,500	69,500	73,500	77,500	
6	68,500	72,500	76,500	80,500	
7	74,600	78,600	82,600	86,600	
8	83,000	87,000	91,000	95,000	
9	91,000	95,000	99,000	103,000	
10	98,250	102,250	106,250	110,250	
11	105,250	109,250	113,250	117,250	
12	111,780	115,780	119,780	123,780	2,500

Scattergram Step	BA	MA	MA32	PhD	Total	Percent
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	89.00	37.00	10.00	-	136.00	5.41%
5	92.00	34.00	7.00	2.00	135.00	5.37%
6	33.00	34.00	8.00	-	75.00	2.98%
7	80.00	70.00	21.00	4.00	175.00	6.96%
8	56.00	53.00	16.00	1.00	126.00	5.01%
9	19.00	22.00	9.00	1.00	51.00	2.03%
10	76.00	59.00	32.00	1.00	168.00	6.68%
11	50.00	39.00	10.00	1.00	100.00	3.98%
12	634.00	571.00	328.00	16.00	1,549.00	61.59%
Totals	1,129.00	919.00	441.00	26.00	2,515.00	100.00%
Percent	44.89%	36.54%	17.53%	1.03%		






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Year 4
2026-27 Jersey City EA Teachers

Salary Guide Step	BA	4,000 MA	8,000 MA32	12,000 PhD	269,052,517 11,567
1	63,000	67,000	71,000	75,000	
2	64,000	68,000	72,000	76,000	
3	65,000	69,000	73,000	77,000	
4	66,000	70,000	74,000	78,000	
5	66,680	70,680	74,680	78,680	
6	70,000	74,000	78,000	82,000	
7	76,000	80,000	84,000	88,000	
8	84,000	88,000	92,000	96,000	
9	91,000	95,000	99,000	103,000	
10	98,250	102,250	106,250	110,250	
11	105,250	109,250	113,250	117,250	
12	114,280	118,280	122,280	126,280	2,500

Scattergram Step	BA	MA	MA32	PhD	Total	Percent
1	-	-	-	-	-	-
2	-	-	-	-	-	-
3	-	-	-	-	-	-
4	-	-	-	-	-	-
5	89.00	37.00	10.00	-	136.00	5.41%
6	92.00	34.00	7.00	2.00	135.00	5.37%
7	33.00	34.00	8.00	-	75.00	2.98%
8	80.00	70.00	21.00	4.00	175.00	6.96%
9	56.00	53.00	16.00	1.00	126.00	5.01%
10	19.00	22.00	9.00	1.00	51.00	2.03%
11	76.00	59.00	32.00	1.00	168.00	6.68%
12	684.00	610.00	338.00	17.00	1,649.00	65.57%
Totals	1,129.00	919.00	441.00	26.00	2,515.00	100.00%
Percent	44.89%	36.54%	17.53%	1.03%		

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11/18/18

BASE YEAR**2022-23 Jersey City EA Ed Services (LDTs, Psychologists, Social Workers, Spee****Salary Guide**

Step	MA	MA32	PhD
1	70,950	74,750	78,550
2	73,800	77,600	81,400
3	76,650	80,450	84,250
4	79,500	83,300	87,100
5	82,350	86,150	89,950
6	85,720	89,520	93,320
7	89,090	92,890	96,690
8	92,460	96,260	100,060
9	95,830	99,630	103,430
10	99,160	102,960	106,760
11	102,590	106,390	110,190
12	106,120	109,920	113,720
13	109,750	113,550	117,350

Scattergram

Step	MA	MA32	PhD	Total	Percent
1	5.00	1.00	-	6.00	3.03%
2	29.00	7.00	-	36.00	18.18%
3	1.00	-	-	1.00	0.51%
4	5.00	4.00	-	9.00	4.55%
5	-	1.00	-	1.00	0.51%
6	5.00	4.00	-	9.00	4.55%
7	2.00	2.00	-	4.00	2.02%
8	3.00	1.00	-	4.00	2.02%
9	1.00	1.00	1.00	3.00	1.52%
10	2.00	5.00	-	7.00	3.54%
11	-	-	1.00	1.00	0.51%
12	5.00	7.00	1.00	13.00	6.57%
13	11.00	87.00	6.00	104.00	52.53%
Totals	69.00	120.00	9.00	198.00	100.00%
Percent	34.85%	60.61%	4.55%		

YEAR 1

2023-24 Jersey City EA Ed Services (LDTs, Psychologists, Social Workers, Speech Therapists)

Salary Guide

Step

MA

MA32

PhD

1	71,450	75,250	79,050	500
2	74,300	78,100	81,900	500
3	77,150	80,950	84,750	500
4	80,000	83,800	87,600	500
5	82,850	86,650	90,450	500
6	86,220	90,020	93,820	500
7	89,590	93,390	97,190	500
8	92,960	96,760	100,560	500
9	96,330	100,130	103,930	500
10	99,660	103,460	107,260	500
11	103,090	106,890	110,690	500
12	107,370	111,170	114,970	1,250
13	112,250	116,050	119,850	2,500

Scattergram

Step

MA

MA32

PhD

Total

Percent

1	5.00	1.00	-	6.00	3.03%
2	29.00	7.00	-	36.00	18.18%
3	1.00	-	-	1.00	0.51%
4	5.00	4.00	-	9.00	4.55%
5	-	1.00	-	1.00	0.51%
6	5.00	4.00	-	9.00	4.55%
7	2.00	2.00	-	4.00	2.02%
8	3.00	1.00	-	4.00	2.02%
9	1.00	1.00	1.00	3.00	1.52%
10	2.00	5.00	-	7.00	3.54%
11	-	-	1.00	1.00	0.51%
12	5.00	7.00	1.00	13.00	6.57%
13	11.00	87.00	6.00	104.00	52.53%
Totals	69.00	120.00	9.00	198.00	100.00%
Percent	34.85%	60.61%	4.55%		

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4

YEAR 2

2024-25 Jersey City EA Ed Services (LDTs, Psychologists, Social Workers, Speech Therapists)

Salary Guide

Step	MA	MA32	PhD	
1-2	74,800	78,600	82,400	500
3	77,650	81,450	85,250	500
4	80,500	84,300	88,100	500
5	83,350	87,150	90,950	500
6	86,720	90,520	94,320	500
7	90,090	93,890	97,690	500
8	93,460	97,260	101,060	500
9	96,830	100,630	104,430	500
10	100,160	103,960	107,760	500
11	103,590	107,390	111,190	500
12	108,370	112,170	115,970	1000
13	114,750	118,550	122,350	2500

Scattergram

Step	MA	MA32	PhD	Total	Percent
0	-	-	-	-	-
1-2	5.00	1.00	-	6.00	3.03%
3	29.00	7.00	-	36.00	18.18%
4	1.00	-	-	1.00	0.51%
5	5.00	4.00	-	9.00	4.55%
6	-	1.00	-	1.00	0.51%
7	5.00	4.00	-	9.00	4.55%
8	2.00	2.00	-	4.00	2.02%
9	3.00	1.00	-	4.00	2.02%
10	1.00	1.00	1.00	3.00	1.52%
11	2.00	5.00	-	7.00	3.54%
12	-	-	1.00	1.00	0.51%
13	16.00	94.00	7.00	117.00	59.09%
Totals	69.00	120.00	9.00	198.00	100.00%
Percent	34.85%	60.61%	4.55%		

YEAR 3**2025-26 Jersey City EA Ed Services (LDTs, Psychologists, Social Workers, Spee****Salary Guide****Step****MA****MA32****PhD**

1	75,000	70,000	82,600	200
2-3	77,850	81,650	85,450	200
4	80,700	84,500	88,300	200
5	83,550	87,350	91,150	200
6	86,920	90,720	94,520	200
7	90,290	94,090	97,890	200
8	93,660	97,460	101,260	200
9	97,030	100,830	104,630	200
10	100,360	104,160	107,960	200
11	103,790	107,590	111,390	200
12	109,370	113,170	116,970	1000
13	117,250	121,050	124,850	2500

Scattergram**Step****MA****MA32****PhD****Total****Percent**

0	-	-	-	-	-
1	-	-	-	-	-
2-3	5.00	1.00	-	6.00	3.03%
4	29.00	7.00	-	36.00	18.18%
5	1.00	-	-	1.00	0.51%
6	5.00	4.00	-	9.00	4.55%
7	-	1.00	-	1.00	0.51%
8	5.00	4.00	-	9.00	4.55%
9	2.00	2.00	-	4.00	2.02%
10	3.00	1.00	-	4.00	2.02%
11	1.00	1.00	1.00	3.00	1.52%
12	2.00	5.00	-	7.00	3.54%
13	16.00	94.00	8.00	118.00	59.60%
Totals	69.00	120.00	9.00	198.00	100.00%
Percent	34.85%	60.61%	4.55%		

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Year 4

2026-27 Jersey City EA Ed Services (LDTs, Psychologists, Social Workers, Spec

Salary Guide

Step

MA

MA32

PhD

1	75,500	79,300	83,100	500
2	78,350	82,150	85,950	500
3-4	81,200	85,000	88,800	500
5	84,050	87,850	91,650	500
6	87,420	91,220	95,020	500
7	90,790	94,590	98,390	500
8	94,160	97,960	101,760	500
9	97,530	101,330	105,130	500
10	100,860	104,660	108,460	500
11	104,290	108,090	111,890	500
12	110,370	114,170	117,970	1000
13	119,750	123,550	127,350	2500

Scattergram

Step

MA

MA32

PhD

Total

Percent

0	-	-	-	-	-
1	-	-	-	-	-
2	-	-	-	-	-
3-4	5.00	1.00	-	6.00	3.03%
5	29.00	7.00	-	36.00	18.18%
6	1.00	-	-	1.00	0.51%
7	5.00	4.00	-	9.00	4.55%
8	-	1.00	-	1.00	0.51%
9	5.00	4.00	-	9.00	4.55%
10	2.00	2.00	-	4.00	2.02%
11	3.00	1.00	-	4.00	2.02%
12	1.00	1.00	1.00	3.00	1.52%
13	18.00	99.00	8.00	125.00	63.13%
Totals	69.00	120.00	9.00	198.00	100.00%
Percent	34.85%	60.61%	4.55%		

13/12/12

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BASE YEAR

2022-23 Jersey City EA Teacher Assistants

Salary Guide

Step	Co Sub	90	BA
A	30,081	31,307	34,312
B	30,581	31,807	34,812
C	31,081	32,307	35,312
D	31,581	32,807	35,812
E	32,081	33,307	36,312
F	33,799	35,025	38,030
G	35,517	36,743	39,748
H	37,235	38,461	41,466
I	38,953	40,179	43,184
J	40,671	41,897	44,902
K	42,389	43,615	46,628
OG			51,596

Scattergram

Step	Co Sub	90.00	BA	Total	Percent
A	1.00	-	8.00	9.00	5.84%
B	-	-	8.00	8.00	5.19%
C	-	-	-	-	-
D	-	-	-	-	-
E	-	-	-	-	-
F	-	-	1.00	1.00	0.65%
G	-	-	-	-	-
H	-	-	-	-	-
I	-	-	1.00	1.00	0.65%
J	-	-	-	-	-
K	36.00	17.00	1.00	54.00	35.06%
OG			81.00	81.00	52.60%
Totals	37.00	17.00	100.00	154.00	100.00%
Percent	24.03%	11.04%	64.94%		

YEAR 1**2023-24 Jersey City EA Teacher Assistants**

Salary Guide Step	Co Sub	90	BA	7,314,045 (29)
1	30,934	32,160	35,165	
2	31,434	32,660	35,665	
3	31,934	33,160	36,165	
4	32,434	33,660	36,665	
5	32,934	34,160	37,165	
6	34,634	35,860	38,865	
7	36,334	37,560	40,565	
8	38,034	39,260	42,265	
9	39,734	40,960	43,965	
10	41,434	42,660	45,665	
11	43,126	44,352	47,365	
12	-	-	52,625	1,285 (0)

Scattergram Step	Co Sub	90.00	BA	Total	Percent
1	-	-	-	-	-
2	1.00	-	8.00	9.00	5.84%
3	-	-	8.00	8.00	5.19%
4	-	-	-	-	-
5	-	-	-	-	-
6	-	-	-	-	-
7	-	-	1.00	1.00	0.65%
8	-	-	-	-	-
9	-	-	-	-	-
10	-	-	1.00	1.00	0.65%
11	36.00	17.00	-	53.00	34.42%
12	-	-	82.00	82.00	53.25%
Totals	37.00	17.00	100.00	154.00	100.00%
Percent	24.03%	11.04%	64.94%		

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YEAR 2

2024-25 Jersey City EA Teacher Assistants

Salary Guide Step	Co Sub	90	BA	7,412,083 9
1	30,934	32,160	35,165	
2	31,434	32,660	35,665	
3	31,934	33,160	36,165	
4	32,434	33,660	36,665	
5	32,934	34,160	37,165	
6	34,634	35,860	38,865	
7	36,334	37,560	40,565	
8	38,034	39,260	42,265	
9	39,734	40,960	43,965	
10	41,434	42,660	45,665	
11	43,126	44,352	47,365	
12	-	-	53,675	1,359 0

Scattergram Step	Co Sub	90.00	BA	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	1.00	-	8.00	9.00	5.84%
4	-	-	8.00	8.00	5.19%
5	-	-	-	-	-
6	-	-	-	-	-
7	-	-	-	-	-
8	-	-	1.00	1.00	0.65%
9	-	-	-	-	-
10	-	-	-	-	-
11	36.00	17.00	1.00	54.00	35.06%
12	-	-	82.00	82.00	53.25%
Totals	37.00	17.00	100.00	154.00	100.00%
Percent	24.03%	11.04%	64.94%		


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YEAR 3

2025-26 Jersey City EA Teacher Assistants

Salary Guide Step	Co Sub	90	BA	7,510,655 231
1	30,934	32,160	35,165	
2	31,434	32,660	35,665	
3	31,934	33,160	36,165	
4	32,434	33,660	36,665	
5	32,934	34,160	37,165	
6	34,634	35,860	38,865	
7	36,334	37,560	40,565	
8	38,034	39,260	42,265	
9	39,734	40,960	43,965	
10	41,434	42,660	45,665	
11	43,126	44,352	47,365	
12	-	-	54,750	1,413 1

Scattergram Step	Co Sub	90.00	BA	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	1.00	-	8.00	9.00	5.84%
5	-	-	8.00	8.00	5.19%
6	-	-	-	-	-
7	-	-	-	-	-
8	-	-	-	-	-
9	-	-	1.00	1.00	0.65%
10	-	-	-	-	-
11	36.00	17.00	1.00	54.00	35.06%
12	-	-	82.00	82.00	53.25%
Totals	37.00	17.00	100.00	154.00	100.00%
Percent	24.03%	11.04%	64.94%		

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Year 4
2026-27 Jersey City EA Teacher Assistants

Salary Guide				7,629,089
Step	Co Sub	90	BA	180
1	30,934	32,160	35,165	
2	31,434	32,660	35,665	
3	31,934	33,160	36,165	
4	32,434	33,660	36,665	
5	32,934	34,160	37,165	
6	34,634	35,860	38,865	
7	36,334	37,560	40,565	
8	38,034	39,260	42,265	
9	39,734	40,960	43,965	
10	41,434	42,660	45,665	
11	43,126	44,352	47,365	
12	-	-	55,850	1,362
				1

Scattergram					
Step	Co Sub	90.00	BA	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	-	-	-	-	-
5	1.00	-	8.00	9.00	5.84%
6	-	-	8.00	8.00	5.19%
7	-	-	-	-	-
8	-	-	-	-	-
9	-	-	-	-	-
10	-	-	1.00	1.00	0.65%
11	36.00	17.00	-	53.00	34.42%
12	-	-	83.00	83.00	53.90%
Totals	37.00	17.00	100.00	154.00	100.00%
Percent	24.03%	11.04%	64.94%		

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19

BASE YEAR

2022-23 Jersey City EA Attendance Counselors

Salary Guide

Step	BA	MA	MA32
1	53,354	56,654	59,954
2	56,154	59,454	62,754
3	58,954	62,254	65,554
4	61,754	65,054	68,354
5	64,554	67,854	71,154
6	67,354	70,654	73,954
7	70,154	73,454	76,754
8	72,954	76,254	79,554
9	75,754	79,054	82,354
10	78,554	81,854	85,154
11	81,354	84,654	87,954
12	84,154	87,454	90,754
13	86,954	90,254	93,554
14	89,754	93,054	96,354

Scattergram

Step	BA	MA	MA32	Total	Percent
1	-	-	-	-	-
2	4.00	-	-	4.00	57.14%
3	-	-	-	-	-
4	-	-	-	-	-
5	-	-	-	-	-
6	-	1.00	-	1.00	14.29%
7	-	-	-	-	-
8	-	1.00	-	1.00	14.29%
9	-	-	-	-	-
10	-	-	-	-	-
11	-	-	-	-	-
12	-	-	-	-	-
13	-	-	-	-	-
14	1.00	-	-	1.00	14.29%
Totals	5.00	2.00	-	7.00	100.00%
Percent	71.43%	28.57%	-		

[Handwritten signatures and initials]

YEAR 1**2023-24 Jersey City EA Attendance Counselors**

Salary Guide Step	BA	4,000 MA	8,000 MA32	481,980 2
1	58,954	62,954	66,954	100
2	61,754	65,754	69,754	100
3	64,554	68,554	72,554	100
4	67,354	71,354	75,354	100
5	70,154	74,154	78,154	100
6	72,954	76,954	80,954	100
7	75,754	79,754	83,754	100
8	78,554	82,554	86,554	100
9	81,354	85,354	89,354	100
10	84,154	88,154	92,154	100
11	86,954	90,954	94,954	100
12	92,254	96,254	100,254	2,500

Scattergram Step	BA	MA	MA32	Total	Percent
1	4.00	-	-	4.00	57.14%
2	-	-	-	-	-
3	-	-	-	-	-
4	-	-	-	-	-
5	-	1.00	-	1.00	14.29%
6	-	-	-	-	-
7	-	1.00	-	1.00	14.29%
8	-	-	-	-	-
9	-	-	-	-	-
10	-	-	-	-	-
11	-	-	-	-	-
12	1.00	-	-	1.00	14.29%
Totals	5.00	2.00	-	7.00	100.00%
Percent	71.43%	28.57%	-		

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YEAR 2

2024-25 Jersey City EA Attendance Counselors

Salary Guide Step	BA	4,000 MA	8,000 MA32	501,879 601
1	58,954	62,954	66,954	100
2	61,754	65,754	69,754	100
3	64,554	68,554	72,554	100
4	67,354	71,354	75,354	100
5	70,154	74,154	78,154	100
6	72,954	76,954	80,954	100
7	75,754	79,754	83,754	100
8	78,554	82,554	86,554	100
9	81,354	85,354	89,354	100
10	84,154	88,154	92,154	100
11	86,954	90,954	94,954	100
12	94,754	98,754	102,754	2,500

Scattergram Step	BA	MA	MA32	Total	Percent
0	-	-	-	-	-
0	-	-	-	-	-
1	-	-	-	-	-
2	4.00	-	-	4.00	57.14%
3	-	-	-	-	-
4	-	-	-	-	-
5	-	-	-	-	-
6	-	1.00	-	1.00	14.29%
7	-	-	-	-	-
8	-	1.00	-	1.00	14.29%
9	-	-	-	-	-
10	-	-	-	-	-
11	-	-	-	-	-
12	1.00	-	-	1.00	14.29%
Totals	5.00	2.00	-	7.00	100.00%
Percent	71.43%	28.57%	-		

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YEAR 3**2025-26****Jersey City EA Attendance Counselors**

Salary Guide Step	BA	4,000 MA	8,000 MA32	521,154 576
1	58,954	62,954	66,954	
2	61,754	65,754	69,754	
3	64,554	68,554	72,554	
4	67,354	71,354	75,354	
5	70,154	74,154	78,154	
6	72,954	76,954	80,954	
7	75,754	79,754	83,754	
8	78,554	82,554	86,554	
9	81,354	85,354	89,354	
10	84,154	88,154	92,154	
11	86,954	90,954	94,954	
12	97,254	101,254	105,254	2,500

Scattergram Step	BA	MA	MA32	Total	Percent
0	-	-	-	-	-
0	-	-	-	-	-
1	-	-	-	-	-
2	-	-	-	-	-
3	4.00	-	-	4.00	57.14%
4	-	-	-	-	-
5	-	-	-	-	-
6	-	-	-	-	-
7	-	1.00	-	1.00	14.29%
8	-	-	-	-	-
9	-	1.00	-	1.00	14.29%
10	-	-	-	-	-
11	-	-	-	-	-
12	1.00	-	-	1.00	14.29%
Totals	5.00	2.00	-	7.00	100.00%
Percent	71.43%	28.57%	-		

Year 4
2026-27 Jersey City EA Attendance Counselors

Salary Guide Step	BA	4,000 MA	8,000 MA32	541,396 1,518
1	58,954	62,954	66,954	100
2	61,754	65,754	69,754	100
3	64,554	68,554	72,554	100
4	67,354	71,354	75,354	100
5	70,154	74,154	78,154	100
6	72,954	76,954	80,954	100
7	75,754	79,754	83,754	100
8	78,554	82,554	86,554	100
9	81,354	85,354	89,354	100
10	84,154	88,154	92,154	1,000
11	86,954	90,954	94,954	2,000
12	99,754	103,754	107,754	2,500

Scattergram Step	BA	MA	MA32	Total	Percent
0	-	-	-	-	-
0	-	-	-	-	-
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	4.00	-	-	4.00	57.14%
5	-	-	-	-	-
6	-	-	-	-	-
7	-	-	-	-	-
8	-	1.00	-	1.00	14.29%
9	-	-	-	-	-
10	-	1.00	-	1.00	14.29%
11	-	-	-	-	-
12	1.00	-	-	1.00	14.29%
Totals	5.00	2.00	-	7.00	100.00%
Percent	71.43%	28.57%	-		

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Jersey City 2023-24 Draft May 08 v2 for printing

NUEA Research, NJ

Summery May 05

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LONGEVITY

		CUMULATIVE TOTALS		
A	16-19	539.00	1,000	539,000
B	20-24	733.00	2,000	1,466,000
C	25-29	160.00	3,700	592,000
D	30-34	49.00	5,400	264,600
E	35-39	21.00	7,400	155,400
F	40-44	7.00	9,400	65,800
G	45+	7.00	11,400	79,800
		1,516		3,162,600

Amounts

1,000
1,000
1,700
1,700
2,000
2,000
2,000

LONGEVITY MODIFICATION 1

A	16-19	539.00	1,500	808,500
B	20-24	733.00	3,500	2,565,500
C	25-29	160.00	5,700	912,000
D	30-34	49.00	8,300	406,700
E	35-39	21.00	10,300	216,300
F	40-44	7.00	12,300	86,100
G	45+	7.00	14,300	100,100
		1,516		5,095,200

NEW AMOUNTS

1,500
2,000
2,200
2,600
2,000
2,000
2,000

DAI
CB
RA
gr
4R

Fwd: FINAL Corrected Ed Services Guide

Reggie Graham <rgraham@jcea.org>

Mon, May 15, 2023 at 3:03 PM

To: Marilyn Molina <marilyn Molina@jcea.org>

Sent from my iPhone

Begin forwarded message:

From: Daniel Suarez <dsuarez@njea.org>**Date:** May 15, 2023 at 2:58:45 PM EDT**To:** Reggie Graham <rgraham@jcea.org>, Ronald Greco <JERSEYCITY1972@yahoo.com>, bob cecchini <cecchinibob@yahoo.com>, DENNIS FROHNAPFEL <dfrohnafel@jcboe.org>, Daniel Suarez <dsuarez@njea.org>**Subject:** FINAL Corrected Ed Services Guide

ED SERVICES GUIDE (Psychologists, Social Workers, Speech Language Pathologists, and LDTC).

A, B, C, D, E - MOVING TO STEP 2

F, G – MOVING TO STEP 3

H – MOVING TO STEP 4

I – MOVING TO STEP 6

J – MOVING TO STEP 8

K – MOVING TO STEP 10

L – MOVING TO STEP 12

M – MOVING TO STEP 12

M+ - MOVING TO MAX (STEP 13)

MA32 = +\$4,000. PHD = +4,000

Daniel Suarez
Field Representative

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njea.org<https://www.njea.org>

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https://oos.njea.org/signatures/njea-ig-24x19.png]

Classroom Close-up, NJ<http://classroomcloseup.org/>