

RED BANK REGIONAL HIGH SCHOOL
LITTLE SILVER, NEW JERSEY

CONTRACT

July 1, 2022-June 30, 2027

RED BANK REGIONAL HIGH SCHOOL
BOARD OF EDUCATION

AND

RED BANK REGIONAL EDUCATION ASSOCIATION

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ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for the following personnel employed full time by the Board:

1. All full time certificated teachers
2. Guidance Counselors
3. Media Specialist
4. School Nurse
5. Psychologist
6. Learning Disabilities Teacher Consultant
7. Social Worker
8. Substance Awareness Coordinator/Student Assistance Counselor
9. Behavior Specialist
10. Mental Health Clinician
11. Office & Clerical Personnel
12. Athletic Trainer
13. Computer Technician
14. Assistant Nurse

All other personnel are excluded from the above group. The excluded group includes supervisory and executive personnel and maintenance and operating employees, such as but not limited to: principals, vice principals, administrative assistants, administrators/supervisors, department coordinators, directors, and aides.

B. Unless otherwise indicated, the term teachers when used hereinafter in this agreement, shall refer to all professional employees in the negotiating unit as above defined.

ARTICLE II

NEGOTIATION PROCEDURE

- A. In accordance with Chapter 303, Public Law 1968, the parties agree to enter into negotiations in a good faith effort to reach agreement concerning the terms and conditions of employment.
- B. On or before January 5 of each year, representatives of both the Association and the Board shall meet to exchange demands.
- C. Representatives of the Board and the Association shall meet in formal session to establish procedural ground rules and begin negotiations on or before January 15.
- D. Facts, opinions, proposals, and counter-proposals will be exchanged freely during the meeting or meetings in an effort to reach mutual understanding and agreement. The Board shall make available to the Association for inspection all pertinent records, data and information of the Red Bank Regional High School District which are within the public domain.
- E. The Board agrees not to negotiate respecting terms and conditions of employment for those of its employees designated in Article I with any organization other than that designated as the representative pursuant to Chapter 303, Public Law 1968, for the duration of this Agreement.
- F. This Agreement incorporates the entire understanding of the parties on matters which were or could have been the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or executed this Agreement.

G. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement shall remain in full force and effect except that proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are established. The result of such negotiations shall be reduced to writing as a memorandum and made a part of this Agreement.

H. In accordance with N.J.S.A. 18A:29-4.1, should the current agreement between the Board and the Association expire prior to the ratification of a successor Agreement, the Board shall not pay and the Association shall not be entitled to automatic increments. All salaries, stipends, and other compensation items shall remain frozen until a successor Agreement is reached.

ARTICLE III

GRIEVANCE PROCEDURE

A. Definition

A grievance shall mean a complaint by a teacher that there has been to him/her a personal loss, injury or inconvenience because of a violation, misinterpretation or inequitable application of Board policy, this Agreement or an administrative decision affecting teachers.

A grievance to be considered under this procedure must be initiated by the teacher within thirty (30) calendar days from the time when the teacher knew or should know of its occurrence.

B. Procedure

1. (a) Grievance form: statement of violation to include reference to specific contractual articles and/or Board policy.
- (b) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved teacher to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered on that step.
- (c) It is understood that teachers shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

2. The Association may process a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.
3. Any teacher who has a grievance shall discuss it first with his/her principal (or immediate superior or department head, if applicable) in an attempt to resolve the matter informally at that level.
4. If, as a result of the discussion, the matter is not resolved to the satisfaction of the teacher within five (5) school days, they shall set forth his/her grievance in writing to the principal specifying:
 - (a) the nature of the grievance
 - (b) the nature and extent of the injury, loss or inconvenience
 - (c) the results of previous discussions
 - (d) his/her dissatisfaction with decisions previously renderedThe principal shall communicate his/her decision to the teacher in writing within five (5) school days of receipt of the written grievance.
5. The teacher, no later than five (5) school days after receipt of the principal's decision, may appeal the principal's decision to the Superintendent of Schools. The appeal to the Superintendent must be made in writing reciting the matter submitted to the principal as specified above and his/her dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days. The Superintendent shall communicate his/her decision in writing to the teacher and the principal.

6.
 - (a) If the grievance is not resolved to the teacher's satisfaction, they, no later than five (5) school days after receipt of the Superintendent's decision, may request a review by the Board of Education. The request shall be submitted in writing through the Superintendent of Schools who shall attach all related papers and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the teacher. The Board shall render a decision in writing within thirty (30) calendar days of receipt of the grievance by the Board.
 - (b) In the event of a grievance by a non-tenured teacher which arises by his/her not being reemployed, the Board shall hold a grievance meeting with the non-tenured teacher if such teacher requests it.
7. If the decision of the Board does not resolve the grievance to the satisfaction of the Association and the Association wishes review by a third party, they shall so notify the Board through the Superintendent within ten (10) school days of receipt of the Board's decision, except in the case of grievance involving any of the following points:
 - (a) Any matter for which a method of review is prescribed by law or any rule or regulation of the State Commissioner of Education or any matter which according to law is either beyond the scope of Board authority or limited to action by the Board alone.
 - (b) A complaint of a non-tenured teacher which arises by reason of his/her not being reemployed.

- (c) A complaint by any certificated personnel occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position for which tenure is either not possible or not required.

8. (a) The following procedure will be used to secure the services of an arbitrator:

- (1) Either party may request the Public Employment Relations Commission to submit a roster of persons qualified to function as an arbitrator in the dispute in question.
- (2) If the parties are unable to determine a mutually satisfactory arbitrator from the submitted list, they will request the Public Employment Relations Commission to submit a second roster of names.
- (3) If the parties are unable to determine, within ten (10) school days of the initial request for arbitration, a mutually satisfactory arbitrator from the second submitted list, the Public Employment Relations Commission may be requested by either party to designate an arbitrator.

- (b) The arbitrator shall limit himself/herself to the issues submitted to him/her and shall consider nothing else. They can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The decision of the arbitrator shall be final and binding upon both parties. Only the Board and the aggrieved and his/her representatives shall be given copies of the arbitrator's award. This shall be accomplished within thirty (30) days of the completion of the arbitration proceedings.

(c) Rights of teachers to representation:

- (1) Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself or, at his/her option, by a representative selected or approved by the Association.
- (2) When a teacher is not represented by the Association in the processing of a grievance, the Association shall at the time of submission of the grievance to the Superintendent or any later level, be notified that the grievance is in process, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered. A copy of the principal's written decision made in response to a written grievance shall be given to the Association immediately.
- (3) The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in presenting his/her appeal with respect to his/her personal grievances.
- (d) The parties shall be responsible for all costs incurred by each and only the fee and expenses, if any, of the arbitrator shall be shared by each party paying one-half.

ARTICLE IV

RIGHTS OF THE PARTIES

- A. Pursuant to Chapter 303, Public Laws 1968, public employees included in the negotiating unit have, and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to form, join, and assist any employee organization or refrain from any such activity. The Board, as a municipal entity exercising governmental powers under the Statutes of the State of New Jersey, and the Association, as an employee body duly organized and operating under the law of the State of New Jersey, undertake and agree that neither party shall directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968, or other laws of New Jersey, or the Constitution of New Jersey and the United States.
- B. The Board of Education, subject only to the language of this Agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the right, in accordance with applicable laws and regulations (a) to direct employees of the school district; (b) to hire, promote, transfer, assign, and retain employees in positions within the school district and to suspend, demote, discharge, or take other disciplinary actions against employees; (c) to relieve employees from duties because of lack of work, or for other legitimate reasons; (d) to maintain the efficiency of the school district operations entrusted to them; (e) to determine the methods, means, and personnel by which such operations are to be conducted; and (f) to take whatever actions might be necessary to carry out the mission of the school district in situations of emergency. Where policies have been or shall be adopted by the Board of Education in any or all of these areas, questions and issues arising thereunder shall not be subject to the grievance procedure.

- C. No teacher shall be disciplined or reprimanded without just cause. Any such actions asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.
- D. Whenever any teacher is required to appear before the Board or committee or member thereof concerning any matter which could adversely affect the continuation of that teacher in his/her office, position, or employment or the salary or any increments pertaining to, then they shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a person of his/her choosing to advise and represent him/her during such meeting or interview.
- E. Representatives of the Association, the New Jersey Education Association and the National Education Association shall be permitted to transact official Association business on school property at all reasonable times provided that this shall not interfere with or interrupt normal school operations and that the administration has been duly notified and approval has been secured.
- F. The Board agrees to furnish to the Association the agenda and minutes of all public Board meetings, and the names and addresses of all staff members.
- G. The Association and its representatives shall be permitted to use school buildings at all reasonable hours for meetings. The principal of the building in question shall be given a reasonable advance notice, normally at least twenty-four hours, of the time and place of all such meetings and his/her approval secured.
- H. Normally negotiations shall be scheduled after school hours. If negotiations are mutually scheduled by the parties during working hours, the Board will release, with pay, teacher members of the negotiating team of the Association to conduct such negotiations if such teacher members do not exceed three.

- I. The Association may be permitted to use school building facilities and equipment.
The Association shall pay for the reasonable cost of all materials and supplies incident to such use and shall be liable for damages which they cause to the equipment.
- J. The Association shall have, in the school building, the exclusive use of a bulletin board in each faculty lounge and the right to place formal notices in the dining room. The Association shall also be assigned adequate space on the bulletin board in the central office for Association typed meeting notices provided copies are presented in advance of posting to the appropriate administrator.
- K. The Association shall be permitted to use the intra-school mail facilities, school mailboxes and email, and shall submit to the Superintendent courtesy copies of brochures, leaflets, and other informative items distributed to staff members.
- L. The Association president shall be permitted to address all new teachers during orientation each year.
- M. The Association shall select, and so notify the Superintendent for inclusion in the Activity Calendar, one day each month on a regularly scheduled basis for Association meetings after school. No other meetings involving members of the unit shall be scheduled for that time except in an emergency.
- N. The President of the Association shall not be assigned more than the equivalent of four student instruction supervision periods (two per day) and a duty period for no more than one-fourth of the school year on a permanent basis except in an emergency. Any of the duties from which the president is normally excused may be included in his/her schedule if such is the only means by which they can be assigned ten (10) student instruction supervision periods.

- O. The president shall have freedom to leave his/her building for Association business during any unassigned time as long as the administrator of that building has been duly notified.
- P. The teacher shall maintain the responsibility to determine grades based upon his/her professional judgment within the criteria established by the school system. No grade shall be changed unless the teacher is duly notified in writing.

ARTICLE V

SCHOOL CALENDAR

The Superintendent of Schools shall draw up a school calendar to recommend to the Board of Education, and shall consult with the Association, other individuals and organizations within the school system, and, as they see fit, individuals and organizations other than within the school community. The calendar will consist of 185 days for teachers. Every effort will be made to provide at least one staff development day which will contribute to satisfying the 100 hour professional development mandate. New teachers shall be required to attend up to an additional three days for purposes of orientation.

ARTICLE VI

TEACHING HOURS AND TEACHING LOAD

- A.
 1. Teachers shall indicate their presence for duty signing in/out.
 2. The total school day shall be 7 hours and nine minutes.
 3. Teachers shall be required to attend Back to School Night and there shall be a delayed opening the following day.
 4. The normal work day of ratio personnel; i.e., coordinators and the media specialist, shall not exceed 8 hours including lunch. The normal work day of guidance counselors shall be 7 hours 39 minutes. Guidance counselors shall work either from 7:30 a.m. to 3:09 p.m. or from 8:00 a.m. to 3:39 p.m. The administration shall determine the individual counselor's work assignment. This clause does not preclude evening assignments required of the position or of an emergency nature. Occasionally, teachers may, of necessity, be required to overlap scheduling throughout all periods of the day.

B. 1. Teachers may be scheduled for either five or six teaching assignments.

Teachers scheduled for five or six teaching assignments shall have two preparation periods.

With a Block Schedule, teachers scheduled for six teaching assignments may have a thirty-five minute study hall for one marking period.

Teachers scheduled for five teaching assignments shall have, over two (2) days, one full block non-instructional duty assignments and two (2) full preparation periods, plus a daily study hall.

Science teachers can be scheduled for a science lab of 35 minutes in length per day. For science teachers who teach five lab classes, these labs will be considered the sixth teaching assignment if assigned every day, with compensation prorated accordingly. Science teachers scheduled for fewer than five labs may be assigned a duty and will have their compensation for a sixth period prorated accordingly.

Teachers who work lunch duty shall be compensated at the rate of \$18 per period. Administration will first seek volunteers for lunch duty. In the absence of volunteers, teachers may be assigned lunch duty.

Teachers scheduled for non-instructional duty assignments shall be limited to study hall, media center, hall duty and common prep and/or those duty assignments agreed to, by written agreement, between the RBR administration and the RBREA executive officers.

Teachers who cover as a substitute in a block schedule will be reimbursed at a rate of \$36.00 per block.

2. Whenever possible, the scheduling of a sixth teaching assignment shall be rotated. After two (2) consecutive years of assignment, the teacher may reject the assignment if the teaching assignment can be appropriately filled by another qualified teacher.

Teachers scheduled for a sixth teaching assignment for a full year shall be compensated at the following rates:

- a. Effective July 1, 2022, \$2,500.
- b. Effective July 1, 2023, \$2,750.
- c. Effective July 1, 2024, \$3,000.
- d. Effective July 1, 2025, \$3,250.
- e. Effective July 1, 2026, \$3,500.

Teachers scheduled for a sixth teaching assignment for less than a full year shall have the compensation prorated accordingly.

3. Effort will be made that regular classroom teachers shall not be required to change subject area teaching stations more than two times during the school day.

- C. 1. With a block schedule, teachers shall have a daily duty-free lunch period of thirty five (35) minutes.
2. Teachers may leave the building without requesting permission during their scheduled duty-free lunch period if they sign in and out. With the approval of the building principal or his/her designee, teachers may leave the building during their professional periods.

- D. 1. Teachers may be required to remain after the end of the regular work day, without additional compensation, for the purpose of attending three general faculty or departmental meetings per month. Additional meetings may be required if an emergency so dictates. Such meetings shall begin no later than fifteen minutes after the regular student dismissal time and shall run for no more than one hour, except in cases of an emergency involving the health and safety of students and teachers.

- If additional time or meetings are needed, students may be dismissed early. There shall be no restrictions placed upon the number of meetings for officially required evaluations or functioning committees.
2. An Association representative may speak to the teachers at the end of any meeting referred to in Paragraph One above on the request of the representative.
 3. The notice of an agenda for faculty meetings shall be given to the teachers involved at least three days prior to the meeting, except in an emergency. Teachers shall have the opportunity to suggest items for the agenda. In the event an evening parent-teacher conference is scheduled during the school year, the day before Thanksgiving will be a day of early dismissal.
 4. Classroom teachers shall continue to have at least one daily full block preparation period.
- E. Teacher participation in extra-curricular activity shall be in accordance with the rulings of the Commissioner of Education.
- F. The lesson plans required of all teachers, prepared in conjunction with their Administrator/Supervisor, shall follow a format uniform within each department. This format will be mutually agreed upon between the Administrator/Supervisor and the teachers within that department.
- G. Field trips shall be scheduled and implemented in a manner which shall be mutually agreed upon by the teachers participating in them. Written permission for field trips shall be obtained from the principal to guarantee insurance coverage at a school-sponsored activity.
- H. Teachers understand it is their professional responsibility to provide remediation and individual assistance to students. Each teacher will communicate his/her availability to parents and students. Teachers shall provide thirty (30) additional minutes of time per week in a designated area for instructional assistance to students currently enrolled in the teacher's class. Specific times and schedules will be mutually agreed upon by both the Teacher and his/her Supervisor, subject to final approval by the Supervisor or Designee.

ARTICLE VII

CLASS SIZE

It is recognized by the Board that pupil-teacher ratio is an important aspect of an effective educational program. The Board agrees to continue its effort to keep class sizes at an acceptable number as dictated by the financial conditions of the district, the building facilities available, the availability of qualified teachers, and the best interest of the District as being administratively feasible. The Board recognizes the class size recommendations of the State Department of Education and takes them into consideration in their planning. However, this will not hinder the flexibility of the School District in establishing class size involving team teaching, large group instruction, etc. No class number shall exceed pupil stations in the room. However, nothing herein contained shall restrict the administration from increasing or decreasing pupil stations as necessary.

ARTICLE VIII

NON-TEACHING DUTIES

- A. The Board will strive to minimize the non-academic duties of a teacher and shall continue its efforts in the utilization of teacher aides.
- B. Teachers will not be required to participate in solicitation of funds for charitable purposes.
- C. Except as authorized by the Board of Education, Superintendent, or Principal in writing, no teacher shall use his/her car for school business, including the transportation of students. When such authorization is given, the teacher will be reimbursed at the rate of thirty (.30) cents per mile, plus tolls.

ARTICLE IX

TEACHER EMPLOYMENT

- A. 1. Each presently employed teacher shall be placed on his/her proper step of the salary schedule as of the beginning of each school year. However, the Board of Education reserves unto itself the right to withhold for inefficiency, or other good cause, in the performance of an assignment, the employment increment, or adjustment increment or both of any person listed on any salary guide in any year of employment by a recorded roll call majority of the full membership of the Board of Education. Within ten (10) days the Board shall give written notice of such action together with the reasons therefore to the person concerned. The employee shall thereafter have such rights of appeal as are expressed in N.J.S.A. 18A:29-14.
2. All credits for salary above the B.A. level must be on a graduate level and completed after the awarding of the B.A. All credits for salary above the M.A. level must be on a graduate level and completed after the awarding of the M.A. degree and must be in the field of teacher assignment. (except as indicated in A.3 below)
3. Credits for salary guide movement above the BA may be awarded for vocational and technology education courses where such courses are not available for graduate credits. Courses must receive the prior approval of the Superintendent. In all such cases one credit will be counted for each fifteen clock hours for courses beyond the BA and courses must be necessary for professional development and/or increased proficiency in a major field. Thirty-six credits or 540 clock hours shall be considered the equivalent of earning a Master's Degree.

4. The Board reserves to itself the right to grant credit for any experience which it deems of value to the school system at the time of initial employment. However, any teacher employed prior to February 1 of any school year shall be given full credit for one year's service toward the next increment step of the following year. Any teacher employed subsequent to February 1 of any school year may be given full credit for one year's service toward the next increment step of the following year at the discretion of the Board. Newly hired teachers with prior experience shall be placed on a guide at a point recommended by the Superintendent of Schools and approved by the Board of Education. Additional credit, not to exceed four (4) years for military or alternate civilian service shall be granted by the Board.

B. Teachers with previous experience in the Red Bank Regional High School who were on tenure at the time of their leaving, shall, upon returning to the system, receive full credit on the salary schedule for all teaching experience gained while in the Peace Corps, Vista, or National Teacher Training Corps, provided that such teachers return to the Red Bank Regional High School District no later than the beginning of the school year following their release from service.

C. Teachers shall be notified of their contract status for the ensuing year no later than May 15. As a matter of professional courtesy, teachers shall notify the Board of their intent to remain in the system within fifteen (15) calendar days after receiving notification of their contract and salary status.

- D. Previously accumulated unused sick leave days will be restored to all teachers returning from a Board-approved leave of absence.

Sick leave reimbursement shall be as follows:

With minimum 10 years service in the district and 25 years in the pension system, teachers will be entitled to the following schedule of payments providing that there is written notification before January 1 to the Superintendent of the intention to retire at the end of the school year, or the following school year.

0	-	50	@	\$35.	\$	1,750.00
51	-	100	@	\$45.		2,250.00
101	-	150	@	\$55.		2,750.00
151	-	200	@	\$65.		<u>3,250.00</u>
						\$ 10,000.00 cap

If notification is not received before January 1 for those who intend to retire at the end of the school year or the following school year, the formula to be used will be: twenty-five (\$25.00) dollars per day for each unused sick day previously earned up to a maximum of fifty (50) days. In either case, full payment will be made to the retiree on the first pay period after retirement.

- E. Full-time teachers shall be paid a longevity stipend for years of service in accordance with the following schedule for as long as said teacher is employed in the District:

At Year 10, \$500
At Year 15, additional \$500 = \$1,000
At Year 20, additional \$500 = \$1,500
At Year 25, additional \$500 = \$2,000

ARTICLE X

SALARIES

A. The salaries of all teachers covered by this Agreement are as set forth in the schedule which is attached hereto and made a part hereof as Schedule A. Said schedule is, however, expressly subject to the provisions of Article IX.A.1.

- B.
1. All teachers shall be paid on a semi-monthly ten (10) month basis.
 2. Teachers may individually elect to have part of their monthly salary deducted from their pay and forwarded to First Financial Federal Teachers Credit Union.
 3. Salary checks are due on the 15th and 30th of the month.
 4. When a pay day falls on or during a school holiday, vacation or weekend, teachers shall receive their pay checks on the last previous working day.
 5. Paychecks are due for disbursement by 10:00 a.m. of the day due.
 6. Any teacher who accumulates five tardinesses in reporting for duty during one academic year shall forfeit one-half day's pay. Each additional five tardinesses shall result in the forfeiture of an additional half-day's pay.

C. Additional Fees and Stipends

1. Teachers who, during their professional period, are asked to assume responsibilities normally assigned to substitutes, shall be reimbursed at the rate of \$36.00 per block.
2. Teachers who cover breakfast duty shall be paid \$14.00 per duty.
3. Teachers who work detention shall be paid \$16.00 per hour and \$18.00 per hour effective July 1, 2023.
4. Faculty who teach the behind the wheel portion of driver's education shall be paid \$16.50 per hour.

5. Faculty who provide instruction for SAT prep shall be paid \$25.00 per hour.
6. Faculty who provide home instruction shall be paid \$40.00 per hour.
7. In the event that any teacher is assigned to write or rewrite a major curriculum, the teacher shall be paid for such an assignment at the rate of \$40.00 per hour. Approval for curriculum writing from the administration shall state the number of hours approved.
- D. Teachers who are assigned extra work/extra pay responsibilities shall be paid as set forth in Schedule B which is attached hereto and made a part hereof. Payment will be made at the completion of the activity, or for a year-long activity, one half payment on or about February 15th and the remainder on the last day of school.
- E. If a guidance counselor is required to work 12 months, the ratio for said 12-month guidance counselor shall be 1.17 of the applicable salary rate for said counselor as set forth in Schedule A; the ratio for all other guidance counselors, who shall be 10-month employees, shall be 1.07 of the applicable salary rate for each counselor as set forth in Schedule A; for teacher/coordinators and the media specialist the ratio shall be 1.10.
- F. Secretaries covered by this Agreement shall be compensated in accordance with the special salary guide for such personnel set forth in Schedule C.
- G. The school year for all teacher/coordinators, the media specialist and for 10-month guidance counselors shall commence on September 1 and terminate on June 30, unless specific written arrangements are made to extend same. All teacher/coordinators, media specialists and 10 month guidance counselors shall be granted three floating holidays

scheduled with the approval of their supervisor.

H. Any guidance counselor who is required to work during the summer (after the close of school in June, and before the opening of school in September) shall work a 7-1/2 hour day, or the same length of day as is worked during the regular school year.

I. Child Study Team members may be asked to work up to 15 additional days in July and August, compensated at their per diem rate. Assignments will be considered voluntary.

J. The Athletic Trainer may be asked to work days during the summer at his/her per diem rate.

ARTICLE XI

TEACHER ASSIGNMENT

- A. Assignment shall be made at the discretion of the Administration and within the area of teacher competency, teaching certificate or major or minor field of study, except for good cause.
- B. All teachers shall be given written notice of their subject assignment no later than June 1. All teachers who will be reappointed to extra work/extra pay assignments as stipulated in Schedule B will be notified of such reappointment by June 1 wherever possible.
- C. The parties recognize that changes in the subject assignment may be necessary. While the right of determination to assign or transfer a teacher is vested in the Board, the Board will not assign or transfer a teacher without prior discussion with that teacher. If such teacher is not readily available, they shall be notified by registered mail of such reassignment or transfer. Such transfer and change of assignment shall be on a voluntary basis whenever possible.
- D. As any vacancy is officially made known to him/her, the Superintendent shall have posted on Association bulletin boards and email.
- E. A teacher may apply for any vacant position. Such application shall be in writing, addressed to the Superintendent of Schools.
- F. In filling a vacancy within the negotiating unit, the Board agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system, and other relative factors. Other factors being equal, present employees shall be given preference. The decision of the Board as to the filling of such vacancy shall, however, be final.
- G. In filling promotional vacancies to administrative positions the Board shall consider the

professional qualifications, background, attainments and other relevant factors, including service in the school district, of all applicants from within the school district, as well as applicants outside the school district. Other factors being equal, present employees shall be given preference. The parties recognize, however, that the filling of vacancies at the supervisory and administrative levels and the filling of newly-created supervisory and administrative positions is a prerogative of the Board and the decision of the Board with respect to such matters shall be final.

ARTICLE XII

TEACHER EVALUATION

- A. An evaluative conference shall be held with each non-tenured teacher at least two times each year by an administrator and/or the supervisor. Such evaluation in each instance shall be based upon at least three (3) full period in-classroom observations, each occurring on separate days. Teachers shall be given a copy of any evaluation report prepared by his/her evaluators at least one day before any conference to discuss it. No such report shall be submitted to the central office, placed in the teacher's file or otherwise acted upon without prior conference with the teacher. No teacher shall be required to sign a blank or incomplete evaluation form.
- B. An evaluative conference shall be held with tenured teachers at least once annually by an administrator and/or supervisor.
- C. At such conference the teacher shall be prepared to discuss with his/her supervisor and/or administrator his/her strengths and weaknesses, and means by which strengths can be continued and weakness improved. No evaluation shall be made by the administrator and/or supervisor after the termination of a teacher nor shall any derogatory material be placed in the file after the teacher leaves employment with the exception that any continuing grievance or material initiated prior to termination, and completed after termination, shall go into the personnel file.
- D. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. Observation reports, addressed to the teacher, shall be written and shall include strengths and weaknesses and specific suggestions as to measures which the teacher might take to improve his performance in each of the areas wherein weaknesses have been indicated.

- E. 1. A teacher shall have the right upon two school days' notice to review the content of his personnel file and to make reproduction of non-confidential file materials at his/her expense. In the event of removal of confidential materials from the teacher's file, a dated notation will be placed in the teacher's file stating that confidential material, other than credentials involved in the hiring process, have been removed.
2. If the teacher's file is subpoenaed for the purpose of an arbitration hearing, such disclosure of the teacher's file will not be considered as one of the two times the teacher has the right to inspect his/her file.
3. If, upon reviewing his/her file, the teacher desires to answer any material that is available for his inspection in that file, they may make such answer and have it placed in the file.
- F. Any written complaints regarding a teacher made to any member of the administration by any parent, student or other person which are or may be used in any manner in evaluating a teacher and which are to be placed in a teacher's file shall be processed as follows: The principal or immediate superior shall meet with the teacher to apprise the teacher of the full nature of the complaint and they shall attempt to resolve the matter informally. The teacher may make a written statement concerning the written complaint and have such statement placed in the teacher's file.

ARTICLE XIII

TEACHER FACILITIES

- A. The Board will continue its efforts to keep the school reasonably and properly equipped and maintained.
- B. The Board shall make available, if practicable, in the school building an adequately furnished and decorated lounge and/or study room and/or dining area for the teachers. When practicable and possible, separate lavatory facilities exclusively for teacher use shall also be made available.
- C. The Board will permit vending machines to be placed in the teachers' facility, the proceeds of same to be placed in a flower fund to be administered by the Association.
- D. The Board will have a system to be used by staff for the purpose of reporting absences.

ARTICLE XIV

SICK LEAVE

- A. As of September 1, 1970, all teachers employed shall be entitled to one day of sick leave per month based upon their contractual term of employment. Unused sick leave days shall be accumulated from year to year with no maximum limit.
- B. Requests for additional non-accumulative sick leave benefits shall be decided by the Board of Education on an individual basis pursuant to N.J.S.A. 18A:30-6.
- C. At the time of hiring a new teacher the Board will grant two days of sick leave per year of service in another school district up to a maximum of twenty (20) days of sick leave to the newly hired teacher. Such granted sick leave must be based upon the newly hired teacher's unused accumulative leave which they had earned elsewhere.

ARTICLE XV

TEMPORARY LEAVE OF ABSENCE

A. Bereavement/Family Illness:

Teachers shall be entitled to the following non-accumulative leave of absence with full pay each school year.

1. Up to five days of leave in the event of each death in the immediate family.
(Immediate family to mean husband, wife, son, daughter, son-in-law, daughter-in-law, mother, father, mother-in-law, father-in-law, grandmother, grandfather, grandchild, civil union partner, sister, brother, sister-in-law, brother-in-law or other relative living in the home of the employee or for whom employee is support.)
2. Up to two days of leave in the event of each death of an aunt, uncle, niece or nephew.
3. Up to three days of leave in the event of serious illness in the immediate family.
4. Leave as provided under subparagraphs 1, 2 and 3 above is not cumulative and may not be transferred from one category into another.

B. Personal Leave:

1. With prior approval, up to 3 days per year for legal, personal, and business affairs will be granted. These unused personal days shall be converted to sick days on an annual basis, and shall be accumulated from year to year with no maximum limit.
2. Request for leave under this Article shall be submitted to the building principal who is empowered to grant it with due regard to the requirements of the school. Except for emergencies or extenuating circumstances, no leave shall be permitted on the first day(s) of faculty in-service, and the final day of school.

3. Except in cases of emergency, all requests for leave under Article XV (B)

except those referring to “death” shall be submitted in writing at least five days prior to the date requested. After approval by the principal, the request shall be filed in the Office of the Superintendent of Schools.

- C. Employees who have been requested by the Superintendent of Schools to represent the Red Bank Regional High School at professional meetings, to visit other school systems or to be absent from their regular duties for other professional reasons shall not be charged with absence, personal leave, or suffer loss of salary.

ARTICLE XVI

EXTENDED LEAVE OF ABSENCE

Child Care Leave

A. Leave of absence for child care may be granted to teachers who are under tenure when application is made for a period of up to two (2) years and to teachers not under tenure when application is made for a period not to extend beyond the end of the contract school year in which the leave is obtained. Application shall be made by the candidate on the advice and recommendation of a physician. When a position exists which a tenured teacher is qualified to fill, the tenured teacher may return to service at the beginning of any semester within the two (2) year period.

1. Application for the leave should be made no later than three (3) months after pregnancy has been determined.
2. Any tenured teacher on child care leave shall notify the Board prior to March 1 whether it is her intention to return to her teaching duty in the next school year.
3. Those persons granted a leave of absence for child care purposes are excluded from the benefits of sick leave except for the time in which they are actually disabled and subject to the same terms and conditions as apply to other sick leaves in the District.

Leave for Adoption of Infant Child

B. Leaves of absence for the adoption of an infant child may be granted to teachers who are under tenure when application is made for a period of up to two (2) years and to teachers not under tenure when application is made for a period not to extend beyond the end of the contract school year in which the leave is obtained. When a position exists which a tenured teacher is qualified to fill, the tenured teacher may return to service at the beginning of any semester within the two (2) year period.

1. Application for the leave should be made not later than three months before the anticipated custody of the child by the teacher.
2. Those persons granted a leave of absence for the adoption of an infant child are excluded from the benefits of sick leave.
3. Any tenured teacher on adoption leave shall notify the Board prior to March 1 whether it is his/her intention to return to his/her teaching duties in the next school year.
- C. Leave of absence shall be granted only in cases of severe illness, child care leave, or adoption leave.
- D. To receive credit for the full year, a staff member who has taken leave during that year shall have worked a minimum of one semester.

ARTICLE XVII

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- A. The Board will reimburse teachers and members of the office and clerical staff in an amount not to exceed \$500.00 per credit hour in the contract years for tuition for graduate level studies in the field of the applicant's assignment in his/her school situation taken at any time during the year. Effective July 1, 2022, there shall be an annual maximum of nine (9) credit hours per person that will be eligible for reimbursement, with an annual overall cap of \$45,000, payable in a first come first served basis. This reimbursement will also be made for graduate level studies, its equivalent, or for other reasons of value to the school system. However, the determination of the Board of Education on requests for other graduate level studies, its equivalent, or for other reasons of value to the school system shall not be arbitrable. These costs shall be reimbursed to recipient teachers for in-service courses, workshops, seminars, conferences and other similar studies which are relevant to the areas of assignment or certification. Reimbursement shall be made upon evidence of successful completion or participation and in order to receive the benefits of this Article, a grade of "B" or better must be maintained.
- B. Proposed programs must be approved by the Superintendent and the Board of Education under the conditions expressed in paragraph A of this Article.
- C. The Board reserves the right to encourage and give priority to individuals whose programs would be of particular benefit to the school system.
- D. Teachers receiving National Board Certification shall receive a stipend of \$1,000 annually.
- E. Non-tenured teachers voluntarily leaving the District shall repay through payroll deduction tuition reimbursement as follows:

1. Within one year of the receipt of tuition reimbursement: 100%;
2. Within two years of the receipt of tuition reimbursement: 50%;
3. Within three years of the receipt of tuition reimbursement: 25%;

ARTICLE XVIII

PROTECTION OF TEACHERS

- A. The Board shall give support including legal and other assistance for any assault upon the teacher while acting in the discharge of his/her duties. Financial support shall be limited to reasonable counsel fees.
- B.
 - 1. Teachers shall immediately report cases of assault suffered by them in connection with their employment to their principal or other immediate superior. This should be done on appropriate forms.
 - 2. Such notification shall be immediately forwarded to the Superintendent by the building principal who shall comply with any reasonable request from the teacher for information in the possession of the Superintendent relating to the incident or the persons involved and shall act in appropriate ways as liaison between the teacher, the police, and the courts.

ARTICLE XIX

MAINTENANCE OF CLASSROOM CONTROL AND DISCIPLINE

- A. Although teachers bear the primary responsibility for maintaining control and discipline in the classroom, the Board recognizes its responsibility to continue to give administrative support and backing to its teachers. The teachers recognize that all disciplinary actions and methods invoked by them shall be reasonable and just, and in accordance with established Board policy. It shall be the responsibility of the teacher to report to his/her principal in writing, on forms provided, the name of any student who, in the opinion of the teacher, needs particular assistance from skilled personnel. The teacher shall be advised by the principal or his designee of the disposition of the teacher's report that a particular student needs assistance.
- B. The principal, at the first faculty meeting of the school year, will inform the faculty of the procedure in discipline cases.
- C. If a teacher is dissatisfied with administrative action in any specific discipline case in which such teacher is involved, the teacher may request and meet with the building administrator in charge of discipline.

ARTICLE XX

INSURANCE PROTECTION

- A. The Board shall provide health care insurance protection equal to or better than the Direct 15 Plan offered by the School Employees Health Benefit Program (SEHBP). Employees will continue to make health benefit premium payments in accordance with the schedule established by Chapter 78.
- B. Dental Insurance will be provided for the duration of the contract. Employees will have the opportunity to “buy up” to a different dental plan at the employees’ expense.
- C. Not included in this Agreement are any additional benefits not provided by the above listed plan which would result in an additional premium. The Board agrees to provide to each new teacher a description of the health care insurance coverage provided under this Article during employment processing, which shall include a clear description of conditions and limits of coverage as listed above.
- D. The district shall expand dependent coverage to include coverage for Domestic Partnerships in accordance with guidelines and procedures developed by the State of NJ, Division of Pensions.
- E. Employees who choose to waive medical insurance on an annual basis shall receive the following annual stipends paid fifty percent (50%) on January 31st and fifty percent (50%) on June 30th of each year except when both partners/spouses are enrolled in the SEHBP.

Waiver for less than one year shall be prorated:

Single	1,150
Parent/Child	1,700
Husband/Wife	2,500
Family	3,000

F. The Board shall maintain a Section 125 plan.

ARTICLE XXI

DEDUCTION FROM SALARY

- A. The Board of Education will deduct the monthly membership dues from each employee who individually submits a written authorization for such deduction. The Board will not deduct the monthly membership dues for new employees until it has received confirmation of same from the Association. These dues shall be remitted to the Association.
- B. The Association shall indemnify, protect, and save the Board harmless from any and all claims or suits arising as a result of the dues collected and transmitted as per Section A above.
- C. The Association shall receive representation fees from non-members who are covered by the Agreement in an amount certified by the Association and shall provide evidence to the Board of Education that it has established a demand and return system. These deductions shall not begin until February 1st.

ARTICLE XXII

MISCELLANEOUS PROVISIONS

- A. If any provision of this Agreement or any application of this Agreement to any employee or groups of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- B. Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- C. The Board and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of teachers or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, gender, handicaps, domicile, marital status or sexual orientation.
- D. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by or registered letter at the following addresses:
 - 1. If by Association to Board:

Administration Offices
Red Bank Regional High School
101 Ridge Road
Little Silver, New Jersey 07739

2. If by Board to Association:

President
Red Bank Regional Education Association
101 Ridge Road
Little Silver, New Jersey 07739

- E. Nothing in this Agreement which changes pre-existing Board policy, rules or regulations shall operate retroactively unless expressly so stated.
- F. The parties agree that teachers shall continue to serve under the direction of the Superintendent of Schools and in accordance with Board and Administrative Policies, Rules and Regulations provided that the provisions of this Agreement shall supersede and prevail over any conflicting provisions.
- G. It is understood that under the rulings of the courts of New Jersey and the State Commissioner of Education, the Board of Education is forbidden to waive any rights or powers granted it by law.
- H. Anything to the contrary notwithstanding, nothing contained in any section, paragraph or sub-section of this Agreement shall be interpreted in any manner or be so construed as to indicate that the Board has waived rights which are expressly required by the courts to be retained by the Board.
- I. Each party shall be provided two official copies of the Agreement. The Association will provide for reproduction and distribution to members of the negotiating unit. The Board will provide for reproduction and distribution to Board members and members of the administration.
- J.
 - 1. Place on this salary guide is expressly subject to the provisions of Article IX.A.1.
 - 2. All credits for salary above the B.A. level must be on a graduate level, except as is otherwise provided in Article IX.A.2.

3. Evidence of courses completed must be made by submission of official school records.
 4. Certification credits do not apply.
 5. Courses above M.A. are subject to the provisions of Article IX.A.2.
 6. No salary adjustment to be made after October 1 of any year.
 7. Military Credit: 0 to 9 months service - no credit; 9 months to 1 year 9 months - 1 year credit; 1 year 9 months to 2 years 9 months - 2 years credit; 2 years 9 months to 3 years 9 months - 3 years credit; 3 years 9 months to 4 years 9 months - 4 years credit.
- K. The Assistant Nurse is a full-time 1.0 FTE position based on a 7.5 hour work day (8:00 am to 3:30 pm.)

SCHEDULE A
SECRETARIAL UNIT CONTRACTUAL PROVISIONS

1. Placement on the salary guides is expressly subject to the provisions of Article IX.A.1.
2. Ten month employees - 10/12ths of above 12 month salary guide.
3. Three floating holidays will be granted yearly for all secretaries. Days to be scheduled with permission of the supervisor.

4. The following Articles or parts of Articles apply to the secretarial and clerical staff:

I-A	IX-A-1	XV	XX
II	X-A, B & F	XVI	XXI
III	XIII	XVII	XXII
IV	XIV	XVIII	XXIII

Vacation - 12 Month Employees

- (a) Secretaries will receive pro rata vacation days based upon the amount of time employed by the Board. Upon separation or retirement from the District, 12 month employees are entitled to receive payment for unused earned vacation days.
- (b) If a secretary leaves the employ of the District prior to the end of a school year and the secretary has used all available vacation days, the secretary will owe the District the pro rata amount for vacation days that were used but not yet earned.
- (c) Secretaries who have been employed at Red Bank Regional High School for seven years or more as of July 1 shall be granted a third week of vacation time. Employees may carry five (5) unused vacation days into the next year.
- (d) Secretaries who have been employed at Red Bank Regional High School for twelve years or more as of July 1 shall be granted a fourth week of vacation time. Employees may carry five (5) vacation days into the next year.

Clerical Vacancies

When the Board seeks to fill clerical vacancies within the District, the Board will first post such vacancies and consider applications from presently employed secretarial staff before seeking applicants elsewhere. The decision of the Board in filling vacancies shall be final.

Credit for Secretarial Experience

The Board reserves to itself the right to grant credit for any experience which it deems of value to the school system at the time of initial employment.

Compensatory Time

All time worked in excess of the normal work day or on non-scheduled work days shall be compensatory. Compensatory time will only be accrued with prior approval by the Supervisor. A record shall be kept of all compensatory time and it shall be granted within the contract year or not later than 60 days of the end thereof. If not granted fully, all uncompensated time shall be reimbursed at the hourly rate of 1/1500 of the employees annual contract salary. Snow days will be granted.

Work Day

The total work day shall not exceed 8 hours including 1 hour for lunch and a 15 minute break in the morning and a 15 minute break in the afternoon. Summer hours during July and August shall be 7-1/2 hours total time between 7:30 and 3:00.

Longevity Stipend

Secretaries shall be paid a longevity stipend for years of service in accordance with the following schedule:

At Year 10, \$500
At Year 15, additional \$500 = \$1,000
At Year 20, additional \$500 = \$1,500
At Year 25, additional \$500 = \$2,000

Sick Leave

Payout for accrued sick leave at retirement according to the following formula:

\$50.00 per day for a maximum total amount of \$5,000.00, for any

Secretary who has been employed in the district and enrolled in the pension system for a minimum of 10 years and is retiring on a non-deferred retirement.

Substitute Call-in Services

Any secretary performing the task of substitute call-in shall be compensated at \$6,000.00 per year.

SCHEDULE B

COMPUTER TECHNICIAN CONTRACTUAL PROVISIONS

4. The following Articles or parts of Articles apply to the technology staff:

I-A	XV	XXI
II	XVI	XXII
III	XVII	XXIII
IV	XX	

Work Day

The regular workweek will be forty (40) hours together with a daily one-hour lunch period (7:30 am to 3:30 pm). Computer Technicians will be entitled to one and one-half time said employee's regular hourly wage for each hour worked in excess of forty (40) hours in one week and two times said employee's regular hourly wage for any hour worked on Sundays or Legal holidays, provided said employee worked days immediately preceding and following the Sunday or Legal Holiday.

Holidays

School calendar holidays during the school year. Fourth of July or day in lieu of and Labor Day.

Three floating holidays upon approval by the Superintendent or his/her designee. These days cannot be accumulated from year to year.

Sick Leave

Computer technicians are entitled to one day of sick leave per month based upon the contractual term of employment. Unused sick leave days will be accumulated from year to year. Payout of accrued sick leave at retirement according to the following formula:

\$50.00 per day for a maximum of 100 sick days accrued
at the point of retirement from the district.

Vacation

- (a) Employees engaged on or after April 1 - None.
- (b) Employees engaged between October 1 of the previous year and March 31 of the current year - one week.
- (c) Employees engaged prior to October 1 of previous year - two weeks.
- (d) Employees who have been employed in the Red Bank Regional High School for seven years or more as of July 1 shall be granted a third week of vacation at a time when the work load permits.
- (e) Employees who have been employed in the Red Bank Regional High School for twelve years or more as of July 1 shall be granted a fourth week of vacation at a time when the work load permits.

ARTICLE XXIII

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2022 and shall continue in effect until June 30, 2027. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

IN WITNESS WHEREOF; the parties hereto have caused this Agreement to be signed by their respective Presidents, and attested to by their respective Secretaries, all on the day and year first above written.

RED BANK REGIONAL EDUCATION ASSOCIATION

By:



President



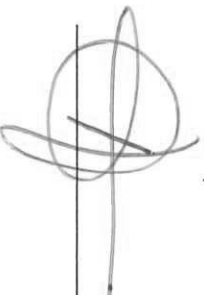
Secretary

RED BANK REGIONAL HIGH SCHOOL BOARD OF EDUCATION

By:



President



Secretary

DATE:

10/30/23

RED BANK REGIONAL HIGH SCHOOL

TEACHER SALARY GUIDE

Year 1
July 1, 2022 – June 30, 2023

Step*	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC
1	56,225	57,100	58,025	60,025	61,225	62,625	64,625
2	56,725	57,600	58,525	60,525	61,725	63,125	65,125
3	57,225	58,100	59,025	61,025	62,225	63,625	65,625
4	58,025	58,900	59,825	61,825	63,025	64,425	66,425
5	58,955	59,830	60,755	62,755	63,955	65,355	67,355
6	60,155	61,030	61,955	63,955	65,155	66,555	68,555
7	61,755	62,630	63,555	65,555	66,755	68,155	70,155
8-9	63,655	64,530	65,455	67,455	68,655	70,055	72,055
10	65,755	66,630	67,555	69,555	70,755	72,155	74,155
11	68,005	68,880	69,805	71,805	73,005	74,405	76,405
12	71,320	72,195	73,120	75,120	76,320	77,720	79,720
13	75,220	76,095	77,020	79,020	80,220	81,620	83,620
14	79,620	80,495	81,420	83,420	84,620	86,020	88,020
15	84,720	85,595	86,520	88,520	89,720	91,120	93,120
15A	89,900	90,775	91,700	93,700	94,900	96,300	98,300
16	90,900	91,775	92,700	94,700	95,900	97,300	99,300

*Step numbers do not equate to years of experience

RED BANK REGIONAL HIGH SCHOOL

TEACHER SALARY GUIDE

Year 2
July 1, 2023– June 30, 2024

Step*	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC
1-2	58,900	59,775	60,700	62,700	63,900	65,300	67,300
3	59,400	60,275	61,200	63,200	64,400	65,800	67,800
4	59,900	60,775	61,700	63,700	64,900	66,300	68,300
5	60,500	61,375	62,300	64,300	65,500	66,900	68,900
6	61,500	62,375	63,300	65,300	66,500	67,900	69,900
7	62,900	63,775	64,700	66,700	67,900	69,300	71,300
8	64,400	65,275	66,200	68,200	69,400	70,800	72,800
9-10	66,300	67,175	68,100	70,100	71,300	72,700	74,700
11	68,350	69,225	70,150	72,150	73,350	74,750	76,750
12	71,650	72,525	73,450	75,450	76,650	78,050	80,050
13	75,550	76,425	77,350	79,350	80,550	81,950	83,950
14	79,950	80,825	81,750	83,750	84,950	86,350	88,350
15	84,900	85,775	86,700	88,700	89,900	91,300	93,300
15A	90,000	90,875	91,800	93,800	95,000	96,400	98,400
16	91,900	92,775	93,700	95,700	96,900	98,300	100,300

*Step numbers do not equate to years of experience

RED BANK REGIONAL HIGH SCHOOL

TEACHER SALARY GUIDE

Year 3
July 1, 2024– June 30, 2025

Step*	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC
1	61,300	62,175	63,100	65,100	66,300	67,700	69,700
2-3.	61,800	62,675	63,600	65,600	66,800	68,200	70,200
4	62,300	63,175	64,100	66,100	67,300	68,700	70,700
5	62,800	63,675	64,600	66,600	67,800	69,200	71,200
6	63,300	64,175	65,100	67,100	68,300	69,700	71,700
7	64,000	64,875	65,800	67,800	69,000	70,400	72,400
8	65,300	66,175	67,100	69,100	70,300	71,700	73,700
9	66,800	67,675	68,600	70,600	71,800	73,200	75,200
10-11	68,800	69,675	70,600	72,600	73,800	75,200	77,200
11A	70,900	71,775	72,700	74,700	75,900	77,300	79,300
12	74,100	74,975	75,900	77,900	79,100	80,500	82,500
13	77,700	78,575	79,500	81,500	82,700	84,100	86,100
14	81,400	82,275	83,200	85,200	86,400	87,800	89,800
15	85,800	86,675	87,600	89,600	90,800	92,200	94,200
15A	90,200	91,075	92,000	94,000	95,200	96,600	98,600
16	92,900	93,775	94,700	96,700	97,900	99,300	101,300

*Step numbers do not equate to years of experience

RED BANK REGIONAL HIGH SCHOOL

TEACHER SALARY GUIDE

Year 4

July 1, 2025– June 30, 2026

Step*	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC
1-2	62,800	63,675	64,600	66,600	67,800	69,200	71,200
3-4	63,300	64,175	65,100	67,100	68,300	69,700	71,700
5	63,800	64,675	65,600	67,600	68,800	70,200	72,200
6	64,300	65,175	66,100	68,100	69,300	70,700	72,700
7	65,000	65,875	66,800	68,800	70,000	71,400	73,400
8	66,500	67,375	68,300	70,300	71,500	72,900	74,900
9	68,200	69,075	70,000	72,000	73,200	74,600	76,600
10	70,200	71,075	72,000	74,000	75,200	76,600	78,600
11-11A	72,400	73,275	74,200	76,200	77,400	78,800	80,800
12	75,600	76,475	77,400	79,400	80,600	82,000	84,000
13	79,200	80,075	81,000	83,000	84,200	85,600	87,600
14	82,800	83,675	84,600	86,600	87,800	89,200	91,200
15	86,600	87,475	88,400	90,400	91,600	93,000	95,000
15A	90,600	91,475	92,400	94,400	95,600	97,000	99,000
16	93,900	94,775	95,700	97,700	98,900	100,300	102,300

*Step numbers do not equate to years of experience

RED BANK REGIONAL HIGH SCHOOL

TEACHER SALARY GUIDE

Year 5
July 1, 2026– June 30, 2027

Step*	New**	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC
1	1	63,640	64,515	65,440	67,440	68,640	70,040	72,040
2-3	2	64,140	65,015	65,940	67,940	69,140	70,540	72,540
4-5	3	64,640	65,515	66,440	68,440	69,640	71,040	73,040
6	4	65,140	66,015	66,940	68,940	70,140	71,540	73,540
7	5	65,840	66,715	67,640	69,640	70,840	72,240	74,240
8	6	67,400	68,275	69,200	71,200	72,400	73,800	75,800
9	7	69,400	70,275	71,200	73,200	74,400	75,800	77,800
10	8	71,500	72,375	73,300	75,300	76,500	77,900	79,900
11	9	74,000	74,875	75,800	77,800	79,000	80,400	82,400
11A-12	10	77,200	78,075	79,000	81,000	82,200	83,600	85,600
13	11	80,700	81,575	82,500	84,500	85,700	87,100	89,100
14	12	84,200	85,075	86,000	88,000	89,200	90,600	92,600
15	13	87,700	88,575	89,500	91,500	92,700	94,100	96,100
15A	14	91,300	92,175	93,100	95,100	96,300	97,700	99,700
16	15	94,900	95,775	96,700	98,700	99,900	101,300	103,300

*Step numbers do not equate to years of experience

** New step numbers

RED BANK REGIONAL HIGH SCHOOL

TEACHER SALARY GUIDE STEP MOVEMENT CHART

Salary Guide						
All columns						
2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	
Base Year	Year 1	Year 2	Year 3	Year 4	Year 5	
Step	Step	Step	Step	Step	Step	Old #/ New #
1	1	1-2	1	1-2	1-2	1/ 1
1 —→	2	3	2-3	3-4	4-5/ 3	2-3/ 2
2	3	4	4	5	6	6/ 4
2 —→	4	5	5	6	7	7/ 5
3	5	6	6	7	8	8/ 6
4	6	7	7	8	9	9/ 7
5	7	8	8	9	10	10/ 8
6	8	9	9	10	11	11/ 9
7-8	9-10	10-11	11-11A	12	13/ 11	11A-12/ 10
9	11	12	13	14	15A/ 14	15/ 13
10	12	13	14	15	16/ 15	16/ 15
11	13	14	15A	16	16/ 15	16/ 15
12	14	15	16	16	16/ 15	16/ 15
13	15	16	16	16	16/ 15	16/ 15
14	16	16	16	16	16/ 15	16/ 15
15	16	16	16	16	16/ 15	16/ 15
15A	16	16	16	16	16/ 15	16/ 15

RED BANK REGIONAL HIGH SCHOOL

EXTRA WORK - EXTRA PAY SALARY SCHEDULE

ATHLETICS

<u>Head Coaches</u>	<u>2022-2027</u>
Assistant AD (1)	7,519
Band Director	7,519
Band Director-Assistant	2,844
Baseball (1)	7,519
Basketball (2 B/G)	8,522
Cross Country (2 B/G)	7,519
Field Hockey (1)	7,519
Football (1)	8,522
Golf (1)	7,018
Ice Hockey (1)	7,519
Indoor Track (1)	7,519
Lacrosse (2 B/G)	7,519
Outdoor Track (2 B/G)	7,519
Soccer (2 B/G)	7,519
Softball (1)	7,519
Swimming (1)	7,519
Tennis (2 B/G)	7,018
Volleyball (1-Girls)	7,519
Wrestling (1)	8,522

Assistant Coaches**2022-2027**

Baseball (2)	5,639
Basketball (4 B/G)	6,391
Field Hockey (2)	5,639
Football (7)	6,391
Ice Hockey (1)	5,639
Indoor Track (1)	5,639
Lacrosse (2)	5,639
Outdoor Track (3)	5,639
Soccer (2 - Girls)	5,639
Soccer (2-Boys)	5,639
Softball (2)	5,639
Swimming (1)	5,639
Tennis (1 B/G)	5,264
Wrestling (2)	6,391

RED BANK REGIONAL HIGH SCHOOL

EXTRA WORK - EXTRA PAY SALARY SCHEDULE

Co-CURRICULAR

<u>Activity</u>	<u>2022-2027</u>
Accompanist	2,256
Affirmative Action Coordinator	2,256
Assistant Student Council	3,509
BACA	2,256
BADD	2,256
Buccaneer	3,862
CARES	2,256
Cheerleading Fall	2,256
Cheerleading Fall - Assistant	1,315
Cheerleading Winter	2,256
Cheerleading Winter - Assistant	1,634
Choralettes	3,509
Choreographer	2,340
Class, Sophomore	3,509
Community Service	3,509
Conditioning Club	5,389
Crow's Nest	2,256
Diversity Coordinator	2,256
Drama Director	7,711
Fashion Club	2,256
FBLA	2,256
FCA - Monitor	2,256
Fishing	2,256

French Honor Society	2,256
Freshman Class	3,509
FTA	2,256
Heroes & Cool Kids	2,256
History Club	2,256
Instrumental Director	2,256
Interact	2,256
Junior Class	5,389
Key Club	2,256
Latin Honor Society	2,256
Latinos Unidos	2,256
Log - Assistant	3,509
Log-Yearbook	5,389
Mentor Coordinator	2,256
Mock Trial	2,256
National Art Honor Society	2,256
National Honor Society	2,256
Peer Tutoring	3,509
Ping Pong Club	2,256
Producer	2,256
Production Printing	3,759
Senior Class	5,389
Senior Class - Assistant	4,385
Spanish Honor Society	2,256
STS	3,509
STS - Assistant	2,256
Student Council	5,389
Technical Director	6,326
Vocal Music Director	3,509

RED BANK REGIONAL HIGH SCHOOL

SECRETARIAL SALARY 12 MONTH GUIDE

Step*	2022-23	2023-24	2024-25	2025-26	2026-27
1	45,025	46,700	48,670	50,540	52,820
2	45,925	47,600	49,570	51,440	53,720
3	46,825	48,500	50,470	52,340	54,620
4	47,725	49,400	51,370	53,240	55,520
5	48,825	50,400	52,270	54,140	56,420
6	49,925	51,500	53,270	55,040	57,320
7	51,025	52,600	54,370	56,040	58,220
8	52,225	53,800	55,570	57,240	59,220
9	53,425	55,000	56,770	58,440	60,435
10	54,875	56,400	58,170	59,840	61,835
11	56,375	57,800	59,570	61,240	63,235
12	58,025	59,450	61,170	62,840	64,835
13	59,925	61,300	62,870	64,540	66,535
14	61,900	63,250	64,750	66,340	68,235
15	63,900	65,200	66,700	68,225	70,055

Secretary salaries listed reflect twelve (12) month salaries. Ten (10) month secretaries' salaries will be prorated.

*Step numbers do not equate to years of experience