

**MEMORANDUM OF AGREEMENT
BETWEEN THE
KEARNY BOARD OF EDUCATION (Board)
AND
KEARNY EDUCATIONAL ASSOCIATION (Association)
for a Successor Contract to the Current Contract
Between the Board and the Association
For the Period July 1, 2023 to June 30, 2026**

THIS MEMORANDUM OF AGREEMENT is made this 26th day of July, 2023, by and between the negotiating teams representing the Board and the Association.

WHEREAS, the parties have been engaged in negotiations in good faith in an effort to arrive at successor contracts to a Contract which expired on June 30, 2023; and

WHEREAS, the parties have arrived at a Memorandum of Agreement ("Memorandum") which each will present to their respective constituents, along with their recommendations for acceptance and ratification.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties stipulate as to the following:

1. The provisions of this Memorandum are subject to and contingent upon ratification by the parties represented by the signatories herein to the Contract and to the execution of a more formal Contract.
2. The Contract shall cover the period of July 1, 2023 to June 30, 2026.
3. All portions of the most recently expired Contract and not modified by the terms of this Memorandum shall continue to be of full force and effect and be carried forward and be incorporated into the July 1, 2023 to June 30, 2026 Contract.
4. A duplicate of this Memorandum has been furnished to and has been received by representatives of the parties herein.
5. Unless otherwise noted, all dates involving the duration in the Contract shall be conformed to the duration of the July 1, 2023 to June 30, 2026 Contract.
6. Any Tentative Agreements previously signed by the parties including the agreed-upon scattergrams and base-year analysis costs are attached to and made a part of this Memorandum.
7. All items agreed to by and between the parties during negotiations shall be incorporated into the July 1, 2023 to June 30, 2026 Contract.
8. All parties acknowledge these terms and conditions are subject to ratification.

9. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents.
10. All other proposals are hereby withdrawn by both parties.
11. *The parties agree as follows:*

COVER PAGE

Cover (L.6)

DELETE: ...JULY 1, 2020 through JUNE 30, 2023 ...

SUBSTITUTE: ... JULY 1, 2023 through JUNE 30, 2026

PREAMBLE

P. 3 (L. 1)

DELETE: ...2020...

SUBSTITUTE: ...2023...

ARTICLE VII

TEACHING HOURS AND TEACHING LOAD

P. 19, B.8

DELETE: In the event that a teacher is needed to teach a sixth class, it will replace their duty, if possible. Selection will be on a voluntary basis. In the event that there are no volunteers, the sixth instructional period will be assigned on an annual rotating basis according to the availability of appropriately certificated staff.

SUBSTITUTE: In the event that a teacher is needed to teach a sixth class, it will replace their duty, if possible. Selection will be on a voluntary basis. In the event that there are no volunteers, the sixth instructional period will be assigned on an annual rotating basis according to the availability of appropriately certificated staff.

Payment for the responsibility of the sixth class will be at the rate of:

For a full year course: at the curriculum writing rate times 180

For a half of year course: at the curriculum writing rate times 90

In year 1, the total amount paid will not exceed 50% of the above-referenced calculation, in year 2 the total paid will not exceed 75% of the

above-referenced calculation and in year 3, payment shall be at the full amount of the above calculated rate.

In the event it is for differing times, payment will be calculated at the curriculum writing rate times the number of days they are responsible for the class.

ARTICLE XIX **SICK LEAVE**

P. 40, C

MODIFY:

If a teacher comes to work in the morning and is sent home ill before noon in the elementary or 11:35 a.m. in the high school, he or she is charged only onehalf day absence. However, on the third occurrence, the teacher shall be charged a full sick day. If an elementary teacher is sent home after 12:00 noon or high school teacher after 11:35 a.m., he or she is not charged any time off. However, on the third occurrence, the teacher shall be charged a half sick day.

ARTICLE XXII **SUBSTITUTES**

P. 46, C.2.a. (L. 1)

DELETE: ...2020...

SUBSTITUTE: ...2023...

Delete : \$40.00

Insert: \$42.00

Delete : \$20.00

Insert : \$21.00

Delete: \$10.00

Insert: \$10.50

P. 46, C.2.b. (L. 1)

DELETE: ...2021...

SUBSTITUTE: ...2024...

Delete : \$41.00
Insert: \$43.00

Delete : \$20.50
Insert : \$21.50
Delete: \$10.25
Insert: \$10.75

P. 47, C.2.c. (L. 1)

DELETE: ...2022...

SUBSTITUTE: ...2025...

Delete: \$42.00
Insert: \$44.00

Delete: \$21.00
Insert: \$22.00

Delete: \$10.25
Insert: \$11.00

C.3.(a)

Delete: 2020
Insert : 2023

Delete : \$40.00
Insert: \$42.00

C.3.(b)

Delete: 2021
Insert: 2024

Delete : \$41.00
Insert: \$43.00

C.3.(c)

Delete: 2022
Insert : 2025

Delete : \$42.00
Insert: \$44.00

ARTICLE XXIII
PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

Page 48, B.5.(a.)

Delete: 2020

Insert : 2023

Delete : \$40.00

Insert: \$42.00

B.5.(b)

Delete: 2021

Insert : 2024

Delete : \$41.00

Insert: \$43.00

B.5.(c)

Delete: 2022

Insert: 2025

Delete: \$42.00

Insert: \$44.00

B.6.(a)

Delete: 2020

Insert : 2023

Delete : \$40.00

Insert: \$42.00

B.6.(b)

Delete: 2021

Insert : 2024

Delete : \$41.00

Insert: \$43.00

B.6.(c)

Delete: 2022

Insert : 2025

Delete : \$42.00

Insert: \$44.00

ARTICLE XXXV
TUITION REIMBURSEMENT

P. 66, A.9

ADD: Reimbursement shall not be limited for Association members who seek to obtain certifications in high need areas as determined by the Superintendent. Reimbursements referenced in this subsection will be contingent upon the Association member's commitment to remain in the District for three (3) years after obtaining the requisite certification.

DELETE: ...\$40,000...

SUBSTITUTE: ...\$60,000...

Article XXXI Miscellaneous Provisions

H.(a)

Delete: 2020-2021.....\$34
2021-2022.....\$34
2022-2023.....\$34

Insert 2023-2024.....\$35.00
2024-2025.....\$35.00
2025-2026.....\$36.00

Para. H(b)

Delete: 2020-2021.....\$40
2021-2022.....\$41
2022-2023.....\$42

Insert 2023-2024.....\$42.00
2024-2025.....\$43.00
2025-2026.....\$44.00

Para. H(c)

Delete: 2020-2021.....\$40
2021-2022.....\$41
2022-2023.....\$42

Insert 2023-2024.....\$42.00
2024-2025.....\$43.00
2025-2026.....\$44.00

SALARY

The parties agree to a salary increase over the 2022-2023 base salary for those as established by the agreed upon scattergram summary as follows:

2023-2024: 4.0 % inclusive of the cost of increment

2024-2025: 3.75 % inclusive of the cost of increment

2025-2026: 3.75 % inclusive of the cost of increment

Salary adjustments may result in a modification of current salary guides, scales and steps, including the implementation of additional steps. Salary distribution and salary guide construction shall be mutually agreed upon by the Association and the Board.

All salary increases shall be retroactive to July 1, 2023.

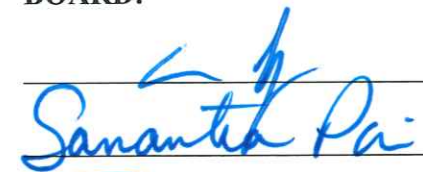
Unless otherwise noted, all other stipends, rates, longevity amounts, and remuneration items not changed in this Memorandum or a Tentative Agreement shall remain unchanged for the 2020-2023 Contract.

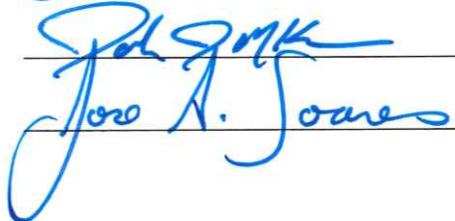
Retroactive salary, payments, salary adjustments, stipend adjustments, and adjustments in compensation items, if any, shall not be made earlier than thirty (30) days after the 2023- 2026 Contract with salary guides is signed by the representatives of the Board and the Association and each party has received a signed copy. In no event shall retroactive pay be made later than ninety (90) days after the 2023 -2026 Contract with salary guides is signed.

Longevity increments shall be improved in year 1 by \$100 per increment and in year 2 by \$150 per increment.

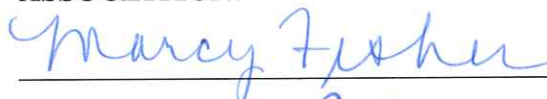
Schedules E, F & G will be improved by \$50,000 in year 1; \$50,000 in year 2 and \$50,000 in year 3. In year 1, the parties have agreed to add the attached list of new positions. The parties agree that the cost of adding the new positions will be borne equally between the parties, specifically the increase of \$50,000 will be reduced by 50% of the cost of the new positions.

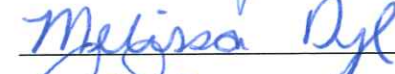
BOARD:

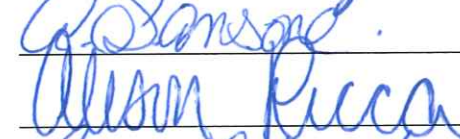




ASSOCIATION:











Dated: _____

Dated: 7/26/2023

TENTATIVE AGREEMENT NO. 1
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE VII
TEACHING HOURS AND TEACHING LOAD

P. 21, H.

DELETE:

Effective 2019-2020 school year, there shall be one additional professional development day added to the school calendar.

SUBSTITUTE:

There will be a total of 3 professional days included in the school calendar.

On Behalf of the Board

Dated:

4/11/23

On Behalf of the Association

4/11/2023

Dated:

TENTATIVE AGREEMENT NO. 2
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE VII
TEACHING HOURS AND TEACHING LOAD

P. 35, A.10

DELETE

Entire Provision

SUBSTITUTE:

Adequate chalkboard, whiteboard, or interactive whiteboard space in every classroom.

On Behalf of the Board

Dated:

4/11/23

On Behalf of the Association

4/11/2023

Dated:

TENTATIVE AGREEMENT NO. 3
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE XXII
SUBSTITUTES

P. 46, B. (L. 2-3)

DELETE: Teachers may call a telephone answering service...

SUBSTITUTE: Teachers must utilize the Staff Absence Reporting System...

On Behalf of the Board

Dated: 4/11/23

On Behalf of the Association

4/11/2023

Dated:

TENTATIVE AGREEMENT NO. 4
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE XXII
SUBSTITUTES

P. 47, C.2 (L. 8):

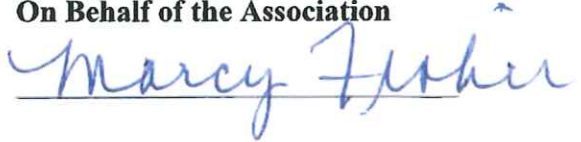
DELETE: ...disastrous....

On Behalf of the Board

_____  _____

Dated: 4/11/23

On Behalf of the Association

_____  _____

_____ 4/11/2023 _____

Dated:

TENTATIVE AGREEMENT NO. 5
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE XXIII
PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

P. 48, B.3.

DELETE: Local Professional Development Committee

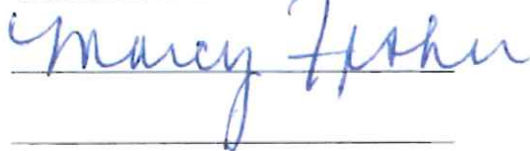
SUBSTITUTE: SCIP Committees

On Behalf of the Board



Dated: 4/11/23

On Behalf of the Association



4/11/2023

Dated:

TENTATIVE AGREEMENT NO. 6
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE XXXI
MISCELLANEOUS PROVISIONS

P. 62, F. (L. 3)

DELETE:

...telegram or...

P. 62, H.1.b. (L. 2)

DELETE:

... Summer KEEP, Saturday Keep...

SUBSTITUTE:

... summer or Saturday remedial or enrichment programs...

P. 62.H.2

DELETE:

Pupil Assistance Committee, (PAC).....

SUBSTITUTE:

Intervention and Referral Services (I&RS)

On Behalf of the Board

Dated: 4/11/23

On Behalf of the Association

4/11/2023

Dated:

TENTATIVE AGREEMENT NO. 7
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

COVER PAGE

Cover (L. 9)

DELETE:

SCIARRILLO, CORNELL, MERLINO, McKEEVER & OSBORNE, LLC

SUBSTITUTE:

CORNELL, MERLINO, McKEEVER & OSBORNE, LLC

On Behalf of the Board

 LD

Dated: *5/1/23*

On Behalf of the Association

 Mary Fisher

Dated: *5/1/2023*

TENTATIVE AGREEMENT NO. 8
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE VII
TEACHING HOURS AND TEACHING LOAD

P. 17, A.1 (L. 2-5)

DELETE: Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty "sign-in" roster. No teacher may sign in or out for another teacher at any time.

SUBSTITUTE

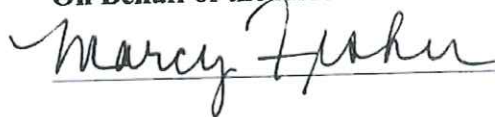
Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty "sign-in" roster, and shall place a check mark in the appropriate column before leaving District property at the end of each school day. No teacher may sign in or out for another teacher at any time. ~~No teacher may leave prior to the end of their scheduled work day, as set forth in subsection (4)(3) of this Article.~~ 

On Behalf of the Board



Dated: 5/1/23

On Behalf of the Association



Dated: 5/1/2023

TENTATIVE AGREEMENT NO. 10
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE VII
TEACHING HOURS AND TEACHING LOAD

P. 20, D.5(c)

DELETE:

....4:00 P.M.....
....3:30 P.M.....

SUBSTITUTE:

Ⓢ ⓂⓈⓈ →3:45 P.M.....
.....4:10 P.M.....

On Behalf of the Board

Dated:

5/1/23

On Behalf of the Association

Dated:

5/1/2023

TENTATIVE AGREEMENT NO. 11
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE XXIII
PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

P. 50, D (NEW)

ADD:

With the exception of those set forth in subsection (C) above, any professional development days held on District property for Association members serving grades PK-12 shall have the following start and end times:

Single Session: 1:40 p.m. – 3:40 p.m.
Full Day: 8:30 a.m. – 3:00 p.m.

(NFA)
Every
reasonable
effort
will be made

Administration
The Board shall rotate single session days between the elementary schools.

On Behalf of the Board

Dated:

5/1/23

On Behalf of the Association

Dated: 5/1/2023

TENTATIVE AGREEMENT NO. 12
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE XXVI
INSURANCE PROTECTION

P. 55, F (NEW)

ADD:

Effective January 1, 2021, any employee hired on or after July 1, 2020 who is eligible for health benefits shall be enrolled in the New Jersey Educators Health Plan ("NJEHP"). All such employees shall remain enrolled in the NJEHP, or the Garden State Health Plan ("GSHP") following its availability on July 1, 2021, or shall waive coverage through December 31, 2027. Effective January 1, 2021, any employee hired prior to July 1, 2020 who is eligible for health benefits may enroll in ~~NJ Direct 10, NJ Direct 15~~, NJEHP, or GSHP. Employees enrolled in the NJEHP or GSHP shall make payments toward the cost of coverage in accordance with P.L. 2020, c. 44 ("Chapter 44"). Employees enrolled in any other health benefit plan shall make payments toward the cost of coverage in accordance with P.L. 2012, c. 78 ("Chapter 78").



Direct Access/10
with cc pay

On Behalf of the Board

CB

Dated:

5/1/23

On Behalf of the Association

Marcy Fisher

Dated:

5/1/2023

TENTATIVE AGREEMENT NO. 13
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE XXXIV
GRANT FUNDED POSITIONS

P. 65, A

DELETE:

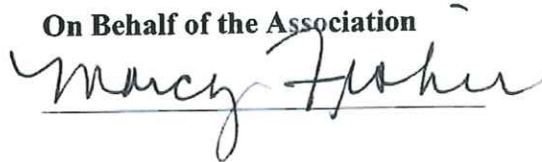
1. Directors/Supervisors:
 - \$28.00 per hour effective July 1, 2002
 - \$34.00 per hour effective July 1, 2003
 - \$37.00 per hour effective July 1, 2004
2. All other grant funded positions:

On Behalf of the Board

_____ 

Dated: 5/1/23

On Behalf of the Association

_____ 

Dated: 5/1/2023

TENTATIVE AGREEMENT NO. 14
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

SCHEDULE E
NON-RATIO SALARY PERSONNEL

P. 74, L. 4

DELETE:

Director – School-Based Youth Services Program
5735 5792 5850

P. 74, L. 5

DELETE:

Employment Specialist, SBYSP
4072 4113 4154

P. 74, L. 9

DELETE:

Coordinator, Discipline & Attendance
3025 3055 3085

P. 74, L. 18

DELETE:

KEEP Director (Saturday)
5197 5248 5300

P. 74, L. 19

DELETE:

KEEP Director (Summer)
5197 5248 5300

P. 74, L. 20

DELETE:

Supervisor – District Residency
2868 2998 3028

P. 74, L. 21
DELETE:

Attendance Service
2868 2998 3028

On Behalf of the Board

Dated:

8/1/23

On Behalf of the Association ,

Dated:

5/1/2023

TENTATIVE AGREEMENT NO. 15
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

SCHEDULE F
COACHES SALARY GUIDE

P. 77 (L. 3)

DELETE:

...Vice Principal of Athletics/Student Activities...

SUBSTITUTE:

...Director of Athletics/Student Activities...

P. 77 (L. 7)

DELETE:

...Vice Principal of Athletics/Student Activities...

SUBSTITUTE:

...Director of Athletics/Student Activities...

P. 77 (L. 9)

DELETE:

...Vice Principal of Athletics/Student Activities...

SUBSTITUTE:

...Director of Athletics/Student Activities...

On Behalf of the Board

Dated: 5/1/23

On Behalf of the Association

Dated: 5/1/2023

TENTATIVE AGREEMENT NO. 16
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

SALARIES

DELETE: Retroactive salary, payments, salary adjustments, stipend adjustments, and adjustments in compensation items, if any, shall not be made earlier than thirty (30) days after the final Agreement with salary guides is signed by the representatives of the Board and the Association and each party has received a signed copy

ADD: Retroactive salary, payments, salary adjustments, stipend adjustments, and adjustments in compensation items, if any, shall not be made earlier than thirty (30) days after the final Agreement with salary guides is signed by the representatives of the Board and the Association and each party has received a signed copy and no later than 60 days after the Association receives a signed copy.

On Behalf of the Board

Dated: 5/1/23

On Behalf of the Association

Dated: 5/1/2023

TENTATIVE AGREEMENT NO. 17
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE VII – TEACHING HOURS AND TEACHING LOAD

P. 20 E.1.(a)

ADD:

guaranteed

All teachers in Grade Pre-K-6 are with at least one prep per day, and a minimum of 200 minutes per week.

DELETE:

(To wit: 4 days, of 30 minutes each and one day of 60 minutes each)

P. 20 E.1.(d)

DELETE:

All Kindergarten teachers will be guaranteed a minimum of 175 minutes per week.

P. 20 E.1.(e)

ADD:

Scheduling will be handled in coordination with Central Administration and/or Building Administrator.

P. 20 E.1.(f)

DELETE:

Language pertaining to administrative preps was still being discussed by the Union President and the Superintendent of Schools upon the conclusion of contractual negotiations.

ARTICLE XXIII – PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

P. 48 B.3.(a)

DELETE:

Conduct of the Local Professional Development Committee Business:

The committee will be given a working budget, set by the Board of Education, and secretarial assistance sufficient to complete its mission.

KEA members serving on the Committee will be paid a per hour payment equal to that given for curriculum writing for Committee work beyond the in school work day/work year. Said work to be done with the prior approval of the Superintendent.

P. 48 B.3.(b)

DELETE: The Professional Development Committee shall establish its own calendar, rules, and procedures. The Committee will develop the appropriate forms needed to conduct its business and meet its responsibilities to the district and individuals. Said forms to include but not be limited to application forms, payment requests and maintenance of individual training hours.

Schedule E - NON-RATIO SALARY PERSONNEL

P. 74

DELETE: Speech Teacher

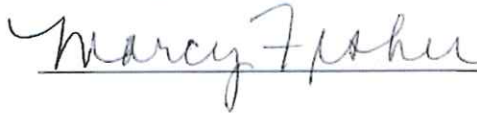
ADD: Speech Language Specialist

On Behalf of the Board



Dated: 5/22/23

On Behalf of the Association



5/22/2023

Dated:

TENTATIVE AGREEMENT NO. 18
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION ("Board")
and
KEARNY EDUCATION ASSOCIATION ("Association")

ARTICLE VII
TEACHING HOURS AND TEACHING LOAD

P. 18, B.2

DELETE: excluding homeroom and.....Homeroom shall be twenty (20) minutes per day.

P. 19, C.2

ADD: Any and all of an Association member's departures from and returns to the building must be noted on an electronic faculty roster.

ARTICLE XXIV
PROTECTION OF TEACHERS, STUDENTS AND PROPERTY

P. 52

ADD: J. Live video surveillance of instructional areas will only be accessed in the event of a school safety or security need.

SCHEDULE G
EXTRACURRICULAR ACTIVITIES SALARY GUIDE

P. 80 (I.21)

DELETE: Clubs must meet minimum twice per month

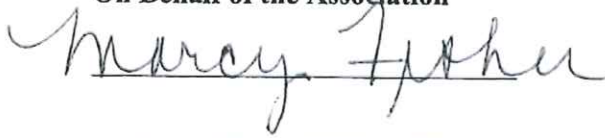
SUBSTITUTE: Clubs must meet minimum twice per month for a minimum twenty (20) minutes per meeting. A minimum of six (6) students per club must participate. Exceptions may only be made through administrative approval.

On Behalf of the Board



Dated: 6/26/23

On Behalf of the Association ~



Dated: 6/26/2023

BASE YEAR									
2022-23		Teachers							
Salary Guide									
Step	BA	BA+16	BA+32	MA	BA+64	MA+32	PHD		
1-2	55,155	56,955	59,055	61,255	63,755	69,255	71,255		
3	55,655	57,455	59,555	61,755	64,255	69,755	71,755		
4	56,155	57,955	60,055	62,255	64,755	70,255	72,255		
5-6	57,155	58,955	61,055	63,255	65,755	71,255	73,255		
7	58,155	59,955	62,055	64,255	66,755	72,255	74,255		
8-9	59,755	61,555	63,655	65,855	68,355	73,855	75,855		
10	61,755	63,555	65,655	67,855	70,355	75,855	77,855		
11	64,755	66,555	68,655	70,855	73,355	78,855	80,855		
12	68,255	70,055	72,155	74,355	76,855	82,355	84,355		
13	71,755	73,555	75,655	77,855	80,355	85,855	87,855		
14	75,255	77,055	79,155	81,355	83,855	89,355	91,355		
15	78,755	80,555	82,655	84,855	87,355	92,855	94,855		
16	82,255	84,055	86,155	88,355	90,855	96,355	98,355		
16A	85,755	87,555	89,655	91,855	94,355	99,855	101,855		
16B	89,255	91,055	93,155	95,355	97,855	103,355	105,355		
17	93,005	94,805	96,905	99,105	101,605	107,105	109,105		
OG	92,105					106,205			
Scattergram									
Step	BA	BA+16	BA+32	MA	BA+64	MA+32	PHD	Total	%
1-2	12.00	0.00	2.00	12.00	1.00	0.00	1.00	28.00	5.31%
3	5.00	3.00	0.00	6.00	2.00	1.00	0.00	17.00	3.23%
4	9.00	2.00	0.00	6.00	0.00	2.00	0.00	19.00	3.60%
5-6	15.00	3.00	2.00	10.00	0.00	4.00	1.00	35.00	6.64%
7	10.00	1.00	0.00	6.00	0.60	2.00	0.00	19.60	3.72%
8-9	9.00	3.00	0.00	13.00	0.00	5.00	0.00	30.00	5.69%
10	7.00	2.00	1.00	10.00	3.00	9.00	0.00	32.00	6.07%
11	4.00	1.00	2.00	6.00	1.00	3.00	0.00	17.00	3.23%
12	6.00	2.00	1.00	6.00	1.00	7.00	0.00	23.00	4.36%
13	5.00	0.00	1.00	6.00	1.00	5.00	0.00	18.00	3.41%
14	3.00	0.00	0.00	6.00	0.00	5.00	0.00	14.00	2.66%
15	4.00	2.00	0.00	7.00	0.00	7.00	0.00	20.00	3.79%
16	7.00	1.00	2.00	6.00	0.00	11.50	0.00	27.50	5.22%
16A	6.00	0.00	2.00	5.00	0.00	8.00	0.00	21.00	3.98%
16B	3.00	1.00	0.00	6.00	1.00	13.00	0.00	24.00	4.55%
17	37.00	18.00	16.00	25.00	6.00	76.00	2.00	180.00	34.15%
OG	1.00					1.00		2.00	0.38%
Total	143.00	39.00	29.00	136.00	16.60	159.50	4.00	527.10	100%
%	27.13%	7.40%	5.50%	25.80%	3.15%	30.26%	0.76%	100%	

Board of Education Negotiators

Marcy Fisher 3/28/2023

Guide Cost							
Step	BA	BA+16	BA+32	MA	BA+64	MA+32	PHD
1-2	661,860	0	118,110	735,060	63,755	0	71,255
3	278,275	172,365	0	370,530	128,510	69,755	0
4	505,395	115,910	0	373,530	0	140,510	0
5-6	857,325	176,865	122,110	632,550	0	285,020	73,255
7	581,550	59,955	0	385,530	40,053	144,510	0
8-9	537,795	184,665	0	856,115	0	369,275	0
10	432,285	127,110	65,655	678,550	211,065	682,695	0
11	259,020	66,555	137,310	425,130	73,355	236,565	0
12	409,530	140,110	72,155	446,130	76,855	576,485	0
13	358,775	0	75,655	467,130	80,355	429,275	0
14	225,765	0	0	488,130	0	446,775	0
15	315,020	161,110	0	593,985	0	649,985	0
16	575,785	84,055	172,310	530,130	0	1,108,083	0
16A	514,530	0	179,310	459,275	0	798,840	0
16B	267,765	91,055	0	572,130	97,855	1,343,615	0
17	3,441,185	1,706,490	1,550,480	2,477,625	609,630	8,139,980	218,210
OG	92,105					106,205	
Total							43,656,560.50
Average							82,824.06
1%							436,565.61
Longevity							1,446,835.00
Stipend + 4th Prep							279,011.90
Increment Pattern							
Step	BA	BA+16	BA+32	MA	BA+64	MA+32	PHD
1-2	500	500	500	500	500	500	500
3	500	500	500	500	500	500	500
4	1,000	1,000	1,000	1,000	1,000	1,000	1,000
5-6	1,000	1,000	1,000	1,000	1,000	1,000	1,000
7	1,600	1,600	1,600	1,600	1,600	1,600	1,600
8-9	2,000	2,000	2,000	2,000	2,000	2,000	2,000
10	3,000	3,000	3,000	3,000	3,000	3,000	3,000
11	3,500	3,500	3,500	3,500	3,500	3,500	3,500
12	3,500	3,500	3,500	3,500	3,500	3,500	3,500
13	3,500	3,500	3,500	3,500	3,500	3,500	3,500
14	3,500	3,500	3,500	3,500	3,500	3,500	3,500
15	3,500	3,500	3,500	3,500	3,500	3,500	3,500
16	3,500	3,500	3,500	3,500	3,500	3,500	3,500
16A	3,500	3,500	3,500	3,500	3,500	3,500	3,500
16B	3,750	3,750	3,750	3,750	3,750	3,750	3,750

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Increment Cost							
Step	BA	BA+16	BA+32	MA	BA+64	MA+32	PHD
1-2	6,000	0	1,000	6,000	500	0	500
3	2,500	1,500	0	3,000	1,000	500	0
4	9,000	2,000	0	6,000	0	2,000	0
5-6	15,000	3,000	2,000	10,000	0	4,000	1,000
7	16,000	1,600	0	9,600	960	3,200	0
8-9	18,000	6,000	0	26,000	0	10,000	0
10	21,000	6,000	3,000	30,000	9,000	27,000	0
11	14,000	3,500	7,000	21,000	3,500	10,500	0
12	21,000	7,000	3,500	21,000	3,500	24,500	0
13	17,500	0	3,500	21,000	3,500	17,500	0
14	10,500	0	0	21,000	0	17,500	0
15	14,000	7,000	0	24,500	0	24,500	0
16	24,500	3,500	7,000	21,000	0	40,250	0
16A	21,000	0	7,000	17,500	0	28,000	0
16B	11,250	3,750	0	22,500	3,750	48,750	0
						Total	845,610
						% of Base	1.94%
Increment as a Percent							
Step	BA	BA+16	BA+32	MA	BA+64	MA+32	PHD
1-2	0.91%	0.88%	0.85%	0.82%	0.78%	0.72%	0.70%
3	0.90%	0.87%	0.84%	0.81%	0.78%	0.72%	0.70%
4	1.78%	1.73%	1.67%	1.61%	1.54%	1.42%	1.38%
5-6	1.75%	1.70%	1.64%	1.58%	1.52%	1.40%	1.37%
7	2.75%	2.67%	2.58%	2.49%	2.40%	2.21%	2.15%
8-9	3.35%	3.25%	3.14%	3.04%	2.93%	2.71%	2.64%
10	4.86%	4.72%	4.57%	4.42%	4.26%	3.95%	3.85%
11	5.40%	5.26%	5.10%	4.94%	4.77%	4.44%	4.33%
12	5.13%	5.00%	4.85%	4.71%	4.55%	4.25%	4.15%
13	4.88%	4.76%	4.63%	4.50%	4.36%	4.08%	3.98%
14	4.65%	4.54%	4.42%	4.30%	4.17%	3.92%	3.83%
15	4.44%	4.34%	4.23%	4.12%	4.01%	3.77%	3.69%
16	4.26%	4.16%	4.06%	3.96%	3.85%	3.63%	3.56%
16A	4.08%	4.00%	3.90%	3.81%	3.71%	3.51%	3.44%
16B	4.20%	4.12%	4.03%	3.93%	3.83%	3.63%	3.56%

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Column Differentials							
Step	BA	BA+16	BA+32	MA	BA+64	MA+32	PHD
1-2		1,800	2,100	2,200	2,500	5,500	2,000
3		1,800	2,100	2,200	2,500	5,500	2,000
4		1,800	2,100	2,200	2,500	5,500	2,000
5-6		1,800	2,100	2,200	2,500	5,500	2,000
7		1,800	2,100	2,200	2,500	5,500	2,000
8-9		1,800	2,100	2,200	2,500	5,500	2,000
10		1,800	2,100	2,200	2,500	5,500	2,000
11		1,800	2,100	2,200	2,500	5,500	2,000
12		1,800	2,100	2,200	2,500	5,500	2,000
13		1,800	2,100	2,200	2,500	5,500	2,000
14		1,800	2,100	2,200	2,500	5,500	2,000
15		1,800	2,100	2,200	2,500	5,500	2,000
16		1,800	2,100	2,200	2,500	5,500	2,000
16A		1,800	2,100	2,200	2,500	5,500	2,000
16B		1,800	2,100	2,200	2,500	5,500	2,000
17		1,800	2,100	2,200	2,500	5,500	2,000
Column Differentials as a Percent							
Step	BA	BA+16	BA+32	MA	BA+64	MA+32	PHD
1-2		3.26%	3.69%	3.73%	4.08%	8.63%	2.89%
3		3.23%	3.66%	3.69%	4.05%	8.56%	2.87%
4		3.21%	3.62%	3.66%	4.02%	8.49%	2.85%
5-6		3.15%	3.56%	3.60%	3.95%	8.36%	2.81%
7		3.10%	3.50%	3.55%	3.89%	8.24%	2.77%
8-9		3.01%	3.41%	3.46%	3.80%	8.05%	2.71%
10		2.91%	3.30%	3.35%	3.68%	7.82%	2.64%
11		2.78%	3.16%	3.20%	3.53%	7.50%	2.54%
12		2.64%	3.00%	3.05%	3.36%	7.16%	2.43%
13		2.51%	2.86%	2.91%	3.21%	6.84%	2.33%
14		2.39%	2.73%	2.78%	3.07%	6.56%	2.24%
15		2.29%	2.61%	2.66%	2.95%	6.30%	2.15%
16		2.19%	2.50%	2.55%	2.83%	6.05%	2.08%
16A		2.10%	2.40%	2.45%	2.72%	5.83%	2.00%
16B		2.02%	2.31%	2.36%	2.62%	5.62%	1.94%
17		1.94%	2.22%	2.27%	2.52%	5.41%	1.87%

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