

Memorandum of Agreement
Between
The Lakehurst Board of Education
And
The Lakehurst Education Association
For the Period of July 1, 2024 through June 30, 2029

- A. The provisions of this Memorandum are subject to and contingent upon ratification by their parties represented by the signatures herein to the contract and to the execution of a more formal contract.
- B. The above-captioned parties, having reached a tentative settlement for a successor Collective Bargaining Agreement as set forth below, shall recommend the terms of this memorandum through their respective bargaining committees to the full Board of Education and the Association's general membership, and this memorandum shall be subject to ratification by the Board and the Association's general membership. All terms, conditions, and practices of employment shall remain unchanged except as expressly modified herein. All dates involving the length of the contract shall be modified to conform to the agreed duration of agreement. Salary guides shall be mutually agreed upon.
- C. The length of Agreement shall be five (5) years beginning July 1, 2024 and ending June 30, 2029.
- D. The settlement increases which are inclusive of increments for the Teachers shall be:
 - July 1, 2024 - June 30, 2025 - 3.65%
 - July 1, 2025 - June 30, 2026 - 3.65%
 - July 1, 2026 - June 30, 2027 - 3.65%
 - July 1, 2027 - June 30, 2028 - 3.65%
 - July 1, 2028 - June 30, 2029 - 3.65%
- E. The settlement increases which are inclusive of increments for the Paraprofessionals shall be:
 - July 1, 2024 - June 30, 2025 - 3.65%
 - July 1, 2025 - June 30, 2026 - 3.65%
 - July 1, 2026 - June 30, 2027 - 3.65%
 - July 1, 2027 - June 30, 2028 - 3.65%
 - July 1, 2028 - June 30, 2029 - 3.65%
- F. The settlement increases for the Custodians shall be:
 - July 1, 2024 - June 30, 2025 - 3.65%
 - July 1, 2025 - June 30, 2026 - 3.65%

July 1, 2026 - June 30, 2027 - 3.65%

July 1, 2027 - June 30, 2028 - 3.65%

July 1, 2028 - June 30, 2029 - 3.65%

-Upon hire, custodian's salary is negotiable.

-It has been mutually agreed that a salary guide will not be constructed.

G. Contract Language Changes

1. Article 1: ADD Custodians to recognition and DELETE custodians from "excluded list"
2. Article 9A: Sick Leave - update to match law A-5060/S-3440 passed July 3, 2023 "A unit member may utilize a sick leave day for any of the proscribed reasons as defined in N.J.S.A. 18A:30-1(a)."
3. Article 11G - Paraprofessionals Longevity - Increase from \$250 to \$400 (Years 16-19) and Increase from \$600 to \$1000 (Years 20 and above)
4. Article 11.F.4.1 - Certified Staff Longevity - Increase from \$300 to \$500
5. Article 11.F.4.2 - Top of the Guide Longevity - Increase certificated from \$1000 to \$1350 and ADD language "after fifteen (15) years of service" and ADD Paraprofessionals \$500
6. Article 12 - Duration - change all relevant dates to 2024-2029
7. Article 15C: Additional Instructional Assignment Rates - Increase from \$43 per hour to \$45
8. Article 15D: Summer School Rates - Increase Teaching from \$43 to \$45, Paraprofessionals from \$19 to \$21, and Clerical Assistant from \$17 to \$19
9. Article 15E: Kindergarten Testing - Increase from \$43 to \$45
10. Article 24A.2: Credit Reimbursement - Increase maximum of \$15,000 to \$25,000
11. Article 27: Duration - Term of Agreement shall be from July 1, 2024 through June 30, 2029
12. ESP Past Active Military Service - ADD
New Language - In computing length of service for seniority purposes, every staff member who, after July 1, 1940, has served or hereafter shall serve, in the active military or naval service of the United States or of this state, including active service in the women's army corps, the women's reserve of the naval reserve, or any similar organization authorized by the United States to serve with the army or navy, in time of war or an emergency, or for or during any period of training, or pursuant to or in connection with the operation of any system of selective service, or who was a member of the American Merchant Marine during World War II and is declared by the United States Department of Defense to be eligible for federal veterans benefits, shall be entitled to receive equivalent years of employment or seniority credit for that service as if the member had been

employed for the same period of time in some publicly owned and operated college, school or institution of learning in this or any other state or territory of the United states, except that the period of that service shall not be credited toward more than 4 years of employment or seniority credit. Any military or naval service shall be credited towards this employment or seniority credit including service that occurred prior to the member's employment as a teaching staff member.

13. New Article 6.A.1.C: Paraprofessionals & Clerical Annual Stipends - Increase from \$250 to \$500 and Increase Paraprofessional Substitute Certificate from \$900 to \$1500

14. Article 26: Custodian Inclement Weather - ADD

New - Custodians called in when school is closed for inclement weather shall receive time and one-half pay of not less than two hours for each call-in day if exceeding 40 hours.

15. Paraprofessional Salary Guide - ADD

30+ credits shall receive \$500 annually (Create new column on the salary guide), 60+ credits shall receive \$1000 annually (Create new column on salary guide), DELETE media column of salary guide.

16. Article 26: Black Seal - ADD

New Custodian and Maintenance personnel with Black Seal or other special licenses shall receive a stipend of \$800. The Board shall also reimburse personnel for the cost of renewal of the Black Seal licenses. Other special licenses as required must be pre-approved by the superintendent.

17. Article 7.B.2 - delete the first sentence

~~"Full-time members shall be required to report for duty no earlier than fifteen (15) minutes before the opening of the pupils' school day".~~

18. Article 24.A.4 - Change

~~"July 15"~~ to "June 30"

19. Article 7.F - ADD

"If a prep is missed, the teacher shall be reimbursed as per the Additional Instructional Assignment Rate."

20. Article 26 - ADD

Vacation

The custodians shall be entitled to the following vacation schedule:

Completed Years of Service	Vacation Time
1	10 days

5	15 days
10	20 days (maximum)

If a custodian is not hired on July 1st of the current school year, all vacation days will be prorated accordingly. Vacation time entitlement and accrual are based on years of full-time service within the District.

Custodians are encouraged to take their full vacation allotment each year. The majority of vacation days must be taken when school is not in regular session. It will be permissible for custodians to carry over five (5) vacation days per year. Any days carried over to the following school year not taken will be forfeited.

In the event of retirement, earned but unused vacation time will be paid at the custodian's daily rate of pay, based on a 240-day work year, following their last day of employment.

Custodians may request vacation time in the two weeks prior to the start of the new school year at the discretion of the School Business Administrator and/or Superintendent.

21. Article 26 - ADD

Sick Days

All custodians are entitled to twelve (12) sick days per year. Unused sick days can be carried over at the end of the school year.

If a custodian is not hired on July 1st of the current school year, all sick days will be prorated at a rate of one (1) sick day per month.

22. Article 26 - ADD

Personal Days

Custodians shall also be entitled to three (3) personal days. Personal days must be used by July 1st or they roll over into accumulated sick time.

If a custodian is not hired on July 1st of the current school year, all personal days will be prorated accordingly.

23. Article 26 - ADD

Upon retirement, the following payment for unused sick leave benefit shall be granted:

-In order to be eligible, the custodian must have at least thirty (30) accumulated sick leave days available at the time of retirement. At the time

of retirement, all unused accumulated sick days shall be converted to sick leave for payment purposes.

-Custodians must have a minimum of ten (10) years of full time service.

-Custodians may not utilize more than twelve (12) sick leave days per year during the last two (2) years of employment, except in the case of verifiable long-term illness.

- Custodians shall be paid 1/240th of the final year's salary for each credited day, up to and not exceed \$15,000.00.

24. Article 26 - ADD

Custodians shall report an absence using the current protocol one (1) hour before their scheduled start time.

25. Article 26 - ADD

Custodial Longevity

Custodians who have completed fifteen (15) years of service within the District shall be eligible for service credit payments as follows:

-The fifteenth year of service must be completed prior to the July 1st in which the service credit payment commences or increases. Service credit will be based on years of full-time employment.

-Service credit payment will be \$300.00 per year. Any custodian who completes two (2) years of service while receiving a service credit payment, shall receive an additional \$300.00 annually commencing on July 1st, following the completion of the second year of service. The maximum service credit payment will be \$1,200.00 based on the following table.

Years Served	Service Credit Payment
15-16	\$300
17-18	\$600
19-20	\$900
21+	\$1,200

26. Article 26 - ADD

Vacation

Vacations may be approved within three (3) weeks of the beginning of the new school year at the discretion of the School Business Administrator and/or Superintendent.

27. Article 26 - ADD

Holiday Schedule

-Custodial Staff will follow the district calendar as approved by the Lakehurst Board of Education, with the exceptions of fall, winter, and spring breaks. Custodial staff may be entitled to enjoy these breaks off at the discretion of the School Business Administrator and Superintendent. Notice of entitlement regarding breaks will be provided no less than one week prior to the start of the break.

-In the event of inclement weather, custodial staff will be compensated for additional hours worked.

- In the event of unforeseen School emergencies, hourly compensation and mileage reimbursement will be provided as needed.

28. Article 26 - ADD

Sick Days

Part-time custodians shall be entitled to forty (40) paid sick hours per year.

29. Article 26 - ADD

Work Uniforms

Custodial staff shall be entitled to work uniforms including shirts, pants, and shoes. Uniforms shall be provided annually. Uniforms will be purchased through the district approved vendor. Each employee will be provided a uniform allotment prior to the start of the new school year to purchase uniform items. Uniform allotment may not exceed \$300 per employee. Additional uniform items may be purchased at cost, by the individual employee.

30. Article 26 - ADD

Full time custodians shall work 40 hours a week.

Part time custodians shall work 25 hours a week, not to exceed 29.5 hours.

31. Article 26 - ADD

Saturday and Sundays will be time and a half, when requested by the School Business Administrator and/or Superintendent, only if worked 40 hours during the week.

Federal Holidays, when requested by the School Business Administrator and/or Superintendent, will count as double time days.

32. Article 26 - ADD

Change all "support staff" and "employee" in the current Custodial Contract to say "Custodians".

33. Article 26 - Add

Grass Cutting and Leaf Removal -

Custodial members performing grass cutting and/ leaf removal, outside of their scheduled work day, shall receive an annual stipend \$2000 for one time

per week. Lawn maintenance work shall be done by one (1) member of the custodial unit.

34. Article 7.C - Replace existing language

"Any member employed in both morning and afternoon sessions shall be entitled to a daily, unrestricted, duty-free lunch. Such duty-free lunch shall be not less than forty (40) minutes of consecutive time.

35. Article 9.D - Delete the following language

~~"Employees who utilize a range of zero (0) sick leave days to no more than two (2) sick leave days shall be paid \$500."~~

36. Article 7.B.1 - replace the language with the following

"The workday for all full-time members, **excluding custodians**, shall be seven hours from 7:55 a.m. to 2:55 p.m."

37. Article 7.D.11 - replace the language with the following

"In addition to the meetings set forth above, teachers may be required to attend **four (4)** evening meetings per year without additional compensation. One (1) evening shall be devoted to Back-to-School Night: **Two (2)** shall be ~~a~~ Parent-Teacher Conference meetings and one (1) for Graduation."

38. Article 7.F - Add

The school nurse shall not receive a preparation period during the school day.

39. Article 7.F - Add

"If a prep is missed, the teacher shall be reimbursed as per the Additional Instructional Assignment Rate."

40. Article 10: Update stipends

Stipend Positions	Current	Agreed Upon Change
Additional Activity Assignment (hourly)	\$40.00	\$42
Assistant Basketball Coach	\$803.00	\$900
Assistant Soccer Coach	\$803.00	\$900
Assistants Track Coach	\$803.00	\$900
Assistant Volleyball Coach	\$692.00	\$900
Basketball Coach	\$3,579.00	\$4000
Breakfast Monitor	\$21	\$22
Cafeteria Monitor (per session)*	\$28	\$29
Citizenship*	\$578.00	\$600
Intramural Coach	\$2,660.00	\$3000
Coach Coordinator	\$3,291.00	\$3400
C.L.A.S.S. Chairperson	\$3,295.00	\$3400
C.L.A.S.S. Member [5]	\$2,327.00	\$2500
Curriculum Development/Planning	\$40	\$42
Literacy/Science/Technology/Art Facilitators for Fairs (Max 3 Hours)	\$40 Preparation/Planning/Pr esenting	\$42
Detention (hourly)	\$40.00	\$42
Homework Workroom Monitor (hourly)	\$40.00	\$42
Honor Roll Advisors [4]*	\$486.00	\$600
Inclusion Coordinator	\$5100.00	\$6000
Inclement Weather (15min/per day)	Prorated at \$40/hour	Prorated at \$42/hour
Musical Theater Director	\$3,000.00	\$3500
Publicity*	\$1,199.00	\$1500
Safety Patrol Advisor	\$816.00	\$1000

Soccer Coach	\$3,579.00	\$4000
Spec. Ed. Homework Monitor (hourly)	\$42	\$42
Student Activities Advisors (2 positions)*	\$1500	\$2000
Student Activities Coordinator	\$1,760.00	\$2200
Technology Coordinator	\$10,200.00	*12 month stipend \$12,000
Technology Summer Rate	\$40	DELETE
Volleyball Coach - 5th & 6th grade	\$3,280.00	\$4000
Volleyball Coach - 7th & 8th grade	\$3,280.00	\$4000
Workshop Presenters	\$130	(2 hour prep, 1 hour presentation) \$50 hourly rate for each additional hour presented
American Sign Interpreter	\$1,212.00	\$1500
World Language Translator	\$1500	\$1750
Yearbook Advisors [2 positions]	\$1500	\$1750

Board Proposals - ADD NEW

Stipend Positions	Agreed Upon
Anchor For Life (2 positions)	\$1750
Crisis Manager	\$2500

Date
Board of Education

[Signature]
Anna Melton

Date 5/20/24
Association

Rissa Chapman
Chris Menapelle

Base Year	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
Daniel Cuiifo	\$66,574	\$69,004	\$71,523	\$74,133	\$76,839
Gerald Robinson	\$47,146	\$48,867	\$50,650	\$52,499	\$54,415
Noah Olsen	\$34,155	\$35,402	\$36,694	\$38,033	\$39,421
Thomas Blair	18.05 / hr	\$18.71 / hr	\$19.39 / hr	\$20.10 / hr	\$20.83 / hr
					\$21.59 / hr

2024-2029 - 3.65% increase each year

Jan 7/20/24
5/20/2024
5/20/24
5/20/24

BASE YEAR**2023-24 Lakehurst Teachers****Salary Guide**

Step	BA	MA	MA+30	
1-2	60,669	62,669	63,169	500
3-4	61,169	63,169	63,669	500
5	61,669	63,669	64,169	800
6	62,469	64,469	64,969	1,000
7	63,469	65,469	65,969	1,000
8	64,469	66,469	66,969	1,000
9	65,469	67,469	67,969	1,100
10	66,584	68,584	69,084	1,200
11	67,784	69,784	70,284	1,200
12	68,984	70,984	71,484	1,200
13	70,184	72,184	72,684	1,200
14	71,384	73,384	73,884	1,200
15	72,584	74,584	75,084	1,300
16	73,884	75,884	76,384	1,375
17	75,184	77,184	77,684	1,400
18	76,584	78,584	79,084	1,600
19	78,084	80,084	80,584	1,915
20	79,984	81,984	82,484	2,000
21	81,984	83,984	84,484	2,100
22	84,059	86,059	86,559	

Scattergram

Step	BA	MA	MA+30	Total	Percent
1-2	2.00			2.00	4.75%
3-4	5.00			5.00	11.88%
5	2.00			2.00	4.75%
6	1.80	2.00		3.80	9.03%
7	2.00	3.00		5.00	11.88%
8	2.00			2.00	4.75%
9	1.00	3.00		4.00	9.50%
10	1.00			1.00	2.38%
11	2.00			2.00	4.75%
12	1.00	1.00		2.00	4.75%
13	1.00			1.00	2.38%
14				-	-
15				-	-
16				-	-
17				-	-
18	2.00	1.00	1.00	4.00	9.50%
19	3.00			3.00	7.13%
20		1.80		1.80	4.28%
21		0.50		0.50	1.19%
22	3.00			3.00	7.13%
Totals	28.80	12.30	1.00	42.10	100.00%
Percent	68.41%	29.22%	2.38%		

5/20/24

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 [Signature]
 CHL

YEAR 1

2024-25 Lakehurst Teachers

Salary Guide Step	BA	2,100 MA	2,600 MA+30	3.65%	
1	62,069	64,169	64,669		500
2-3	62,569	64,669	65,169		500
4-5	63,069	65,169	65,669		800
6	63,869	65,969	66,469		1,000
7	64,869	66,969	67,469		1,000
8	65,869	67,969	68,469		1,000
9	66,869	68,969	69,469		1,100
10	67,969	70,069	70,569		1,200
11	69,169	71,269	71,769		1,200
12	70,369	72,469	72,969		1,200
13	71,569	73,669	74,169		1,200
14	72,769	74,869	75,369		1,225
15	73,969	76,069	76,569		1,300
16	75,269	77,369	77,869		1,400
17	76,644	78,744	79,244		1,400
18	78,044	80,144	80,644		1,600
19	79,844	81,744	82,244		1,950
20	81,559	83,659	84,159		2,100
21	83,559	85,659	86,159		2,100
22	85,659	87,759	88,259	1,600	

Scattergram Step	BA	MA	MA+30	Total	Percent
1					
2-3	2.00			2.00	4.75%
4-5	5.00			5.00	11.88%
6	2.00			2.00	4.75%
7	1.80	2.00		3.80	9.03%
8	2.00	3.00		5.00	11.88%
9	2.00			2.00	4.75%
10	1.00	3.00		4.00	9.50%
11	1.00			1.00	2.38%
12	2.00			2.00	4.75%
13	1.00	1.00		2.00	4.75%
14	1.00			1.00	2.38%
15				-	-
16				-	-
17				-	-
18				-	-
19	2.00	1.00	1.00	4.00	9.50%
20	3.00			3.00	7.13%
21		1.80		1.80	4.28%
22	3.00	0.50	-	3.50	8.31%
Totals	28.80	12.30	1.00	42.10	100.00%
Percent	68.41%	29.22%	2.38%		

5/20/24


YEAR 2

2025-26 Lakehurst Teachers

Salary Guide Step	BA	2,200 MA	2,700 MA+30	3.65%	
1	63,484	65,684	66,184		500
2	63,984	66,184	66,684		500
3-4	64,484	66,684	67,184		500
5-6	65,284	67,484	67,984		1,000
7	66,284	68,484	68,984		1,000
8	67,284	69,484	69,984		1,000
9	68,284	70,484	70,984		1,100
10	69,384	71,584	72,084		1,200
11	70,584	72,784	73,284		1,200
12	71,784	73,984	74,484		1,200
13	72,984	75,184	75,684		1,215
14	74,184	76,384	76,884		1,275
15	75,409	77,609	78,109		1,300
16	76,709	78,909	79,409		1,400
17	78,109	80,309	80,809		1,400
18	79,509	81,709	82,209		1,600
19	81,109	83,309	83,809		1,950
20	83,059	85,259	85,759		2,100
21	85,159	87,359	87,859		2,100
22	87,259	89,459	89,959	1,600	

Scattergram Step	BA	MA	MA+30	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3-4	2.00	-	-	2.00	4.75%
5-6	5.00	-	-	5.00	11.88%
7	2.00	-	-	2.00	4.75%
8	1.80	2.00	-	3.80	9.03%
9	2.00	3.00	-	5.00	11.88%
10	2.00	-	-	2.00	4.75%
11	1.00	3.00	-	4.00	9.50%
12	1.00	-	-	1.00	2.38%
13	2.00	-	-	2.00	4.75%
14	1.00	1.00	-	2.00	4.75%
15	1.00	-	-	1.00	2.38%
16	-	-	-	-	-
17	-	-	-	-	-
18	-	-	-	-	-
19	-	-	-	-	-
20	2.00	1.00	1.00	4.00	9.50%
21	3.00	-	-	3.00	7.13%
22	3.00	2.30	-	5.30	12.59%
Totals	28.80	12.30	1.00	42.10	100.00%
Percent	68.41%	29.22%	2.38%		

5/20/24

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Signature

YEAR 3

2026-27

Lakehurst Teachers

Salary Guide Step	BA	2,300 MA	2,800 MA+30	3.65%	
1	65,319	67,619	68,119		500
2	65,819	68,119	68,619		500
3	66,319	68,619	69,119		500
4-5	66,819	69,119	69,619		500
6-7	67,819	70,119	70,619		1,000
8	68,819	71,119	71,619		1,000
9	69,819	72,119	72,619		1,100
10	70,919	73,219	73,719		1,200
11	72,119	74,419	74,919		1,200
12	73,319	75,619	76,119		1,200
13	74,519	76,819	77,319		1,215
14	75,734	78,034	78,534		1,275
15	77,009	79,309	79,809		1,300
16	78,309	80,609	81,109		1,400
17	79,709	82,009	82,509		1,500
18	81,109	83,409	83,909		1,700
19	82,709	85,009	85,509		1,950
20	84,659	86,959	87,459		2,085
21	86,759	89,059	89,559		2,100
22	88,859	91,159	91,659	1,600	

Scattergram Step	BA	MA	MA+30	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4-5	2.00	-	-	2.00	4.75%
6-7	5.00	-	-	5.00	11.88%
8	2.00	-	-	2.00	4.75%
9	1.80	2.00	-	3.80	9.03%
10	2.00	3.00	-	5.00	11.88%
11	2.00	-	-	2.00	4.75%
12	1.00	3.00	-	4.00	9.50%
13	1.00	-	-	1.00	2.38%
14	2.00	-	-	2.00	4.75%
15	1.00	1.00	-	2.00	4.75%
16	1.00	-	-	1.00	2.38%
17	-	-	-	-	-
18	-	-	-	-	-
19	-	-	-	-	-
20	-	-	-	-	-
21	2.00	1.00	1.00	4.00	9.50%
22	6.00	2.30	-	8.30	19.71%
Totals	28.80	12.30	1.00	42.10	100.00%
Percent	68.41%	29.22%	2.38%		

5/20/24
 (80)
 [Signature]
 CM

Year 4

2027-28

Lakehurst Teachers

Salary Guide Step	BA	2,400 MA	2,900 MA+30	3.65%	
1	67,534	69,934	70,434		400
2	68,034	70,434	70,934		450
3	68,534	70,934	71,434		500
4	69,034	71,434	71,934		500
5-6	69,534	71,934	72,434		500
7-8	70,534	72,934	73,434		1,000
9	71,534	73,934	74,434		1,100
10	72,634	75,034	75,534		1,200
11	73,834	76,234	76,734		1,200
12	75,034	77,434	77,934		1,200
13	76,234	78,634	79,134		1,235
14	77,449	79,849	80,349		1,300
15	78,724	81,124	81,624		1,300
16	80,024	82,424	82,924		1,400
17	81,424	83,824	84,324		1,500
18	82,924	85,324	85,824		1,800
19	84,624	87,024	87,524		1,975
20	86,574	88,974	89,474		2,000
21	88,659	91,059	91,559		2,100
22	90,759	93,159	93,659	1,900	

Scattergram Step	BA	MA	MA+30	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	-	-	-	-	-
5-6	2.00	-	-	2.00	4.75%
7-8	5.00	-	-	5.00	11.88%
9	2.00	-	-	2.00	4.75%
10	1.80	2.00	-	3.80	9.03%
11	2.00	3.00	-	5.00	11.88%
12	2.00	-	-	2.00	4.75%
13	1.00	3.00	-	4.00	9.50%
14	1.00	-	-	1.00	2.38%
15	2.00	-	-	2.00	4.75%
16	1.00	1.00	-	2.00	4.75%
17	1.00	-	-	1.00	2.38%
18	-	-	-	-	-
19	-	-	-	-	-
20	-	-	-	-	-
21	-	-	-	-	-
22	8.00	3.30	1.00	12.30	29.22%
Totals	28.80	12.30	1.00	42.10	100.00%
Percent	68.41%	29.22%	2.38%		

5/20/04


Year 5

2028-29

Lakehurst Teachers

Salary Guide Step	BA	2,500 MA	3,000 MA+30	3.65%
1	70,199	72,699	73,199	
2	70,599	73,099	73,599	
3	71,049	73,549	74,049	
4	71,549	74,049	74,549	
5	72,049	74,549	75,049	
6-7	72,549	75,049	75,549	
8-9	73,549	76,049	76,549	
10	74,649	77,149	77,649	
11	75,849	78,349	78,849	
12	77,049	79,549	80,049	
13	78,249	80,749	81,249	
14	79,484	81,984	82,484	
15	80,784	83,284	83,784	
16	82,084	84,584	85,084	Percent
17	83,484	85,984	86,484	3.65%
18	84,984	87,484	87,984	
19	86,784	89,284	89,784	
20	88,759	91,259	91,759	
21	90,759	93,259	93,759	
22	92,859	95,359	95,859	2,100

Scattergram Step	BA	MA	MA+30	Total	Percent
1	-	-	-	-	-
2	-	-	-	-	-
3	-	-	-	-	-
4	-	-	-	-	-
5	-	-	-	-	-
6-7	2.00	-	-	2.00	4.75%
8-9	5.00	-	-	5.00	11.88%
10	2.00	-	-	2.00	4.75%
11	1.80	2.00	-	3.80	9.03%
12	2.00	3.00	-	5.00	11.88%
13	2.00	-	-	2.00	4.75%
14	1.00	3.00	-	4.00	9.50%
15	1.00	-	-	1.00	2.38%
16	2.00	-	-	2.00	4.75%
17	1.00	1.00	-	2.00	4.75%
18	1.00	-	-	1.00	2.38%
19	-	-	-	-	-
20	-	-	-	-	-
21	-	-	-	-	-
22	8.00	3.30	1.00	12.30	29.22%
Totals	28.80	12.30	1.00	42.10	100.00%
Percent	68.41%	29.22%	2.38%		

5/20/24


BASE YEAR**2023-24 Lakehurst Paras****Salary Guide**

Step	Para	Media	
1	28,645	29,645	400
2-3	29,045	30,045	400
4	29,445	30,445	450
5	29,895	30,895	570
6	30,470	31,470	600
7	31,070	32,070	700
8	31,770	32,770	700
9	32,470	33,470	700
10	33,170	34,170	750
11	33,920	34,920	750
12	34,670	35,670	750
13	35,395	36,395	

Scattergram

Step	Para	Media	Total	Percent
1			-	-
2-3	1.00		1.00	8.70%
4	2.00		2.00	17.39%
5			-	-
6	2.00		2.00	17.39%
7	1.00		1.00	8.70%
8	2.00		2.00	17.39%
9	1.00		1.00	8.70%
10			-	-
11			-	-
12	1.00		1.00	8.70%
13	1.50		1.50	13.04%
Totals	11.50	-	11.50	100.00%
Percent	100.00%	-		

5/20/24

Handwritten signature and initials, possibly 'SU' and 'JH'.

YEAR 1**2024-25****Lakehurst Paras****Salary Guide****Step****Para****+30****+60****3.65%**

1	29,275	29,775	30,275		400
2	29,675	30,175	30,675		400
3-4	30,075	30,575	31,075		400
5	30,525	31,025	31,525		570
6	31,095	31,595	32,095		600
7	31,695	32,195	32,695		700
8	32,395	32,895	33,395		700
9	33,095	33,595	34,095		720
10	33,795	34,295	34,795		750
11	34,545	35,045	35,545		750
12	35,295	35,795	36,295		750
13	36,045	36,545	37,045	650	750

Scattergram**Step****Para****+30****+60****Total****Percent**

1				-	-
2				-	-
3-4	1.00			1.00	8.70%
5	2.00			2.00	17.39%
6				-	-
7	2.00			2.00	17.39%
8	1.00			1.00	8.70%
9	2.00			2.00	17.39%
10	1.00			1.00	8.70%
11				-	-
12				-	-
13	2.50	-		2.50	21.74%
Totals	11.50	-		11.50	100.00%
Percent	100.00%	-			

5/20/04

YEAR 2**2025-26****Lakehurst Paras****Salary Guide**

Step	Para	+30	+60	3.65%	
1	30,005	30,505	31,005		400
2	30,405	30,905	31,405		400
3	30,805	31,305	31,805		400
4-5	31,205	31,705	32,205		400
6	31,775	32,275	32,775		600
7	32,375	32,875	33,375		700
8	33,075	33,575	34,075		700
9	33,775	34,275	34,775		750
10	34,495	34,995	35,495		750
11	35,245	35,745	36,245		750
12	35,995	36,495	36,995		765
13	36,745	37,245	37,745	700	

Scattergram

Step	Para	+30	+60	Total	Percent
1				-	-
2				-	-
3				-	-
4-5	1.00			1.00	8.70%
6	2.00			2.00	17.39%
7				-	-
8	2.00			2.00	17.39%
9	1.00			1.00	8.70%
10	2.00			2.00	17.39%
11	1.00			1.00	8.70%
12				-	-
13	2.50	-		2.50	21.74%
Totals	11.50	-		11.50	100.00%
Percent	100.00%	-			

5/20/24



YEAR 3**2026-27****Lakehurst Paras**

Salary Guide Step	Para	+30	+60	3.65%	
1	31,380	31,880	32,380		400
2	31,780	32,280	32,780		400
3	32,180	32,680	33,180		400
4	32,580	33,080	33,580		400
5-6	32,980	33,480	33,980		400
7	33,580	34,080	34,580		700
8	34,280	34,780	35,280		725
9	34,280	34,780	35,280		750
10	35,030	35,530	36,030		750
11	35,780	36,280	36,780		750
12	36,530	37,030	37,530		755
13	37,295	37,795	38,295	550	

Scattergram Step	Para	+30	+60	Total	Percent
1				-	-
2				-	-
3				-	-
4				-	-
5-6	1.00			1.00	8.70%
7	2.00			2.00	17.39%
8				-	-
9	2.00			2.00	17.39%
10	1.00			1.00	8.70%
11	2.00			2.00	17.39%
12	1.00			1.00	8.70%
13	2.50	-		2.50	21.74%
Totals	11.50	-		11.50	100.00%
Percent	100.00%	-			

5/20/24

Handwritten signature and initials, possibly 'SU' and 'JL'.

Year 4
2027-28 Lakehurst Paras

Salary Guide

Step	Para	+30	+60	3.65%	
1	31,765	32,265	32,765		400
2	32,165	32,665	33,165		400
3	32,565	33,065	33,565		400
4	32,965	33,465	33,965		400
5	33,365	33,865	34,365		400
6-7	33,765	34,265	34,765		400
8	34,465	34,965	35,465		750
9	35,190	35,690	36,190		750
10	35,940	36,440	36,940		750
11	36,690	37,190	37,690		750
12	37,440	37,940	38,440		760
13	38,195	38,695	39,195	900	

Scattergram

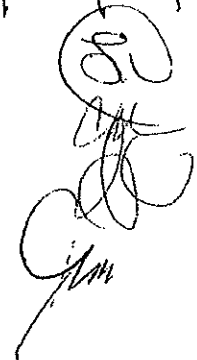
Step	Para	+30	+60	Total	Percent
1				-	-
2				-	-
3				-	-
4				-	-
5				-	-
6-7	1.00			1.00	8.70%
8	2.00			2.00	17.39%
9				-	-
10	2.00			2.00	17.39%
11	1.00			1.00	8.70%
12	2.00			2.00	17.39%
13	3.50	-		3.50	30.43%
Totals	11.50	-		11.50	100.00%
Percent	100.00%	-			

5/20/24
 (80)
 [Signature]
 [Signature]

Year 5
2028-29 Lakehurst Paras

Salary Guide Step	Para	+30	+60	3.65%	
1	32,860	33,360	33,860		
2	33,260	33,760	34,260		
3	33,660	34,160	34,660		
4	34,060	34,560	35,060		
5	34,460	34,960	35,460		
6	34,860	35,360	35,860		Percent
7-8	35,260	35,760	36,260		3.65%
9	36,010	36,510	37,010		
10	36,760	37,260	37,760		
11	37,510	38,010	38,510		
12	38,260	38,760	39,260		
13	39,020	39,520	40,020	825	

Scattergram Step	Para	+30	+60	Total	Percent
1				-	-
2				-	-
3				-	-
4				-	-
5				-	-
6				-	-
7-8	1.00			1.00	8.70%
9	2.00			2.00	17.39%
10				-	-
11	2.00			2.00	17.39%
12	1.00			1.00	8.70%
13	5.50	-		5.50	47.83%
Totals	11.50	-		11.50	100.00%
Percent	100.00%	-			

5/20/24


**GROUND RULES FOR NEGOTIATIONS
BETWEEN
LAKEHURST TOWNSHIP BOARD OF EDUCATION
-AND
THE LAKEHURST EDUCATION ASSOCIATION**

1. Negotiations sessions shall begin at mutually agreeable times. The times of the sessions may be changed by mutual agreement. Whenever possible and as a general practice, a period of approximately two (2) hours shall be set aside for negotiations. The length of any session may be extended by mutual agreement.
2. In the event it becomes necessary to cancel a negotiations session, the chief spokesperson of either committee shall be notified at least two (2) days prior to the time for the scheduled negotiations session.
3. Dates for two (2) subsequent meetings shall be scheduled at the start of each negotiation session.
4. The parties agree to exchange initial proposals by the third negotiations session. No new proposals shall be submitted during the negotiations process. Each committee retains the right to amend existing proposals or to develop counter proposals to items presented by the other committee.
5. When a tentative agreement is reached on any item, it will be set forth in writing, signed, and dated by the representatives for each committee. Each committee shall receive a copy of the signed tentative Agreement.
6. The committees will mutually agree upon a scatter gram including staff count and effective date for the purposes of determining salary increases.
7. When an overall agreement is reached on all items, a Memorandum of Agreement shall be prepared which shall be signed by both committees, shall have attached the signed tentative agreements, the signed scatter gram and shall be subject to the approval by the full membership of the Board and the Association.
8. The parties' negotiations committees agree to keep the subject matter of negotiations confidential, except for any discussion with their respective membership, and not release any information to the public until a settlement is reached or until impasse is declared.

FOR THE BOARD:

My Deo
Jen Malika

Dated: 10-13-2023

FOR THE ASSOCIATION:

Siva Chapman
Cherie Merckel
Deon Janel
Leigh Ann Johnson

Dated: 10/13/23

Lakehurst Teacher Scattergram

BASE YEAR
2023-24 Lakehurst Teachers

Salary Guide

Step	BA	MA	MA+30
1-2	60,669	62,669	63,169
3-4	61,169	63,169	63,669
5	61,669	63,669	64,169
6	62,469	64,469	64,969
7	63,469	65,469	65,969
8	64,469	66,469	66,969
9	65,469	67,469	67,969
10	66,584	68,584	69,084
11	67,784	69,784	70,284
12	68,984	70,984	71,484
13	70,184	72,184	72,684
14	71,384	73,384	73,884
15	72,584	74,584	75,084
16	73,884	75,884	76,384
17	75,184	77,184	77,684
18	76,584	78,584	79,084
19	78,084	80,084	80,584
20	79,984	81,984	82,484
21	81,984	83,984	84,484
22	84,059	86,059	86,559

Scattergram

Step	BA	MA	MA+30	Total	Percent
1-2	2	0	0	0	0.05
3-4	5	0	0	5	0.12
5	2	0	0	2	0.05
6	1.8	2	0	3.8	0.09
7	2	3	0	5	0.12
8	2	0	0	2	0.05
9	1	3	0	4	0.09
10	1	0	0	1	0.02
11	2	0	0	2	0.05
12	1	1	0	2	0.05
13	1	0	0	1	0.02
14	0	0	0	0	0.00
15	0	0	0	0	0.00
16	0	0	0	0	0.00
17	0	0	0	0	0.00
18	2	1	1	4	0.09
19	3	0	0	3	0.07
20	0	1.8	0	1.8	0.04
21	0	1	0	1	0.02
22	3	0	0	3	0.07
Totals	28.8	12.8	1	42.6	1

Guide Cost

Step	BA	MA	MA+30
1-2	121338	0	0
3-4	305845	0	0
5	123338	0	0
6	112444.2	128938	0
7	126938	196407	0
8	128938	0	0
9	65469	202407	0
10	66584	0	0
11	135568	0	0
12	68984	70984	0
13	70184	0	0
14	0	0	0
15	0	0	0
16	0	0	0
17	0	0	0
18	153168	78584	79084
19	234252	0	0
20	0	147571.2	0
21	0	83984	0
22	252177	0	0
Total		2953186	
Average		69323.62	
1%		29531.86	

Jim Deane
1/22/24
Jim Macle
1/22/24

Zina Chapman
1/22/24
O'Murphy
1/22/24

FTE	LAST	FIRST	TITLE	SAL	STEP	Step #	Step Clear	STEP AMT	LONGEVY	PERS STIPEND	TOTAL SALARY
1	CUFFO	DANIEL	MAINTENANCE SUPERVISOR	N/A	N/A	N/A	56,574.00	66,574	-	-	66,574
5/8	BLAIR	TOM	CUSTODIAN	N/A	N/A	N/A	18.05/hr	34,155	-	-	34,155
1	OLSEN	NOAH	CUSTODIAN	N/A	N/A	N/A	47,146	-	-	-	47,146
1	ROBINSON	GERARD	CUSTODIAN	N/A	N/A	N/A	-	-	-	-	-
											\$ 147,875.00

Lisa Chapman 3/11/24
 L. Meraburi 3/11/24
 Jim Molder 3/11/24
 Jay Stice 3/11/24

BASE YEAR
2023-24 Lakehurst Paras

Salary Guide

Step	Para	Media
1	28,645	29,645
2-3	29,045	30,045
4	29,445	30,445
5	29,895	30,895
6	30,470	31,470
7	31,070	32,070
8	31,770	32,770
9	32,470	33,470
10	33,170	34,170
11	33,920	34,920
12	34,670	35,670
13	35,395	36,395

Scattergram
Step Para Media Total Percent

1				0	0
2-3	1			1	0.083333
4	2			2	0.166667
5				0	0
6	2			2	0.166667
7	1			1	0.083333
8	2			2	0.166667
9	1			1	0.083333
10				0	0
11				0	0
12	1			1	0.083333
13	2			2	0.166667
Totals	12	0		12	1
Percent	1	0			

Guide Cost
Step Para Media

1	0	0
2-3	29045	0
4	58890	0
5	0	0
6	60940	0
7	31070	0
8	63540	0
9	32470	0
10	0	0
11	0	0
12	34670	0
13	70790	0
Total		381415
Average		31784.58
1%		3814.15

Angela

1/22/24

Jim Melba

1/22/24

Lisa Chapman

1/22/24

Cherlene

1/22/24

Article 10: Non-Teaching Duties

B. Stipends for the following non-teaching duties are as follows:

Stipend Positions	Current	Board Proposal	Counter
Additional Activity Assignment (hourly)	\$40.00	\$42	✓
Assistant Basketball Coach	\$800.00	\$800	✓
Assistant Soccer Coach	\$800.00	\$900	✓
Assistants Track Coach	\$800.00	\$900	✓
Assistant Volleyball Coach	\$692.00	\$750	\$900
Basketball Coach	\$3,579.00	\$3750	\$4000
Breakfast Monitor	\$21	\$22	✓
Cafeteria Monitor (per session)*	\$28	\$29	✓
Citizenship*	\$578.00	\$600	✓
Intramural Coach	\$2,660.00	\$3000	✓
Coach Coordinator	\$3,291.00	\$3400	✓
C.L.A.S.S. Chairperson	\$3,295.00	\$3400	✓
C.L.A.S.S. Member [5]	\$2,327.00	\$2500	✓
Curriculum Development/Planning	\$40	\$42	✓
Literacy/Science/Technology/Art Facilitators for Fairs (Max 3 Hours)	\$40 Preparation/Planning /Presenting	\$42	✓
Detention (hourly)	\$40.00	\$42	✓
Homework Workroom Monitor (hourly)	\$40.00	\$42	✓
Honor Roll Advisors [4]*	\$486.00	\$600	✓
Inclusion Coordinator	\$5100.00	\$6000	✓
Inclement Weather (15min/per day)	Prorated at \$40/hour	Prorated at \$42/hour	✓
Musical Theater Director	\$3,000.00	\$3500	✓

4/15/24



Publicity*	\$1,199.00	\$1500	✓
Safety Patrol Advisor	\$816.00	\$1000	✓
Soccer Coach	\$3,579.00	\$3750	\$4000
Spec. Ed. Homework Monitor (hourly)	\$42	\$42	✓
Student Activities Advisors (2 positions)*	\$1500	\$1750	\$2000
Student Activities Coordinator	\$1,760.00	\$2000	\$2200
Technology Coordinator	\$10,200.00	*12 month stipend \$12,000	✓
Technology Summer Rate	\$40	DELETE	✓
Volleyball Coach - 5th & 6th grade	\$3,280.00	\$3400	\$4000
Volleyball Coach - 7th & 8th grade	\$3,280.00	\$3400	\$4000
Workshop Presenters	\$130	(2 hour prep, 1 hour presentation) \$50 hourly rate for each additional hour presented	✓
American Sign Interpreter	\$1,212.00	\$1500	✓
World Language Translator	\$1500	\$1750	✓
Yearbook Advisors [2 positions]	\$1500	\$1750	✓

Board Proposals - ADD NEW

Stipend Positions	Proposal	Counter
Anchor For Life (2 positions)	\$1750	✓
Crisis Manager	\$2500 ✓	

a job description will be agreed upon at a future date

4/15/24

LAKEHURST EDUCATION ASSOCIATION NEGOTIATIONS PROPOSALS

DATE: January 22, 2024

Date: January 22, 2024

Assn. Proposal	Article/Section/No./Sub (topic)	Pg	Existing Language	Proposed Language	
A - 1	Article 1: Recognition	1	ARTICLE 1: RECOGNITION A. Pursuant to the New Jersey Employees' Relations Act, the Lakehurst Board of Education recognizes the Lakehurst Education Association as the exclusive representative for collective negotiations for all members of the association. The association shall have the right to determine the terms, conditions, and benefits of employment, and shall have the right to represent its members in all matters relating to the employment relationship, including the following: - Chief School Administrator - Assistant School Administrator - Assistant Principal - Supervisor of Curriculum and Instruction - Supervisor of Special Services - Liberal Secretary - Assistant District Secretary - Substitute Teachers - Custodians - Temporary Employees (An employee employed for less than five (5) consecutive months) Any other employees of the Lakehurst School District not specifically identified in a contract, memorandum, or agreement.	Add: Custodians to recognition DELETE custodians from "excluded list".	3/25/24 (Signature)
A - 2	Article 3: Grievance Procedure	2		Delete entire article and replace with NJEA sample agreement.	
A - 3	Article 8: Insurance Protection	11	A.1. Medical insurance The Board of Education shall provide to all eligible Association Members healthcare insurance coverage as negotiated through the 2021-2024 School Employees Health Benefit Plan. Eligible association members shall contribute the tier three amount, with Direct 15 health insurance plan from September 1, 2021 until June 30, 2024. Members hired on or after July 1, 2021, shall receive health care insurance at the single rate. And upon employment of tenure, are eligible for	A.1. Medical insurance The Board of Education shall provide to all eligible Association Members healthcare insurance coverage as negotiated through the 2021-2024-2027 School Employees Health Benefit Plan. Eligible association members shall contribute the tier three amount, with Direct 15 health insurance plan from September 1, 2021 until June 30, 2024. Members hired on or after July 1, 2021, shall receive health care	

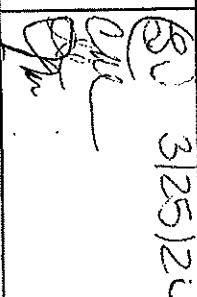
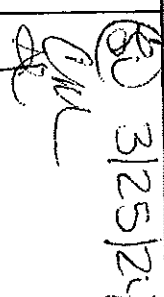
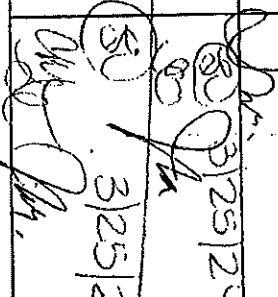
LAKEHURST EDUCATION ASSOCIATION
NEGOTIATIONS PROPOSALS

DATE: January 22, 2024

		full family healthcare insurance as negotiated with the Board of Education. All new members hired after January 1, 2021, will abide by Chapter 44 guidelines. All paraprofessionals receive only single coverage. However, paraprofessionals may pay the difference in premium amounts to extend coverage to other family members, such as spouse and children. When a paraprofessional retires, they are eligible for the plan, which they have held previous to retirement. If a paraprofessional would like to change their plan in the year bar to retirement during open enrollment and pay the difference in premium to ensure coverage, they may choose to do so.	insurance, up to full family coverage, at the single rate and upon employment of tenure, are eligible for full family healthcare insurance as negotiated with the Board of Education upon hire. All new members hired after January 1, 2021, will abide by Chapter 44 guidelines throughout the remainder of this contract. All paraprofessionals and custodians receive only single coverage for themselves and all eligible family members upon hire. However, paraprofessionals may pay the difference in premium amounts to extend coverage to other family members, such as spouse and children. When a paraprofessional retires, they are eligible for the plan, which they have held previous to retirement. If a paraprofessional would like to change their plan in the year bar to retirement during open enrollment and pay the difference in premium to ensure coverage, they may choose to do so. All new members hired after January 1, 2021, will abide by Chapter 44 guidelines	
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LAKEHURST EDUCATION ASSOCIATION NEGOTIATIONS PROPOSALS

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				throughout the remainder of this contract.	
A - 4	Article 9A: Sick Leave	12		Update to match law A-5060/S-3440 passed July 3, 2023	 3/25/24
A - 5	Article 9.B1.c Sick leave buy out	13	(b) Teachers regardless of hire date, shall be paid 12 months of the final year's salary for each credited day up to and not to exceed \$12,000.00. (c) Non-tenured employees hired before May 2010, who receive no more than twelve (12) sick leave days per year during their last two (2) years of employment, except in case of verifiable long term illness, shall be credited to a maximum number of 250.000 for the 2020-2021 school year. Employees who qualify for the higher pay rate shall have the payments made in two installments. The first payment, up to \$12,000, shall be made within thirty (30) days of the date of the employee's last day of work. The second payment, up to \$12,000, shall be made within thirty (30) days of the date of the employee's last day of work. The remainder of the employee's certification, shall be made on the last day of the school year. (d) payments after first payment, or on July 1 of the next academic year, whichever is later.	Increase \$20,000 to \$25,000 (hired before May 2010)	
A - 6	Article 10B: Stipends	14		See attached list of proposed increases.	
A - 7	Article 11G	17	Para Longevity	Increase from \$250 to \$400 (Years 16-19) Increase from \$600 to \$1000 (Year 20 and above)	 3/25/24
A - 8	Article 11F.4.1	17	Certified Staff Longevity	increase from \$300 to \$500.	 3/25/24
A - 9	Article 11F.4.2.	17	Top of the guide longevity	Certificated increase \$1000 to \$1350 \$1300 pm ADD: Paras and custodians \$500	 3/25/24

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A - 10	Article 12+	17		Duration: change all relevant dates to 2024-2029	SC 3/25/24 CPL Jan
A - 11	Article 15C: Additional Instructional Assignment rates	19		Increase from \$43 per hour to \$44 \$45 (SC) 3/25/24 CPL Jan	
A - 12	Article 15D: Summer School Rates	18		Teaching from \$43 to \$44 \$45 Paraprofessional from \$19 to \$20 \$21 Clerical Asst from \$17 to \$18 \$19 (SC) 3/25/24 CPL Jan	
A - 13	Article 15E: Kindergarten Testing	19		From \$43 to \$44 \$45 (SC) 3/25/24 CPL Jan	
A - 14	Article 24A.2: Credit Reimbursement	27		Increase maximum of \$15,000 to \$25,000 (SC) 3/25/24 CPL Jan	
A - 15	Article 27: Duration	30		Term of agreement shall be from July 1, 2024, through June 30, 2029 (Five-year contract) (SC) 3/25/24 CPL Jan	
A - 16	ESP past active military service		ADD NEW: 1. In computing length of service for seniority purposes, every teaching-staff member who, after July 1, 1940, has served or hereafter shall	All past active-duty military shall be credited with four steps on the salary guide for their service (See law for certified) (SC) 3/25/24 CPL Jan	

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			serve, in the active military or naval service of the United States or of this State, including active service in the women's army corps, the women's reserve of the naval reserve, or any similar organization authorized by the United States to serve with the army or navy, in time of war or an emergency, or for or during any period of training, or pursuant to or in connection with the operation of any system of selective service, or who was a member of the American Merchant Marine during World War II and is declared by the United States Department of Defense to be eligible for federal veterans' benefits, shall be entitled to receive equivalent years of employment or seniority credit for that service as if the member had been employed for the same period of time in some publicly owned and operated college, school or institution of	
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LAKESHURST EDUCATION ASSOCIATION
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			learning in this or any other state or territory of the United States, except that the period of that service shall not be credited toward more than four years of employment or seniority credit. Any military or naval service shall be credited towards this employment or seniority credit including service that occurred prior to the member's employment as a teaching staff member.		
A - 17	Sick day use incentive stipend	14		Based on arb outcome	
A - 18	New Article 6C: Class coverage Rates 6.A.1.C	Memorialize para stipend practice into writing.	ADD: Paras \$250 to \$500 annual stipend. <i>clerical</i> Increase \$900 sub cert pay to \$1500.	<i>ED 3/25/24</i> <i>OK - Pm.</i>	
A - 19	Salary percentage settlement	To be discussed at the table	District shall use a para for full day sub coverage for no more than fifteen (15) days in a school year.		

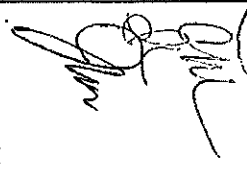
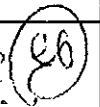
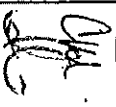
LAKEHURST EDUCATION ASSOCIATION NEGOTIATIONS PROPOSALS

DATE: January 22, 2024

A - 20	New Article 6D: Class coverage 6.A.1.D	9		Add new: District shall use a teacher for ½ day or full day sub coverage for no more than fifteen (15) days in a school year.	
A-21	Custodian Overtime			Add: Time worked beyond 40 hours in one week counts as overtime. Sick days count as workdays.	
A-22	Custodian inclement weather			Saturday, Sundays and holidays shall be paid double time. Add: Custodians called in when school is closed for inclement weather shall receive time and one-half pay of not less than two hours for each call-in day, if exceeding 40 hours.	3/25/24 ML per
A-23	On-Call Custodian Stipend			Add: On-call member shall receive \$1500 annually.	3/25/24 ML per
A-24	Paraprofessionals Salary			Add: 30+ credits shall receive \$500 annually. (Create new column on the salary guide) Add: 60+ credits shall receive \$1000 annually. Create a new column on the salary guide.	3/25/24 ML per
A-25	Custodial contract rollover			DELETE: Media column of salary guide. All clauses of the current custodial and maintenance contract dated July 1, 2022, shall be included in the current LFA contract.	

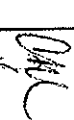
LAKEHURST EDUCATION ASSOCIATION
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A-26	Black Seal			Add New: Custodian and Maintenance personnel with Black Seal or other special licenses shall receive a stipend of \$800. The Board shall also reimburse personnel for the cost of renewal of the Black Seal licenses. Other special licenses as required must be pre-approved by the superintendent.	  3/25/24
A-27	Grass cutting and leaf removal outside of their scheduled work day			Add New: Custodial members performing grass cutting shall receive an annual stipend \$2000 each for one time per week cutting. Grass cutting work shall be done by custodial members of the custodial unit.	  4/15/24 

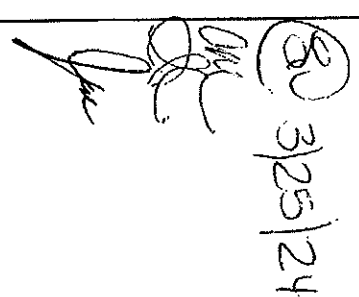
Lakehurst Education Association
2024 NEGOTIATIONS PROPOSALS

DATE: March 25, 2024

Assn. Proposal	Article/Section/No./Sub (topic)	Pg	Existing Language	Proposed Language																	
A-1	Custodial Contract	2	1. Vacation The support staff shall be entitled to the following vacation schedule: <table><tr><th>Years of Service</th><th>Vacation Time</th></tr><tr><td>1</td><td>10 days</td></tr><tr><td>5</td><td>15 days</td></tr><tr><td>10</td><td>20 Days (Maximum)</td></tr></table> -If an employee is not hired on July 1st of the current school year, all vacation days will be prorated accordingly. Vacation time entitlement and accrual are based on years of full-time service within the District. -Support staff are encouraged to take their full vacation allotment each year. The majority of vacation days must be taken when school is not in regular session. It will be permissible for staff to carry over five (5) vacation days per year. Any days carried over to the following school year not taken will be forfeited. -In the event of retirement, earned but unused vacation time will be paid at the support staff's daily rate of pay, based on a 240-day work year, following their last day of employment.	Years of Service	Vacation Time	1	10 days	5	15 days	10	20 Days (Maximum)	Add into Article 26 1- Vacation The support staff custodians shall be entitled to the following vacation schedule: <table><tr><th>Years of Service</th><th>Vacation Time</th></tr><tr><td>1</td><td>10 days</td></tr><tr><td>5</td><td>15 days</td></tr><tr><td>10</td><td>20 Days (Maximum)</td></tr></table> -If an employee is not hired on July 1st of the current school year, all vacation days will be prorated accordingly. Vacation time entitlement and accrual are based on years of full-time service within the District. -Support staff Custodians are encouraged to take their full vacation allotment each year. The majority of vacation days must be taken when school is not in regular session. It will be permissible for staff to carry over five (5) vacation days per year. Any days carried over to the following school year not taken will be forfeited. -In the event of retirement, earned but unused vacation time will be paid at the support staff's daily rate	Years of Service	Vacation Time	1	10 days	5	15 days	10	20 Days (Maximum)	   3/25/24
Years of Service	Vacation Time																				
1	10 days																				
5	15 days																				
10	20 Days (Maximum)																				
Years of Service	Vacation Time																				
1	10 days																				
5	15 days																				
10	20 Days (Maximum)																				

Lakehurst Education Association
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			-Support staff may not request vacation time in the two weeks prior to the start of the new school year.	of pay, based on a 240-day work year, following their last day of employment. -Support staff Custodians may not request vacation time in the two weeks prior to the start of the new school year at the discretion of the School Business Administrator and/or Superintendent.	
A-2	Custodial Contract	2-3	2. Sick and/or Personal Days Twelve month employees are entitled to twelve (12) sick days per year. Unused sick days can be carried over at the end of the school year. -If an employee is not hired on July 1st of the current school year, all sick days will be prorated a rate of one (1) sick day per month. Support staff shall also be entitled to three (3) personal days. Personal days must be used by July 1st or they roll over into accumulated sick time. -If an employee is not hired on July 1st of the current school year, all personal days will be prorated accordingly.	Add to Article 26 2- Sick and/or Personal Days Twelve month employees All custodians are entitled to twelve (12) sick days per year. Unused sick days can be carried over at the end of the school year. -If an employee a custodian is not hired on July 1st of the current school year, all sick days will be prorated a rate of one (1) sick day per month. ADD to Article 26.A.5 Personal Days Support staff Custodians shall also be entitled to three (3) personal days. Personal days must be used by July 1st or they roll over into accumulated sick time.	

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				-If a custodian is not hired on July 1 st of the current school year, all personal days will be prorated accordingly.	
A-3	Custodial Contract	3	Payment for unused sick days at retirement	ADD all language into Article 26.A.6	SC 3/25/24 WHL 3/25/24
A-4	Custodial Contract	3	Calling in sick	ADD to Article 26 Custodians shall report an absence using the current protocol one (1) hour before their scheduled start time.	SC 3/25/24 WHL 3/25/24
A-5	Custodial Contract	3	Additional sick leave	Delete all language *is addressed for all members in Article 9.D	SC 3/25/24 WHL 3/25/24
A-6	Custodial Contract	3	3. Serious Illness Days	Delete all language *is addressed for all members in Article 20.A.3.a-d	SC 3/25/24 WHL 3/25/24
A-7	Custodial Contract	4	4. Inclement Weather	DELETE	SC 3/25/24 WHL 3/25/24
A-8	Custodial Contract	4	5. Salary Increases Raises and changes in salary will be based on supervisor evaluations/recommendations and annual teacher salary percent increases.	DELETE current language 5. Salary Increases Raises and changes in salary will be based on supervisor evaluations/recommendations and annual teacher salary percent increases.	SC 3/25/24 WHL 3/25/24
				ADD Custodians to Article 12.A	

**Lakehurst Education Association
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A-9	Custodial Contract	4	6. Service Credit Support staff members who have completed fifteen (15) years of service within the District shall be eligible for service credit payments as follows: -The fifteenth year of service must be completed prior to the July 1st in which the service credit payment commences or increases. Service credit will be based on years of full-time employment. -Service credit payment will be \$300.00 per year. Any support staff member who completes two (2) years of service while receiving a service credit payment, shall receive an additional \$300.00 annually commencing on July 1st, following the completion of the second year of service. The maximum service credit payment will be \$1,200.00 based on the following table. <table><tr><th>Years Served</th><th>Service Credit Payment</th></tr><tr><td>15-16</td><td></td></tr><tr><td>17-18</td><td></td></tr><tr><td>19-20</td><td></td></tr><tr><td>21+</td><td></td></tr></table> -Service credit payments will be made retroactively for current District employees only, who were not entitled to this benefit prior July 1st, 2022, for the 2021-2022 school year.	Years Served	Service Credit Payment	15-16		17-18		19-20		21+		
Years Served	Service Credit Payment													
15-16														
17-18														
19-20														
21+														
	Add to Article 11.H Custodial Longevity		6. Service Credit Support staff members Custodians who have completed fifteen (15) years of service within the District shall be eligible for service credit payments as follows: -The fifteenth year of service must be completed prior to the July 1st in which the service credit payment commences or increases. Service credit will be based on years of full-time employment. -Service credit payment will be \$300.00 per year. Any support staff member-custodian who completes two (2) years of service while receiving a service credit payment, shall receive an additional \$300.00 annually commencing on July 1st, following the completion of the second year of service. The maximum service credit payment will be \$1,200.00 based on the following table. <table><tr><th>Years Served</th><th>Service Credit Payment</th></tr><tr><td>15-16</td><td></td></tr><tr><td>17-18</td><td></td></tr><tr><td>19-20</td><td></td></tr><tr><td>21+</td><td></td></tr></table> -Service credit payments will be made retroactively for current	Years Served	Service Credit Payment	15-16		17-18		19-20		21+		3/25/24 LM LM LM
Years Served	Service Credit Payment													
15-16														
17-18														
19-20														
21+														

Lakehurst Education Association
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				District employees only, who were not entitled to this benefit prior July 1 st , 2022, for the 2021-2022 school year. Update year	
A-10	Custodial Contract	5	7. Custodial Staff Provisions a. Vacation -Vacations will not be approved within three (3) weeks of the beginning of the new school year.	ADD to Article 26 Vacation -Vacations will not may be approved within three (3) weeks of the beginning of the new school year at the discretion of the School Business Administrator and/or Superintendent.	(80) 3/25/24 JML JML JML
A-11	Custodial Contract	5	b. Holiday schedule	ADD all language to Article 26.A.7	(80) 3/25/24 JML JML JML
A-12	Custodial Contract	5	c. Sick and/or personal days -Twelve month, full-time employees are entitled to twelve (12) sick days per year. Unused sick days can be carried over at the end of the school year. -Part-time custodians shall be entitled to three (3) paid sick days per year. -If an employee is not hired on July 1 st of the current school year, all sick days will be prorated at a rate of one (1) sick day per month.	ADD Article 26.A.2.c e. Sick and/or personal days -Twelve month, full-time employees are entitled to twelve (12) sick days per year. Unused sick days can be carried over at the end of the school year. -Part-time custodians shall be entitled to three (3) paid sick days per year. -If an employee is not hired on July 1 st of the current school year, all sick days will be prorated at a rate of one (1) sick day per month.	(80) 3/25/24 JML JML JML
A-13	Custodial Contract	5	d. Word Uniforms	ADD all language to Article 26.A.8	(80) 3/25/24 JML JML JML

Lakehurst Education Association
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A-14	LEA Contract	Custodian Hours	ADD Full time custodians will work 40 hours a week. Part time custodians will work 25 hours a week.	3/25/24 MLK Jm
A-15	LEA Contract	Custodian Overtime	ADD Article 26 Saturday and Sundays will be time and a half only if worked 40 hours during the week. Federal Holidays will count as double time days. requested by	3/25/24 MLK Jm

*when requested by the School Business Administrator and/or Superintendent.

A-16 Change all "support staff" and "employee" to "Custodians".

3/25/24
MLK
Jm

Board's Proposals - 3/11/24

Proposals	Counter
Article 7.C - pg. 9 -take out all "period"	the
Article 7.B.2 - pg. 9 -look at language to clarify	Delete the 1st sentence 3/25 ✓ JL Jm (SU) CM
Article 7.B.1 - pg. 9 -add "excluding custodians"	✓ JL Jm (SU) CM 3/25
Article 7.D.11 - pg. 10 -add 1 additional night conference -total of 4 nights	discussion 4/15/24 (SU) CM Jm
Article 8.A.1 - pg. 11 -all current custodians may keep current coverage -" Custodians hired after July 1, 2024, will fall into single coverage 8.A.2 & 8.A.3 will remain the same	Grandfather all current custodians the ability to change their coverage up to full family during open enrollment
Article 7.F pg. 11 Article -Nurse does not need a prep	✓ JL Jm (SU) CM 3/25
Article 24.A.4 - pg. 28 -July 15* June 30	✓ JL Jm (SU) CM 3/25
Article 7.F. Teacher Preps p.11 ADD -If a prep is missed, the teacher will be reimbursed as per the Additional Instructional Assignment Rate	✓ JL Jm (SU) CM 3/25

Article 7.6

4/15/24

Any member employed in both
morning and afternoon sessions
shall be entitled to a daily,
unrestricted, duty-free lunch.
Such duty-free lunch shall
be not less than forty (40)
minutes of consecutive time.

⑧ Y. J. O. C. H.

4/15/24

Article 9.D Additional Sick Leave

* Employees who utilize a range of zero (0) sick leave days to no more than two (2) sick leave days shall be paid \$500.

* Delete entire language
② CM J. L.

Teachers, Paras, Custodians

July 1, 2024 - June 30, 2025	3.65%
July 1, 2025 - June 30, 2026	3.65%
July 1, 2026 - June 30, 2027	3.65%
July 1, 2027 - June 30, 2028	3.65%
July 1, 2028 - June 30, 2029	3.65%

② CM J. L.