

FINAL MEMORANDUM OF AGREEMENT

**MOUNTAINSIDE BOARD OF EDUCATION
and
MOUNTAINSIDE EDUCATION ASSOCIATION**

This Memorandum of Agreement is made this 7th day of June 2022, between the Mountainside Board of Education ("Board") and the Mountainside Education Association ("MEA") (collectively "the parties").

The parties agree as follows, with regard to the proposals for changes to the MEA successor agreement in effect from July 1, 2019 through June 30, 2022.

Underlining denotes additions
~~Strikethrough~~ denotes deletions

Page 10 - ARTICLE X TEACHER WORK YEAR AND SCHOOL CALENDAR Revise (A) and (C) as follows:

A. The teacher work year shall consist of a total of one hundred eighty-three (183) days as follows: ~~one hundred eighty-five (185) pupil/teacher days:~~

- A minimum of one hundred eighty-one (181) pupil/teacher days
- Plus two (2) additional workdays for current staff members, exclusive of NJEA Convention when school shall be closed, which shall used for professional development.

There shall be two (2) additional orientation workdays, beyond the aforementioned, for staff members new to the District. Snow days shall be incorporated into the school calendar but shall not be counted toward the teacher work year.

C. The Superintendent in consultation with MEA and the approval of the Board may use up to one (1) of the pupil / teacher days for a professional development day for staff. ~~adjust the school year calendar by up to three (3) additional in-service days (for a total of four (4)) in lieu of up to three instructional days.~~

1. Health Insurance coverage provided by the School Employees Health Benefit Plan as in effect on 4/1/08 School Employees' Health Benefits Program (SEHBP) with Direct 10 as the base plan (switch effective January 1, 2023);
2. Dental Plan as provided by the State Health Benefits plan as in effect on 7/1/07 Private Dental Plan in effect for the 2021-2022 school year (child only) with increased orthodontics to \$2,000, commencing January 1, 2023.
3. Prescription (MMRx) through Health Plan: Local Education, (switch effective January 1, 2023).
4. Effective January 1, 2023, a Private Vision Plan for employee only to provide the following:
 - Vision Examination- \$10 copay (once every 12 months)
 - Lens Copay - \$20 copay (once every 12 months)
 - Frame Allowance - \$130 allowance (once every 12 months)
 - Contact Lens (in lieu of frame)- \$130 allowance (once every 12 months)

The Board shall be permitted to offer additional less expensive health plans, such as EPOs or high deductible plans, to Association members.

Employees shall continue to contribute toward their health insurance costs at rates consistent with tier four of P.L. 2011, Chapter 78. Employees hired on or after July 1, 2020, will be offered Medical and Prescription coverage in the State Mandated plans under Chapter 44.

B. The Board may at its discretion change insurance carriers as long as benefits are equal to or better than those presently provided in all aspects are provided. The Board agrees to notify and discuss the matter with the Association prior to any change of insurance carriers.

C. Employees may voluntarily waive and surrender their rights to participate in the Board provided health/medical program consistent with the rules of School Employees' Health Benefits Program (SEHBP). ~~on an annual basis if the employee provides proof that they and their dependents are enrolled in a health insurance program other than that provided by the Mountainside Board of Education.~~

In return for such waiver, the employee will receive an annual allowance of \$3,500 for waiving family coverage, \$2,875 for waiving husband/wife coverage or parent/child coverage or \$2,250 for waiving individual coverage. These payments will be made monthly.

Page 34 - Article XXI Paragraph I.9. Leave Replacement Teachers DELETE the following:

~~Leave replacement teachers will be compensated at a per diem rate of \$150 per day during the first twenty days of their employment. After twenty (20) days of employment, leave replacement teachers with an undergraduate degree only (BA/BS) will be compensated at a per diem rate of \$185 per day. Teachers with a Masters Degree or above will be compensated at a per diem rate of \$190 per day after twenty (20) days of employment with the Mountainside school district.~~

Page 34 - ADD as Article XXI, Paragraph J. Perfect Attendance:

Employees, other than paraprofessionals, who have perfect attendance from September to January 31st, shall receive \$200 by March 1st. Employees, other than paraprofessionals, who have perfect attendance from February 1st through June, shall receive \$200 by August 1st.

Paraprofessionals or part-time employees who have perfect attendance from September to January 31st, shall receive \$100 by March 1st. Paraprofessionals and part-time employees, who have perfect attendance from February 1st through June, shall receive \$100 by August 1st.

Perfect attendance is defined as an employee working all days within a calendar year that the employee is scheduled to work.

Page 39 - Schedule B:

DELETE:

~~2021-2022
Mentoring
\$851 Alt./Rt.
\$738 Trad/Rt.~~

ADD to Agreement:

For 2022-2023, 2023-2024, and 2024-2025, the mentors shall receive the amount, for alt./rt. and trad/rt., the State funds per teacher in that specific year.

Page 48 - Article XXV, DURATION OF AGREEMENT

CHANGE: to 2022 – 2025

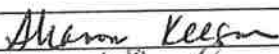
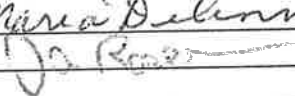
The parties have entered into this Memorandum of Agreement freely and voluntarily with a full understanding of their rights and the contents of this Agreement. This Memorandum may be amended only by written agreement signed by both parties. This Memorandum of Agreement is contingent on and subject to the ratification of the Mountainside Education Association and approval by resolution by the Mountainside Board of Education.

Mountainside Board of Education


B. Dillon

Mountainside Education Association


Corrin Raley


Maria Delmona

Jo R...

2022-2023 School Year Anticipated Stipend Positions****PER SESSION ACTIVITIES ONLY****

#	POSITION	RATE	RATE ROUNDED
1	Away Game Assistants	\$35.09/session NTE 30 sessions	\$36.00
2	Recreation Club After School Supervisor	\$35.06/session NTE 30 sessions	\$36.00
3	Recreation Activities Club Asst. – Fall (2)	\$35.06/session NTE 10 sessions	\$36.00
4	Recreation Activities Club Asst. – Spring (2)	\$35.06/session NTE 10 sessions	\$36.00
5	Administrative Detention Advisor	\$23.50/session	\$24.00
6	Ecology Club Advisor	\$35.09/session NTE 30 sessions	\$36.00
7	Art Club Advisor Grades K-2	\$35.09/session NTE 30 sessions	\$36.00
8	Art Club Advisor Grades 3-4	\$35.09/session NTE 30 sessions	\$36.00
9	Art Club Advisor Grades 5-6	\$35.09/session NTE 30 sessions	\$36.00
10	Art Club Advisor Grades 7-8	\$35.09/session NTE 30 sessions	\$36.00
11	Chess Club Advisor Grades K-2	\$35.09/session NTE 30 sessions	\$36.00
12	Chess Club Advisor Grades 3-5	\$35.09/session NTE 30 sessions	\$36.00
13	Audio/Visual Club Advisor	\$34.12/session NTE 30 sessions	\$35.00
14	Robotics Club Advisor	\$34.12 session NTE 50 sessions	\$35.00
15	Video Editing Club Advisor	\$35.09/session NTE 50 sessions	\$36.00
16	Band Director (Lessons)	\$42.10/session NTE 60 sessions	\$43.00
17	Jazz Band Director	\$42.10/session NTE 60 sessions	\$43.00
18	Chorus Director-Select	\$42.10/session NTE 60 sessions	\$43.00
19	TEP Enrichment	\$35.09/session NTE 30 sessions	\$36.00
20	Coding Club Grades 3-5	\$34.12/session NTE 30 sessions	\$35.00
21	Coding Club Grades 6-8	\$34.12/session NTE 30 sessions	\$35.00
22	Health Bee (2)	\$34.12/session NTE 10 sessions	\$35.00
23	Class Coverage	\$35.09/session	\$36.00
24	Curriculum Writing	\$43.29/hour	\$44/hour
25	Summer School	\$43.29/hour	\$44/hour

Teachers Scattergram: 2021-2022

as of 1/25/22

Step	# Emps	BA	Total	# Emps	MA	Total	# Emps	MA + 30	Total	Grand Totals
1	0.00	54,656	\$ -	1.00	57,718	\$ 57,718	0.00	60,656	\$ -	
2	1.00	55,156	\$ 55,156	0.00	58,218	\$ -	0.00	61,156	\$ -	
3	1.00	55,656	\$ 55,656	3.00	58,718	\$ 176,154	0.00	61,656	\$ -	
4	1.00	56,256	\$ 56,256	3.68	59,318	\$ 218,290	0.40	62,256	\$ 24,902	
5	4.00	57,356	\$ 229,424	3.00	59,999	\$ 179,997	1.00	63,356	\$ 63,356	
6	0.00	58,556	\$ -	2.00	61,999	\$ 123,998	0.00	64,556	\$ -	
7	5.00	59,756	\$ 298,780	3.00	62,820	\$ 188,460	1.00	65,756	\$ 65,756	
8	2.00	61,156	\$ 122,312	4.00	64,218	\$ 256,872	0.00	67,156	\$ -	
9	3.00	63,306	\$ 189,918	3.00	66,366	\$ 199,098	1.00	69,306	\$ 69,306	
10	3.00	65,106	\$ 195,318	1.00	68,168	\$ 68,168	1.00	71,106	\$ 71,106	
11	0.00	67,236	\$ -	2.60	71,298	\$ 185,375	1.00	73,236	\$ 73,236	
12	7.00	70,236	\$ 491,652	4.00	73,298	\$ 293,192	0.00	76,236	\$ -	
13	0.00	72,461	\$ -	1.60	75,525	\$ 120,840	0.00	78,461	\$ -	
14	2.00	74,961	\$ 149,922	4.00	78,023	\$ 312,092	0.00	80,961	\$ -	
15	2.00	77,561	\$ 155,122	1.00	80,623	\$ 80,623	1.00	83,561	\$ 83,561	
16	1.00	80,311	\$ 80,311	1.00	83,374	\$ 83,374	0.00	86,311	\$ -	
17	1.00	84,611	\$ 84,611	1.00	87,673	\$ 87,673	0.00	90,611	\$ -	
18	1.00	90,795	\$ 90,795	1.00	93,582	\$ 93,582	2.00	96,821	\$ 193,642	
Totals	34.00		\$ 2,255,233	39.88		\$ 2,725,506	8.4		\$ 644,865	\$5,625,604
										82.28

Moving Up One Step: Cost of Increment

Step	# Emps	BA	Total	# Emps	MA	Total	# Emps	MA + 30	Total	Grand Totals
1	0.00	54,656	\$ -	0.00	57,718	\$ -	0.00	60,656	\$ -	
2	0.00	55,156	\$ -	1.00	58,218	\$ 58,218	0.00	61,156	\$ -	
3	1.00	55,656	\$ 55,656	0.00	58,718	\$ -	0.00	61,656	\$ -	
4	1.00	56,256	\$ 56,256	3.00	59,318	\$ 177,954	0.00	62,256	\$ -	
5	1.00	57,356	\$ 57,356	3.68	59,999	\$ 220,796	0.40	63,356	\$ 25,342	
6	4.00	58,556	\$ 234,224	3.00	61,999	\$ 185,997	1.00	64,556	\$ 64,556	
7	0.00	59,756	\$ -	2.00	62,820	\$ 125,640	0.00	65,756	\$ -	
8	5.00	61,156	\$ 305,780	3.00	64,218	\$ 192,654	1.00	67,156	\$ 67,156	
9	2.00	63,306	\$ 126,612	4.00	66,366	\$ 265,464	0.00	69,306	\$ -	
10	3.00	65,106	\$ 195,318	3.00	68,168	\$ 204,504	1.00	71,106	\$ 71,106	
11	3.00	67,236	\$ 201,708	1.00	71,298	\$ 71,298	1.00	73,236	\$ 73,236	
12	0.00	70,236	\$ -	2.60	73,298	\$ 190,575	1.00	76,236	\$ 76,236	
13	7.00	72,461	\$ 507,227	4.00	75,525	\$ 302,100	0.00	78,461	\$ -	
14	0.00	74,961	\$ -	1.60	78,023	\$ 124,837	0.00	80,961	\$ -	
15	2.00	77,561	\$ 155,122	4.00	80,623	\$ 322,492	0.00	83,561	\$ -	
16	2.00	80,311	\$ 160,622	1.00	83,374	\$ 83,374	1.00	86,311	\$ 86,311	
17	1.00	84,611	\$ 84,611	1.00	87,673	\$ 87,673	0.00	90,611	\$ -	
18	2.00	90,795	\$ 181,590	2.00	93,582	\$ 187,164	2.00	96,821	\$ 193,642	
Totals	34.00		\$ 2,322,082	39.88		\$ 2,800,740	8.4		\$ 657,585	\$5,780,407
										82.28
\$ Change			\$ 66,849			\$ 75,234			\$ 12,720	\$ 154,803
% Change			2.96%			2.76%			1.97%	2.75%

Corrin Lavery
6/7/22

Corrin Lavery
6-7-22
Deborah Poon
6-7-22

SCHEDULE D

Paraprofessional(s)

	<u>Hourly</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>
0 to 2 years		\$23.20	\$23.51	\$23.92
3 to 5 years		\$24.31	\$24.62	\$25.03
6+ years		\$25.39	\$25.70	\$26.11

Letters correspond to particular employee salaries. They do not represent vertical movement on the guide.

Longevity: shall be obtained through years of service in the district.

Upon completion of 10 years of service - \$400 total.

Upon completion of 15 years of service - \$500 in total, not cumulative.

Upon completion of 20 years of service - \$600 total, not cumulative.

Corrin
Lavery
6/7/22

Corrin Lavery
6/7/22

SCHEDULE E

CUSTODIANS

	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>
A	\$38,459	\$39,575	\$40,762
B	\$39,961	\$41,120	\$42,354
C	\$41,827	\$43,040	\$44,331
D	\$60,540	\$62,296	\$64,165
E	\$60,540	\$62,296	\$64,165
F	\$63,292	\$65,127	\$67,081

*Includes Black Seal stipend of \$500.00

Letters correspond to particular employee salaries. They do not represent vertical movement on the guide.

Longevity: shall be obtained through years of service in the district.

For custodians currently earning longevity:

LONGEVITY SCHEDULE FOR CUSTODIANS

After	5 Years	\$200
	10 Years	\$150
	15 Years	\$100

Effective for custodians not currently earning longevity, or hired on or after July 1, 2013:

Upon completion of 10 years of service - \$300 total.

Upon completion of 15 years of service - \$400 in total, not cumulative.

Upon completion of 20 years of service - \$500 total, not cumulative.

- A. The custodian's salary shall be on a twelve-month basis (July 1 to June 30 of each year) and his/her salary shall be in twenty-four equal semi-month payments.
- B. All custodians who do not have a Black Seal Boiler License will receive a salary increase of \$500 per year when they obtain said license.
- C. The Board shall reimburse each employee 100% of the cost of safety shoes in each year of agreement, upon presentation of receipts for purchase of same, but in no case shall the reimbursement exceed \$125 per employee per year. The Superintendent and the Association President shall mutually agree upon three sets of work clothes per employee per year at Board expense.

Carmin
Vener
6/7/22

Corin Lavey
6/7/22