

MEMORANDUM OF AGREEMENT

The undersigned representatives of the **Old Bridge Board of Education** (Board) and the **Old Bridge Education Association** (OBEA) agree to the following terms and conditions for a successor agreement to their Collective Bargaining Agreement that expired on June 30, 2019. The undersigned representatives acknowledge that the following terms and conditions are subject to ratification by their respective full memberships. Additionally, the undersigned representatives agree to support this Memorandum of Agreement, and to recommend its terms and conditions to their respective, full memberships for ratification.

1. **Term.** The new Collective Bargaining Agreement shall be a five (5)-year agreement, effective from July 1, 2019 through June 30, 2024.
2. **Compensation.**
 - a. Salaries over the life of the new Contract shall be based upon total Base Year costs of \$73,937,792 for 1,132.8 full-time equivalents, based upon the attached 2018-2019 base year scattergram document which was executed by the parties' authorized representatives on January 17, 2019.
 - b. Salaries over the life of the new Contract shall increase as follows:
 - i. Year 1 (2019-2020): effective on February 1, 2020 for 10-month employees and January 1, 2020 for 12-month employees, and without retroactive effect, the aggregate salary bases of Schedules A, E, F, G, H, I, J, K L, M and Article XXXV.F.a, shall increase by one percent (1.00%) above their respective base year costs, inclusive of all increment and longevity A costs.
 - ii. Year 2 (2020-2021): effective September 1, 2020 for 10-month employees and July 1, 2020 for 12-month employees, the aggregate salary bases of Schedules A, E, F, G, H, I, J, K L, M and Article XXXV.F.a, shall increase by an additional three percent (3.00%) above their respective Year 1 costs, inclusive of all increment and longevity A costs.
 - iii. Year 3 (2021-2022): effective September 1, 2021 for 10-month employees and July 1, 2021 for 12-month employees, the aggregate salary bases of Schedules A, E, F, G, H, I, J, K L, M and Article XXXV.F.a, shall increase by an additional three

- percent (3.00%) above their respective Year 2 costs, inclusive of all increment and longevity A costs.
- iv. Year 4 (2022-2023): effective September 1, 2022 for 10-month employees and July 1, 2022 for 12-month employees, the aggregate salary bases of Schedules A, E, F, G, H, I, J, K L, M and Article XXXV.F.a, shall increase by an additional four percent (4.00%) above their respective Year 3 costs, inclusive of all increment and longevity A costs.
 - v. Year 5 (2023-2024): effective September 1, 2023 for 10-month employees and July 1, 2023 for 12-month employees, the aggregate salary bases of Schedules A, E, F, G, H, I, J, K L, M and Article XXXV.F.a, shall increase by an additional five percent (5.00%) above their respective Year 4 costs, inclusive of all increment and longevity A costs.
 - vi. Salary guides implementing the increases specified herein shall be mutually developed and approved by the parties. The parties agree to add longevity steps as follows, the costs of which shall be included in the settlement values expressed above: Schedule A, reaching 21 years; Schedule E, reaching 25 years; Schedule F, reaching 20 years; Schedule G, reaching 20 years; Schedule H, reaching 20 years; Schedule I, reaching 20 Years; Schedule J, reaching 20 years, and Schedule M, reaching 20 years.
 - c. Upon the expiration of the new contract per this Memorandum of Agreement, all members shall remain on their then-current guides and steps, pending ratification of terms for a successor agreement.
 - d. Article X and all Salary Schedules are clarified to provide that all movement to new guides (e.g. BA to BA+15) shall take effect prospectively only, after submission of all necessary transcripts / paperwork. The guide movement will appear on the Board's next regular action agenda, provided that all paperwork is submitted no less than seven (7) days before said meeting, and the salary change shall take effect on the payroll on the 15th of the next calendar month.

3. Stipends.

- a. Schedules B, C and D stipends may increase by up to two percent (2.00%) at the discretion of the OBEA, in addition to advancement from one step to the next each year in the case of Schedule B, effective July 1, 2022 and July 1, 2023 only, with the costs of any

and all such increases coming out of and not being in addition to the salary base increases as set forth above. However, any stipended positions added to Schedules B, C, or D after ratification of this Memorandum of Agreement shall be in addition to the negotiated settlement.

- b. Except as specifically set forth herein and/or in the attached TOK documents, no other stipend additions or value increases are included in the new Agreement.

4. Health Insurance.

- a. Article XX.A is revised to provide that all members whose start date is on or after July 1, 2020 shall be eligible only for SEHBP Direct-Zero coverage for the first four (4) years of their employment, after which they shall be eligible, through the open enrollment process, to enroll in any other plan then offered by the Board. Employees with a start date on or after July 1, 2020 shall not be eligible for the incentive set forth in paragraph 4.b, below.
- b. Article XX.A is revised to provide that all members who were employed prior to July 1, 2020 and are enrolled in Direct Zero coverage as of January 1, 2021 or thereafter, are entitled to a one-time payment in the amount of twenty-five percent (25%) of the premium difference between their previous plan premium and the Direct Zero premium for the same level of coverage, after their EBC is subtracted. Payment will be divided and made in two equal installments and paid in May and December. This shall take effect through the open enrollment process any time after July 1, 2020.

- 5. **Terminal Leave.** Article XXXVIII.S.2 is revised to provide that for purposes of terminal leave payment qualified 403(b) Special Pay Plan employee accounts may be with any approved vendor. The Board may continue to include VALIC, and will accept submissions of necessary paperwork from other entities for this purpose.
- 6. **Payroll.** Effective in 2020 and continuing thereafter, there shall be two (2) payrolls in June, the second payroll being issued on June 30 or on the last weekday of June if June 30 is not a weekday.
- 7. **Bus Driver Meal Allowance.** Article XXXVIII.M.6 is revised to include mechanics, and to set the meal allowance at \$9.79.

8. **Incorporation of Previous Agreements.** The parties incorporate into this Memorandum of Agreement by reference, and shall incorporate into the new contract, their agreements set forth in the documents entitled "Confirmation of Tentative Agreements," #1 and #2, attached to this Memorandum of Agreement.
9. **Entire Agreement.** Except as provided herein, all other provisions of the 2017-2019 Collective Bargaining Agreement shall be carried over into the new Contract unchanged. All proposals made by each party during these negotiations not expressly set forth or referenced in this document and the attachments hereto are deemed withdrawn.
10. **Good Faith / Ratification.** All parties acknowledge that the terms of this Memorandum of Agreement are subject to ratification, acknowledge that the Mediator retains jurisdiction, and recognize their obligation under the PERC Act to support this Agreement, and to recommend its ratification to their respective memberships.

Dated: December 6, 2019

FOR THE BOARD:

Besa Poo
Kelly Ellis 2nd

Joseph A. Mann

FOR THE ASSOCIATION:

J. O'Neil
Ellen McConnor
Lynne Arny
Susan Guba
Nancy Goglund
Mary C Swinarski

Ann H
J. H. R.
Joseph A. Jensen
John Arny
Ellen Poo

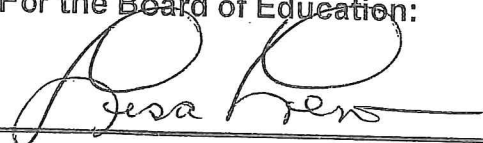
Old Bridge Board of Education 2018
and
Old Bridge Education Association
2019 NEGOTIATIONS

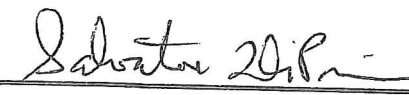
SCATTERGRAMS

Final Revisions January 10, 2019

AGREED BY THE PARTIES JANUARY 17, 2019

For the Board of Education:





For the Association:





*SCATTERGRAM AGREEMENT IS LIMITED TO 2018-19 STEPS AND SALARIES.

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SALARY GUIDE SUMMARY
2018

CATEGORY	<u>Scattergram</u>	<u>Scattergram</u>	change	%
	<u>Cost</u> <u>2018-2019</u>	<u>Cost</u> <u>2019-2020</u>		
NON DEGREE	284,105	295,366	11,261	3.9637%
TEACHERS BA	11,814,255	12,182,811	368,557	3.1196%
TEACHERS BA+15	4,052,747	4,162,907	110,160	2.7182%
TEACHERS MA	21,051,435	21,699,760	648,325	3.0797%
TEACHERS MA+30	9,298,583	9,560,659	262,076	2.8185%
TEACHERS MA+45	16,562,951	17,012,414	449,463	2.7137%
TEACHERS DR	743,494	763,104	19,610	2.6375%
NURSES RN	492,351	497,986	5,635	1.1445%
BOOKKEEPING CLERK	54,143	59,328	5,185	9.5765%
JUNIORBOOKKEEPING CLERK	49,995	54,702	4,707	9.4149%
SECRETARIAL CLERICAL CLASS B	399,233	403,143	3,910	0.9794%
SECRETARIAL CLERICAL CLASS C	1,116,138	1,130,670	14,531	1.3019%
SECRETARIAL CLERICAL CLASS D	1,837,864	1,880,152	42,288	2.3009%
SECRETARIAL CLERICAL CLASS 7	109,097	110,677	1,580	1.4483%
PARA-PROFESSIONAL NO CREDIT	1,423,135	1,465,788	42,653	2.9971%
PARA-PROFESSIONAL 15 CREDITS	82,796	84,386	1,590	1.9204%
PARA-PROFESSIONAL CERTIFIED	1,733,861	1,799,966	66,105	3.8126%
FIELD	241,177	245,899	4,722	1.9579%
MAINTENANCE	555,904	561,079	5,175	0.9309%
CUSTODIAL CLASS 2	66,281	66,281	0	0.0000%
HEAD MECHANIC	74,692	74,692	0	0.0000%
MECHANIC	106,460	112,058	5,598	5.2583%
TRANSPORTATION DRIVERS	1,262,701	1,299,065	36,364	2.8799%
TECHNOLOGY-LEVEL 1 FIELD SUP	439,620	454,763	15,143	3.4446%
TECHNOLOGY-NETWORK SUP	84,774	84,774	0	0.0000%
TECHNOLOGY-DISPATCHER	0	0	0	0.0000%
TOTALS:	73,937,792	76,062,430	2,124,638	2.8735%

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
2018

CATAGORY

	<u>EMP/COUNT</u> <u>10/31/2018</u>	<u>Scattergram</u> <u>Cost</u> <u>2018-2019</u>	<u>Scattergram</u> <u>Cost</u> <u>2019-2020</u>	
NON-DEGREE	4	284,105	295,366	
TEACHERS BA	194	11,814,255	12,182,811	
TEACHERS BA+15	59	4,052,747	4,162,907	
TEACHERS MA	278	21,051,435	21,699,760	
TEACHERS MA+30	104	9,298,583	9,560,659	
TEACHERS MA+45	182	16,562,951	17,012,414	
TEACHERS DR	9	743,494	763,104	
TOTALS:	830	63,807,569	65,677,021	1.029298

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
2018

CATAGORY	EMP/COUNT 10/31/2018	SALARY <u>2018-2019</u>	TOTAL <u>2019-2020</u>
NON DEGREE	4.0	284,105	295,366
TEACHERS BA	194.2	11,814,255	12,182,811
TEACHERS BA+15	59.0	4,052,747	4,162,907
TEACHERS MA	278.2	21,051,435	21,699,760
TEACHERS MA+30	104.0	9,298,583	9,560,659
TEACHERS MA+45	182.1	16,562,951	17,012,414
TEACHERS DR	9.0	743,494	763,104
NURSES RN	11.0	492,351	497,986
BOOKKEEPING CLERK	1	54,143	59,328
JUNIORBOOKKEEPING CLERK	1	49,995	54,702
SECRETARIAL CLERICAL CLASS B	8.8	399,233	403,143
SECRETARIAL CLERICAL CLASS C	23.5	1,116,138	1,130,670
SECRETARIAL CLERICAL CLASS D	39.0	1,837,864	1,880,152
SECRETARIAL CLERICAL CLASS 7	3.0	109,097	110,677
PARA-PROFESSIONAL NO CREDIT	65.0	1,423,135	1,465,788
PARA-PROFESSIONAL 15 CREDITS	4.0	82,796	84,386
PARA-PROFESSIONAL CERTIFIED	84.0	1,733,861	1,799,966
FIELD	4.0	241,177	245,899
MAINTENANCE	8.0	555,904	561,079
CUSTODIAL CLASS 2	1.0	66,281	66,281
HEAD MECHANIC	1.0	74,692	74,692
MECHANIC	2.0	106,460	112,058
TRANSPORTATION DRIVERS	37.0	1,262,701	1,299,065
TECHNOLOGY-LEVEL 1 FIELD SUP	8.0	439,620	454,763
TECHNOLOGY-NETWORK SUP	1.0	84,774	84,774
TECHNOLOGY-DISPATCHER	0.0	0	0
TOTALS:	<u>1,132.8</u>	<u>73,937,792</u>	<u>76,062,430</u>

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SALARY GUIDE
NON DEGREE TEACHERS
2018-2019

STEP	BA	% CHANGE OF STEP	# TEACHERS 18-19	SALARY 18-19
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manual posting!!!!

1	44,172		0	0
2	45,014	1.91%	0	0
3	46,229	2.70%	0	0
4	47,491	2.73%	0	0
5	47,491	0.00%	0	0
6	48,847	2.86%	0	0
7	50,250	2.87%	0	0
8	51,746	2.98%	0	0
9	53,382	3.16%	0	0
10	55,158	3.33%	0	0
11	57,029	3.39%	1	57,029
12	59,179	3.77%	0	0
13	61,610	4.11%	1	61,610
14	65,327	6.03%	0	0
15	69,160	5.87%	0	0
16	72,807	5.27%	0	0
17	77,505	6.45%	1	77,505
18	82,899	6.96%	1	82,899
16-A	5,062		1	5,062
16-B	5,957		0	0
16-C	6,852		0	0
4.0				

2019-20 2019-20 increase

SUB-TOTAL	4	284,105	295,366	11,261
		284,105		

STEP	BA	% CHANGE OF STEP	# TEACHERS 19-20	SALARY 19-20
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1	44,172		0	0
2	45,014	1.91%	0	0
3	46,229	2.70%	0	0
4	47,491	2.73%	0	0
5	47,491	0.00%	0	0
6	48,847	2.86%	0	0
7	50,250	2.87%	0	0
8	51,746	2.98%	0	0
9	53,382	3.16%	0	0
10	55,158	3.33%	0	0
11	57,029	3.39%	0	0
12	59,179	3.77%	1	59,179
13	61,610	4.11%	0	0
14	65,327	6.03%	1	65,327
15	69,160	5.87%	0	0
16	72,807	5.27%	0	0
17	77,505	6.45%	0	0
18	82,899	6.96%	2	165,798
16-A	5,062		1	5,062
16-B	5,957		0	0
16-C	6,852		0	0
4.0				

SUB-TOTAL	4.0	295,366
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OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SALARY GUIDE
TEACHERS BA
2018-2019

STEP	BA	% CHANGE OF STEP	# TEACHERS 18-19	SALARY 18-19
1	47,243		19	897,617
2	48,143	1.91%	17	818,431
3	49,443	2.70%	14	692,202
4	50,793	2.73%	20	1,015,860
5	50,793	0.00%	12	609,516
6	52,243	2.85%	19	992,617
7	53,743	2.87%	7	376,201
8	55,343	2.98%	7	387,401
9	57,093	3.16%	4	228,372
10	58,993	3.33%	3	176,979
11	60,993	3.39%	12	731,916
12	63,293	3.77%	6	379,758
13	65,893	4.11%	6	395,358
14	69,868	6.03%	8	558,944
15	73,968	5.87%	3	221,904
16	77,868	5.27%	5.1	397,127
17	82,893	6.45%	5	414,465
18	88,662	6.96%	27.06	2,399,194
16-A	5,414		15	81,210
16-B	6,371		5	31,855
16-C	7,328		1	7,328
194.2				

SUB-TOTAL

194.2

11,814,255

2019-20

2019-20 increase

12,182,811

368,557

STEP	BA	% CHANGE OF STEP	# TEACHERS 19-20	SALARY 19-20
1	47,243		0	0
2	48,143	1.91%	19	914,717
3	49,443	2.70%	17	840,531
4	50,793	2.73%	14	711,102
5	52,243	2.85%	20	1,044,860
6	52,243	0.00%	12	626,916
7	53,743	2.87%	19	1,021,117
8	55,343	2.98%	7	387,401
9	57,093	3.16%	7	399,651
10	58,993	3.33%	4	235,972
11	60,993	3.39%	3	182,979
12	63,293	3.77%	12	759,516
13	65,893	4.11%	6	395,358
14	69,868	6.03%	6	419,208
15	73,968	5.87%	8	591,744
16	77,868	5.27%	3	233,604
17	82,893	6.45%	5.1	422,754
18	88,662	6.96%	32.06	2,842,504
16-A	5,414		21	113,694
16-B	6,371		5	31,855
16-C	7,328		1	7,328
194.2				
SUB-TOTAL				<u>12,182,811</u>

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SALARY GUIDE
TEACHERS BA+ 15
2018-2019

STEP	BA + 15	% CHANGE OF STEP	# TEACHERS 18-19	SALARY 18-19
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1	48,844		1	48,844
2	49,804	1.97%	3	149,412
3	51,169	2.74%	1	51,169
4	52,589	2.78%	4	210,356
5	52,589	0.00%	5	262,945
6	54,104	2.88%	6	324,624
7	55,669	2.89%	3	167,007
8	57,334	2.99%	1	57,334
9	59,149	3.17%	4	236,596
10	61,094	3.29%	4	244,376
11	63,139	3.35%	1	63,139
12	65,459	3.67%	1	65,459
13	68,124	4.07%	3	204,372
14	71,489	4.94%	1	71,489
15	75,589	5.74%	2	151,178
16	79,329	4.95%	2	158,658
17	84,354	6.33%	3	253,062
18	89,603	6.22%	14	1,254,442
			59	
16-A	5,433		7	38,031
16-B	6,390		4	25,560
16-C	7,347		2	14,694

SUB-TOTAL		59.0	<u>4,052,747</u>
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2019-20	2019-20 increase
4,162,907	110,160

STEP	BA + 15	% CHANGE OF STEP	# TEACHERS 19-20	SALARY 19-20
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1	48,844			0
2	49,804	1.97%	1	49,804
3	51,169	2.74%	3	153,507
4	52,589	2.78%	1	52,589
5	54,104	2.88%	4	216,416
6	54,104	0.00%	5	270,520
7	55,669	2.89%	6	334,014
8	57,334	2.99%	3	172,002
9	59,149	3.17%	1	59,149
10	61,094	3.29%	4	244,376
11	63,139	3.35%	4	252,556
12	65,459	3.67%	1	65,459
13	68,124	4.07%	1	68,124
14	71,489	4.94%	3	214,467
15	75,589	5.74%	1	75,589
16	79,329	4.95%	2	158,658
17	84,354	6.33%	2	168,708
18	89,603	6.22%	17	1,523,251
			59	
16-A	5,433		8	43,464
16-B	6,390		4	25,560
16-C	7,347		2	14,694
	7,347		0	0

SUB-TOTAL		59.0	<u>4,162,907</u>
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OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SALARY GUIDE
TEACHERS MA
2018-2019

STEP	MA	% CHANGE OF STEP	# TEACHERS 18-19	SALARY 18-19
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1	51,917		9	467,253
2	52,962	2.01%	5	264,810
3	54,427	2.77%	13	707,551
4	55,952	2.80%	14	783,328
5	55,952	0.00%	15	839,280
6	57,582	2.91%	15	863,730
7	59,272	2.93%	7.1	420,831
8	61,067	3.03%	2	122,134
9	63,022	3.20%	12	756,264
10	64,999	3.14%	14	909,986
11	67,352	3.62%	16	1,077,632
12	69,862	3.73%	16	1,117,792
13	72,422	3.66%	15.06	1,090,675
14	75,967	4.89%	16	1,215,472
15	79,999	5.31%	10	799,990
16	84,332	5.42%	12	1,011,984
17	89,357	5.96%	10	893,570
18	95,676	7.07%	77	7,367,052
			278.16	
16-A	5,555		49	272,195
16-B	6,512		5	32,560
16-C	7,469		5	37,345
				0

SUB-TOTAL	278.2	<u>21,051,435</u>	21,699,760	2019-20 increase 648,325
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STEP	MA	% CHANGE OF STEP	# TEACHERS 19-20	SALARY 19-20
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1	51,917			0
2	52,962	2.01%	9	476,658
3	54,427	2.77%	5	272,135
4	55,952	2.80%	13	727,376
5	57,582	2.91%	14	806,148
6	57,582	0.00%	15	863,730
7	59,272	2.93%	15	889,080
8	61,067	3.03%	7.1	433,576
9	63,022	3.20%	2	126,044
10	64,999	3.14%	12	779,988
11	67,352	3.62%	14	942,928
12	69,862	3.73%	16	1,117,792
13	72,422	3.66%	16	1,158,752
14	75,967	4.89%	15.06	1,144,063
15	79,999	5.31%	16	1,279,984
16	84,332	5.42%	10	843,320
17	89,357	5.96%	12	1,072,284
18	95,676	7.07%	87	8,323,812
			278.16	
16-A	5,555		67	372,185
16-B	6,512		5	32,560
16-C	7,469		5	37,345
				0
				0
				0

SUB-TOTAL	278.2	<u>21,699,760</u>
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STEP	MA + 30	% CHANGE OF STEP	# TEACHERS 18-19	SALARY 18-19
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2019-20	2019-20 increase
9,560,659	262,076

SUB-TOTAL	104.0	<u>9,560,659</u>
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OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SALARY GUIDE
TEACHERS MA+45
2018-2019

STEP	MA+45	% CHANGE OF STEP	# TEACHERS 18-19	SALARY 18-19
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1	56,223		1	56,223
2	57,363	2.03%	0	0
3	58,923	2.72%	0	0
4	60,558	2.77%	2	121,116
5	60,558	0.00%	2	121,116
6	62,313	2.90%	10	623,130
7	64,143	2.94%	9	577,287
8	66,098	3.05%	1	66,098
9	68,223	3.21%	5	341,115
10	70,508	3.35%	6	423,048
11	72,923	3.43%	6	437,538
12	75,673	3.77%	11	832,403
13	78,863	4.22%	6	473,178
14	82,888	5.10%	14	1,160,432
15	86,988	4.95%	12	1,043,856
16	91,628	5.33%	5	458,140
17	96,653	5.48%	15	1,449,795
18	103,362	6.94%	77.1	7,969,210
			182.1	
16-A	5,708		44	251,152
16-B	6,665		10	66,650
16-C	7,622		12	91,464

			2019-20	2019-20 increase
SUB-TOTAL	182.1	<u>16,562,951</u>	17,012,414	449,463

STEP	MA+45	% CHANGE OF STEP	# TEACHERS 19-20	SALARY 19-20
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1	56,223			0
2	57,363	2.03%	1	57,363
3	58,923	2.72%	0	0
4	60,558	2.77%	0	0
5	62,313	2.90%	2	124,626
6	62,313	0.00%	2	124,626
7	64,143	2.94%	10	641,430
8	66,098	3.05%	9	594,882
9	68,223	3.21%	1	68,223
10	70,508	3.35%	5	352,540
11	72,923	3.43%	6	437,538
12	75,673	3.77%	6	454,038
13	78,863	4.22%	11	867,493
14	82,888	5.10%	6	497,328
15	86,988	4.95%	14	1,217,832
16	91,628	5.33%	12	1,099,536
17	96,653	5.48%	5	483,265
18	103,362	6.94%	92.1	9,519,640
			182.1	
16-A	5,708		55	313,940
16-B	6,665		10	66,650
16-C	7,622		12	91,464

SUB-TOTAL	182.1	<u>17,012,414</u>
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OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SALARY GUIDE
TEACHERS DR
2018-2019

STEP DR % CHANGE : # TEACHERS SALARY
 OF STEP 18-19 18-19

1	57,867		0	0
2	59,007	1.97%	0	0
3	60,567	2.64%	0	0
4	62,202	2.70%	0	0
5	62,202	0.00%	0	0
6	63,957	2.82%	0	0
7	65,787	2.86%	0	0
8	67,742	2.97%	1	67,742
9	69,867	3.14%	3	209,601
10	72,152	3.27%	1	72,152
11	74,567	3.35%	0	0
12	77,317	3.69%	1	77,317
13	80,507	4.13%	0	0
14	84,532	5.00%	0	0
15	88,632	4.85%	0	0
16	93,272	5.24%	1	93,272
17	98,297	5.39%	0	0
18	105,006	6.83%	2	210,012
			9	
16-A	5,742		1	5,742
16-B	6,699		0	0
16-C	7,656		1	7,656

	2019-20	2019-20 increase	
SUB-TOTAL	9.0		
			743,494
			763,104 19,610

STEP DR % CHANGE : # TEACHERS SALARY
 OF STEP 19-20 19-20

1	57,867			0
2	59,007	1.97%	0	0
3	60,567	2.64%	0	0
4	62,202	2.70%	0	0
5	62,202	0.00%	0	0
6	63,957	2.82%	0	0
7	65,787	2.86%	0	0
8	67,742	2.97%	0	0
9	69,867	3.14%	1	69,867
10	72,152	3.27%	3	216,456
11	74,567	3.35%	1	74,567
12	77,317	3.69%	0	0
13	80,507	4.13%	1	80,507
14	84,532	5.00%	0	0
15	88,632	4.85%	0	0
16	93,272	5.24%	0	0
17	98,297	5.39%	1	98,297
18	105,006	6.83%	2	210,012
			9	
16-A	5,742		1	5,742
16-B	6,699		0	0
16-C	7,656		1	7,656

	9.0	
SUB-TOTAL		763,104

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SALARY GUIDE
REGISTERED NURSES
2018-2019

STEP	RN	% CHANGE I OF STEP	# NURSES 18-19	SALARY 18-19
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1	35,159		0	0
2	36,089	2.65%	0	0
3	37,069	2.72%	1	37,069
4	38,104	2.79%	1	38,104
5	39,194	2.86%	2	78,388
6	40,344	2.93%	1	40,344
7	41,554	3.00%	0	0
8	42,824	3.06%	0	0
9	44,794	4.60%	0	0
10	48,642	8.59%	6	291,852
10a LNGTY	1,099		6	6,594

2019-20	2019-20 increase
497,986	5,635

SUB-TOTAL	11	492,351			
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STEP	RN	% CHANGE I OF STEP	# NURSES 19-20	SALARY 19-20
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1	35,159		0	0		
2	36,089	2.65%	0	0		0
3	37,069	2.72%	0	0		0
4	38,104	2.79%	1	38,104		1
5	39,194	2.86%	1	39,194		1
6	40,344	2.93%	2	80,688		0
7	41,554	3.00%	1	41,554		1
8	42,824	3.06%	0	0		0
9	44,794	4.60%	0	0		0
10	48,642	8.59%	6	291,852		0
10a LNGTY	1,099		6	6,594		2
						9

14

SUB-TOTAL	11	497,986			
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OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
Bookkeeping Clerk
2018-2019

STEP	CLASS A	% CHANGE OF STEP OF STEP	18-19	SALARY 18-19		
1	35,873		0	0		
2	36,793	2.56%	0	0		
3	37,763	2.64%	0	0		
4	38,783	2.70%	0	0		
5	39,858	2.77%	0	0		
6	40,988	2.84%	0	0		
7	42,178	2.90%	0	0		
8	43,428	2.96%	0	0		
9	44,738	3.02%	0	0		
10	46,113	3.07%	0	0		
11	47,553	3.12%	0	0		
12	4,968	-89.55%	0	0		
13	50,633	919.18%	0	0		
14	54,143	6.93%	1	54,143		
15	59,328	9.58%	0	0		
15-A	4,798		0	0		
15-B	5,329		0	0		
SUB-TOTAL				1.0	54,143	59,328
					54,143	5,185
						0

2019-20 2019-20 increase

STEP	CLASS B	% CHANGE OF STEP OF STEP	18-19	SALARY 18-19		
1	35,873		0	0		
2	36,793	2.56%	0	0		
3	37,763	2.64%	0	0		
4	38,783	2.70%	0	0		
5	39,858	2.77%	0	0		
6	40,988	2.84%	0	0		
7	42,178	2.90%	0	0		
8	43,428	2.96%	0	0		
9	44,738	3.02%	0	0		
10	46,113	3.07%	0	0		
11	47,553	3.12%	0	0		
12	4,968	-89.55%	0	0		
13	50,633	919.18%	0	0		
14	54,143	6.93%	0	0		
15	59,328	9.58%	1	59,328		
15-A	4,798		0	0		
15-B	5,329		0	0		
SUB-TOTAL				1.0	59,328	

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
Junior Bookkeeping Clerk
2018-2019

STEP	CLASS A	% CHANGE OF STEP OF STEP	18-19	SALARY 18-19		
1	32,585		0	0		
2	33,470	2.72%	0	0		
3	34,405	2.79%	0	0		
4	35,390	2.86%	0	0		
5	36,430	2.94%	0	0		
6	37,525	3.01%	0	0		
7	38,675	3.06%	0	0		
8	39,875	3.10%	0	0		
9	41,130	3.15%	0	0		
10	42,440	3.19%	0	0		
11	43,810	3.23%	0	0		
12	45,245	3.28%	0	0		
13	46,745	3.32%	0	0		
14	49,995	6.95%	1	49,995		
15	54,702	9.41%	0	0		
15-A	4,746		0	0		
15-B	5,187		0	0		
SUB-TOTAL			1.0	49,995	54,702	4,707
				49,995		0

2019-20 2019-20 increase

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
Junior Bookkeeping Clerk
2018-2019

STEP	CLASS A	% CHANGE OF STEP OF STEP	0	SALARY 0		
1	32,585		0	0		
2	33,470	2.72%	0	0		
3	34,405	2.79%	0	0		
4	35,390	2.86%	0	0		
5	36,430	2.94%	0	0		
6	37,525	3.01%	0	0		
7	38,675	3.06%	0	0		
8	39,875	3.10%	0	0		
9	41,130	3.15%	0	0		
10	42,440	3.19%	0	0		
11	43,810	3.23%	0	0		
12	45,245	3.28%	0	0		
13	46,745	3.32%	0	0		
14	49,995	6.95%	0	0		
15	54,702	9.41%	1	54,702		
15-A	4,746		0	0		
15-B	5,187		0	0		
SUB-TOTAL			1.0	54,702	0	0
				54,702		0

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SECRETARIAL CLERICAL CLASS B
2018-2019

STEP	CLASS B	% CHANGE OF STEP	# CLASS B 18-19	SALARY 18-19		
1	29,547		0	0		
2	30,337	2.67%	1	30,337	SG	2
3	31,172	2.75%	2	62,344	SG	3
4	32,057	2.84%	0	0	SG	3
5	32,987	2.90%	0	0		
6	33,962	2.96%	0	0		
7	34,987	3.02%	0	0		
8	36,062	3.07%	0	0		
9	37,192	3.13%	0	0		
10	38,377	3.19%	0	0		
11	39,617	3.23%	1	39,617		
12	40,922	3.29%	0	0		
13	42,352	3.49%	0	0		
14	45,602	7.67%	0	0		
15	50,053	9.76%	4.833	241,906		
			8.833			
15-A	4,653		1	4,653		
15-B	5,094		4	20,376	2019-20	2019-20 increase
SUB-TOTAL			8.8	399,233	403,143	3,910

STEP	CLASS B	% CHANGE OF STEP	# CLASS B 19-20	SALARY 19-20
1	29,547			0
2	30,337	2.67%	0	0
3	31,172	2.75%	1	31,172
4	32,057	2.84%	2	64,114
5	32,987	2.90%	0	0
6	33,962	2.96%	0	0
7	34,987	3.02%	0	0
8	36,062	3.07%	0	0
9	37,192	3.13%	0	0
10	38,377	3.19%	0	0
11	39,617	3.23%	0	0
12	40,922	3.29%	1	40,922
13	42,352	3.49%	0	0
14	45,602	7.67%	0	0
15	50,053	9.76%	4.833	241,906
			8.833	
15-A	4,653		1	4,653
15-B	5,094		4	20,376
SUB-TOTAL			8.8	403,143

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SECRETARIAL CLERICAL CLASS C
2018-2019

STEP	CLASS C	% CHANGE :	# CLASS C	SALARY
		OF STEP	18-19	18-19

1	30,624		1	30,624
2	31,439	2.66%	1	31,439
3	32,299	2.74%	1	32,299
4	33,209	2.82%	1	33,209
5	34,169	2.89%	1	34,169
6	35,179	2.96%	0	0
7	36,239	3.01%	1.833	66,426
8	37,349	3.06%	0.833	31,112
9	38,514	3.12%	1	38,514
10	39,734	3.17%	0.833	33,098
11	41,019	3.23%	0	0
12	42,364	3.28%	0	0
13	43,794	3.38%	0	0
14	46,894	7.08%	0	0
15	51,459	9.73%	14	720,426
			23,499	
15-A	4,681		4	18,724
15-B	5,122		9	46,098

SUB-TOTAL

23,499

1,116,138

2019-20

2019-20 increase

1,130,670

14,531

STEP	CLASS C	% CHANGE :	# CLASS C	SALARY
		OF STEP	19-20	19-20

1	30,624			0
2	31,439	2.66%	1	31,439
3	32,299	2.74%	1	32,299
4	33,209	2.82%	1	33,209
5	34,169	2.89%	1	34,169
6	35,179	2.96%	1	35,179
7	36,239	3.01%	0	0
8	37,349	3.06%	1.833	68,461
9	38,514	3.12%	0.833	32,082
10	39,734	3.17%	1	39,734
11	41,019	3.23%	0.833	34,169
12	42,364	3.28%	0	0
13	43,794	3.38%	0	0
14	46,894	7.08%	0	0
15	51,459	9.73%	14	720,426
			23,499	
15-A	4,681		5	23,405
15-B	5,122		9	46,098

SUB-TOTAL

23,499

1,130,670

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SECRETARIAL CLERICAL CLASS D
2018-2019

STEP	CLASS D	% CHANGE :	# CLASS D	SALARY
		OF STEP	18-19	18-19

1	32,585		1	32,585
2	33,470	2.72%	1	33,470
3	34,405	2.79%	2	68,810
4	35,390	2.86%	3	106,170
5	36,430	2.94%	1	36,430
6	37,525	3.01%	5	187,625
7	38,675	3.06%	2	77,350
8	39,875	3.10%	1	39,875
9	41,130	3.15%	0	0
10	42,440	3.19%	2	84,880
11	43,810	3.23%	1	43,810
12	45,245	3.28%	1	45,245
13	46,745	3.32%	3	140,235
14	49,995	6.95%	1	49,995
15	54,702	9.41%	15	820,530
			39	
15-A	4,746		4	18,984
15-B	5,187		10	51,870

SUB-TOTAL

39

1,837,864

2019-20

2019-20 increase

1,880,152

42,288

STEP	CLASS D	% CHANGE :	# CLASS D	SALARY
		OF STEP	19-20	19-20

1	32,585		0	0
2	33,470	2.72%	1	33,470
3	34,405	2.79%	1	34,405
4	35,390	2.86%	2	70,780
5	36,430	2.94%	3	109,290
6	37,525	3.01%	1	37,525
7	38,675	3.06%	5	193,375
8	39,875	3.10%	2	79,750
9	41,130	3.15%	1	41,130
10	42,440	3.19%	0	0
11	43,810	3.23%	2	87,620
12	45,245	3.28%	1	45,245
13	46,745	3.32%	1	46,745
14	49,995	6.95%	3	149,985
15	54,702	9.41%	16	875,232
			39	
15-A	4,746		5	23,730
15-B	5,187		10	51,870

SUB-TOTAL

39

1,880,152

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
SECRETARIAL CLERICAL CLASS 7
2018-2019

STEP	CLASS 7	% CHANGE OF STEP	# CLASS 7 18-19	SALARY 18-19
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manual posting!!!!

1	33,832		0	0
2	34,752	2.72%	0	0
3	35,722	2.79%	0	0
4	36,742	2.86%	0	0
5	37,817	2.93%	0	0
6	38,947	2.99%	0	0
7	40,137	3.06%	0	0
8	41,387	3.11%	0	0
9	42,697	3.17%	0	0
10	44,072	3.22%	0	0
11	45,512	3.27%	0	0
12	47,012	3.30%	1	47,012
13	48,592	3.36%	0	0
14	52,102	7.22%	0	0
15	57,287	9.95%	1	57,287
			2	
15-A	4,798		1	4,798
				0
15-B	5,239		0	0

SUB-TOTAL

2

109,097

2019-20	2019-20 increase	
110,677	1,580	

STEP	CLASS 7	% CHANGE OF STEP	# CLASS 7 19-20	SALARY 19-20
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1	33,832		0	0
2	34,752	2.72%	0	0
3	35,722	2.79%	0	0
4	36,742	2.86%	0	0
5	37,817	2.93%	0	0
6	38,947	2.99%	0	0
7	40,137	3.06%	0	0
8	41,387	3.11%	0	0
9	42,697	3.17%	0	0
10	44,072	3.22%	0	0
11	45,512	3.27%	0	0
12	47,012	3.30%	0	0
13	48,592	3.36%	1	48,592
14	52,102	7.22%	0	0
15	57,287	9.95%	1	57,287
			2	
15-A	4,798		1	4,798
				0
15-B	5,239		0	0

SUB-TOTAL

2

110,677

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
PARA-PROF NO CREDIT
2018-2019

STEP	NO CREDIT	% CHANGE OF STEP	# PARA-PROF 18-19	SALARY 18-19
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1	15,132		0	0
2	15,432	1.98%	0	0
3	15,732	1.94%	1	15,732
4	16,127	2.51%	3	48,381
5	16,547	2.60%	3	49,641
6	16,992	2.69%	2	33,984
7	17,462	2.77%	4	69,848
8	17,962	2.86%	3	53,886
9	18,492	2.95%	6	110,952
10	19,057	3.06%	6	114,342
11	19,652	3.12%	10	196,520
12	20,362	3.61%	1	20,362
13	21,992	8.01%	3	65,976
14	24,312	10.55%	23	559,176
			65	
14-A	4,161		15	62,415
14-B	4,384		5	21,920

SUB-TOTAL

65.0

1,423,135

2019-20

1,465,788

2019-20 increase

42,653

STEP	NO CREDIT	% CHANGE OF STEP	# PARA-PROF 19-20	SALARY 19-20
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1	15,132		0	0
2	15,432	1.98%	0	0
3	15,732	1.94%	0	0
4	16,127	2.51%	1	16,127
5	16,547	2.60%	3	49,641
6	16,992	2.69%	3	50,976
7	17,462	2.77%	2	34,924
8	17,962	2.86%	4	71,848
9	18,492	2.95%	3	55,476
10	19,057	3.06%	6	114,342
11	19,652	3.12%	6	117,912
12	20,362	3.61%	10	203,620
13	21,992	8.01%	1	21,992
14	24,312	10.55%	26	632,112
			65	
14-A	4,161		18	74,898
14-B	4,384		5	21,920

SUB-TOTAL

65.0

1,465,788

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
PARA-PROF 15 CREDITS
2018-2019

STEP	15 CREDITS	% CHANGE	# PARA-PROF	SALARY
		OF STEP		
			18-19	18-19

1	15,469		0	0
2	15,789	2.07%	0	0
3	16,114	2.06%	0	0
4	16,534	2.61%	0	0
5	16,979	2.69%	1	16,979
6	17,449	2.77%	0	0
7	17,949	2.87%	1	17,949
8	18,479	2.95%	0	0
9	19,039	3.03%	1	19,039
10	19,629	3.10%	0	0
11	20,254	3.18%	0	0
12	20,899	3.18%	0	0
13	22,389	7.13%	0	0
14	24,661	10.15%	1	24,661
			4	
14-A	4,168		1	4,168
14-B	4,391		0	0
SUB-TOTAL			4.0	82,796

2019-20	2019-20 increase	
84,386	1,590	

STEP	15 CREDITS	% CHANGE	# PARA-PROF	SALARY
		OF STEP		
			19-20	19-20

1	15,469			0
2	15,789	2.07%	0	0
3	16,114	2.06%	0	0
4	16,534	2.61%	0	0
5	16,979	2.69%	0	0
6	17,449	2.77%	1	17,449
7	17,949	2.87%	0	0
8	18,479	2.95%	1	18,479
9	19,039	3.03%	0	0
10	19,629	3.10%	1	19,629
11	20,254	3.18%	0	0
12	20,899	3.18%	0	0
13	22,389	7.13%	0	0
14	24,661	10.15%	1	24,661
			4	
14-A	4,168		1	4,168
14-B	4,391		0	0
SUB-TOTAL			4.0	84,386

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
 PARA-PROF 30 CERTIFIED
 2018-2019

STEP	CERTIFIED	% CHANGE	# PARA-PROF OF STEP	SALARY 18-19	SALARY 18-19
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1	15,996		4	63,984
2	16,336	2.13%	5	81,680
3	16,681	2.11%	3	50,043
4	17,121	2.64%	5	85,605
5	17,586	2.72%	5	87,930
6	18,076	2.79%	11	198,836
7	18,596	2.88%	5	92,980
8	19,146	2.96%	3	57,438
9	19,726	3.03%	5	98,630
10	20,336	3.09%	10	203,360
11	20,976	3.15%	6	125,856
12	21,666	3.29%	1	21,666
13	23,076	6.51%	5	115,380
14	25,239	9.37%	16	403,824
			84	
14-A	4,180		8	33,440
14-B	4,403		3	13,209
SUB-TOTAL				1,733,861

2019-20	2019-20 increase
1,799,966	66,105

STEP	CERTIFIED	% CHANGE	# PARA-PROF OF STEP	SALARY 19-20	SALARY 19-20
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1	15,996		0	0	
2	16,336	2.13%	4	65,344	2
3	16,681	2.11%	5	83,405	10
4	17,121	2.64%	3	51,363	5
5	17,586	2.72%	5	87,930	14
6	18,076	2.79%	5	90,380	4
7	18,596	2.88%	11	204,556	3
8	19,146	2.96%	5	95,730	6
9	19,726	3.03%	3	59,178	11
10	20,336	3.09%	5	101,680	7
11	20,976	3.15%	10	209,760	1
12	21,666	3.29%	6	129,996	7
13	23,076	6.51%	1	23,076	7
14	25,239	9.37%	21	530,019	
			84		
14-A	4,180		13	54,340	
14-B	4,403		3.0	13,209	
SUB-TOTAL				1,799,966	

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
FIELD
2018-2019

STEP	FIELD	% CHANGE OF STEP	# FIELD 18-19	SALARY 18-19
------	-------	---------------------	------------------	-----------------

manual posting!!!!

1	34,743		0	0
2	35,728	2.84%	0	0
3	36,763	2.90%	0	0
4	37,853	2.96%	0	0
5	38,998	3.02%	0	0
6	40,203	3.09%	0	0
7	41,473	3.16%	0	0
8	42,813	3.23%	0	0
9	44,223	3.29%	0	0
10	45,728	3.40%	0	0
11	49,303	7.82%	0	0
12	54,719	10.99%	4	218,876
LNGVTY	5,163		1	5,163
LNGVTY	4,722		2	9,444
heavy equip	3,151		2	6,302
black seal	1,392		1	1,392

SUB-TOTAL

4

241,177

2019-20 2019-20 increase

245,899

4,722

STEP	FIELD	% CHANGE OF STEP	# FIELD 19-20	SALARY 19-20
------	-------	---------------------	------------------	-----------------

1	34,743		0	0
2	35,728	2.84%	0	0
3	36,763	2.90%	0	0
4	37,853	2.96%	0	0
5	38,998	3.02%	0	0
6	40,203	3.09%	0	0
7	41,473	3.16%	0	0
8	42,813	3.23%	0	0
9	44,223	3.29%	0	0
10	45,728	3.40%	0	0
11	49,303	7.82%	0	0
12	54,719	10.99%	4	218,876
LNGVTY	5,163		1	5,163
LNGVTY	4,722		3	14,166
heavy equip	3,151		2	6,302
black seal	1,392		1	1,392

SUB-TOTAL

4

245,899

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
MAINTENANCE
2018-2019

STEP	MAINTENANCE	% CHANGE OF STEP	# MAINT 18-19	SALARY 18-19
1	45,741		0	0
2	46,971	2.69%	0	0
3	48,261	2.75%	0	0
4	49,616	2.81%	0	0
5	51,046	2.88%	1	51,046
6	52,556	2.96%	0	0
7	54,156	3.04%	0	0
8	55,836	3.10%	1	55,836
9	59,501	6.56%	0	0
10	65,274	9.70%	6	391,644
LNGVTY	4,925		2	9,850
LNGVTY	5,366		4	21,464
black seal	1,392		7	9,744
hvac	5,440		3	16,320
heavy equip	3,151		0	0

SUB-TOTAL

8

555,904

2019-20 2019-20 increase

561,079

5,175

STEP	MAINTENANCE	% CHANGE OF STEP	# MAINT 19-20	SALARY 19-20
1	45,741			0
2	46,971	2.69%	0	0
3	48,261	2.75%	0	0
4	49,616	2.81%	0	0
5	51,046	2.88%	0	0
6	52,556	2.96%	1	52,556
7	54,156	3.04%	0	0
8	55,836	3.10%	0	0
9	59,501	6.56%	1	59,501
10	65,274	9.70%	6	391,644
LNGVTY	4,925		2	9,850
LNGVTY	5,366		4	21,464
black seal	1,392		7	9,744
hvac	5,440		3	16,320
heavy equip	3,151		0	0

SUB-TOTAL

8

561,079

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
CUSTODIAL CLASS 2
2018-2019

STEP	CUSTODIAL CLASS 2	% CHANGE OF STEP	# CLASS 2	SALARY
			18-19	18-19

1	33,415		0	0
2	34,300	2.65%	0	0
3	35,230	2.71%	0	0
4	36,210	2.78%	0	0
5	37,250	2.87%	0	0
6	38,350	2.95%	0	0
7	39,510	3.02%	0	0
8	40,735	3.10%	0	0
9	42,025	3.17%	0	0
10	43,385	3.24%	0	0
11	44,820	3.31%	0	0
12	46,860	4.55%	0	0
13	50,740	8.28%	0	0
14	56,026	10.42%	1	56,026
LNGVTY	4,720		0	0
LNGVTY	5,161		1	5,161
RPT CUST	3,701		1	3,701
BLACK SEAL	1,393		1	1,393

SUB-TOTAL

=

1

66,281

2019-20 2019-20 increase

66,281

0

STEP	CUSTODIAL CLASS 2	% CHANGE OF STEP	# CLASS 2	SALARY
			19-20	19-20

1	33,415		0	0
2	34,300	2.65%	0	0
3	35,230	2.71%	0	0
4	36,210	2.78%	0	0
5	37,250	2.87%	0	0
6	38,350	2.95%	0	0
7	39,510	3.02%	0	0
8	40,735	3.10%	0	0
9	42,025	3.17%	0	0
10	43,385	3.24%	0	0
11	44,820	3.31%	0	0
12	46,860	4.55%	0	0
13	50,740	8.28%	0	0
14	56,026	10.42%	1	56,026
LNGVTY	4,720		0	0
LNGVTY	5,161		1	5,161
RPT CUST	3,701		1	3,701
BLACK SEAL	1,393		1	1,393

SUB-TOTAL

=

1

66,281

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
HEAD MECHANIC
2018-2019

STEP HEAD % CHANGE : # HEAD MECH SALARY
 MECHANIC OF STEP

manual posting!!!!

1	45,772		0	0
2	46,972	2.62%	0	0
3	48,232	2.68%	0	0
4	49,562	2.76%	0	0
5	50,972	2.84%	0	0
6	52,472	2.94%	0	0
7	54,077	3.06%	0	0
8	55,792	3.17%	0	0
9	57,622	3.28%	0	0
10	61,122	6.07%	0	0
11	66,696	9.12%	1	66,696
LNGVTY	4,946		0	0
LNGVTY	5,387		1	5,387
HM STIPEND	2,609		1	2,609

2019-20 2019-20 increase

SUB-TOTAL

:

1

74,692

74,692

0

74,692

0

STEP HEAD % CHANGE : # HEAD MECH SALARY
 MECHANIC OF STEP

19-20

19-20

1	45,772		0	0
2	46,972	2.62%	0	0
3	48,232	2.68%	0	0
4	49,562	2.76%	0	0
5	50,972	2.84%	0	0
6	52,472	2.94%	0	0
7	54,077	3.06%	0	0
8	55,792	3.17%	0	0
9	57,622	3.28%	0	0
10	61,122	6.07%	0	0
11	66,696	9.12%	1	66,696
LNGVTY	4,946		0	0
LNGVTY	5,387		1	5,387
HM STIPEND	2,609		1	2,609

SUB-TOTAL

:

1

74,692

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
MECHANIC
2018-2019

STEP	MECHANIC	% CHANGE OF STEP	# MECH	SALARY
			18-19	18-19

manual posting!!!!

1	43,425		0	0
2	44,540	2.57%	0	0
3	45,710	2.63%	0	0
4	46,945	2.70%	0	0
5	48,250	2.78%	0	0
6	49,620	2.84%	1	49,620
7	51,070	2.92%	0	0
8	52,605	3.01%	0	0
9	54,240	3.11%	0	0
10	56,840	4.79%	1	56,840
11	60,988	7.30%	0	0
LNGVTY	4,831		0	0
IM STIPEN	2,609		0	0
LNGVTY	5,272		0	0

SUB-TOTAL

2

106,460

2019-20 2019-20 increase

112,058

5,598

STEP	MECHANIC	% CHANGE OF STEP	# MECH	SALARY
			19-20	19-20

1	43,425		0	0
2	44,540	2.57%	0	0
3	45,710	2.63%	0	0
4	46,945	2.70%	0	0
5	48,250	2.78%	0	0
6	49,620	2.84%	0	0
7	51,070	2.92%	1	51,070
8	52,605	3.01%	0	0
9	54,240	3.11%	0	0
10	56,840	4.79%	0	0
11	60,988	7.30%	1	60,988
LNGVTY	4,831		0	0
IM STIPEN	2,609		0	0
LNGVTY	5,272		0	0

SUB-TOTAL

2

112,058

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
TRANSPORTATION
2018-2019

STEP	TRANS DRIVERS	% CHANGE : OF STEP	# TRANS 18-19	SALARY 18-19
------	------------------	-----------------------	------------------	-----------------

1	23,120		0.0	0
2	23,780	2.85%	0.0	0
3	24,495	3.01%	0.0	0
4	25,270	3.16%	1.0	25,270
5	26,115	3.34%	6.0	156,690
6	27,040	3.54%	8.0	216,320
7	28,065	3.79%	3.0	84,195
8	29,250	4.22%	0.0	0
9	32,651	11.63%	2.0	65,302
10	37,348	14.39%	17.0	634,916
			37	
LNGVTY	4,410		5.0	22,050
LNGVTY	4,777		10.0	47,770
LEAD	5,660		1.0	5,660
DISPATCH	4,528		1.0	4,528
SUB-TOTAL			37	1,262,701

1,262,701

2019-20	2019-20 increase
1,299,065	36,364

STEP	TRANS DRIVERS	% CHANGE : OF STEP	# TRANS 19-20	SALARY 19-20
------	------------------	-----------------------	------------------	-----------------

1	23,120			0
2	23,780	2.85%	0.0	0
3	24,495	3.01%	0.0	0
4	25,270	3.16%	0.0	0
5	26,115	3.34%	1.0	26,115
6	27,040	3.54%	6.0	162,240
7	28,065	3.79%	8.0	224,520
8	29,250	4.22%	3.0	87,750
9	32,651	11.63%	0.0	0
10	37,348	14.39%	19.0	709,612
			37	
LNGVTY	4,410		7.0	30,870
LNGVTY	4,777		10.0	47,770
LEAD	5,660		1.0	5,660
DISPATCH	4,528		1.0	4,528
SUB-TOTAL			37	1,299,065

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
INCREMENTAL IMPACT OF STEP CHANGE
TECHNOLOGY LEVEL 1 FIELD SUP
2018-2019

STEP	TECH	% CHANGE OF STEP	# TECH 18-19	SALARY 18-19
------	------	---------------------	-----------------	-----------------

1	42758		0	0
2	44163	3.29%	0	0
3	45628	3.32%	0	0
4	47153	3.34%	2	94,306
5	49153	4.24%	0	0
6	51303	4.37%	3	153,909
7	53603	4.48%	0	0
8	56053	4.57%	0	0
9	58653	4.64%	1	58,653
10	62896	7.23%	2	125,792
10-A	1230		2	2,460
senior	4500		1	4,500

2019-20 2019-20 increase

SUB-TOTAL

	8	439,620
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454,763 15,143

STEP	TECH	% CHANGE OF STEP	# TECH 19-20	SALARY 19-20
------	------	---------------------	-----------------	-----------------

1	42758			0
2	44163	3.29%	0	0
3	45628	3.32%	0	0
4	47153	3.34%	0	0
5	49153	4.24%	2	98,306
6	51303	4.37%	0	0
7	53603	4.48%	3	160,809
8	56053	4.57%	0	0
9	58653	4.64%	0	0
10	62896	7.23%	3	188,688
10-A	1230		2	2,460
senior	4500		1	4,500

SUB-TOTAL

	8	454,763
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OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
INCREMENTAL IMPACT OF STEP CHANGE
TECHNOLOGY NETWORK SUP
2018-2019

STEP	TECH	% CHANGE , OF STEP	# TECH 18-19	SALARY 18-19
------	------	-----------------------	-----------------	-----------------

manual posting!!!!

1	58,046		0	0
2	59,936	3.26%	0	0
3	61,926	3.32%	0	0
4	64,036	3.41%	0	0
5	66,361	3.63%	0	0
6	68,911	3.84%	0	0
7	71,661	3.99%	0	0
8	74,611	4.12%	0	0
9	77,811	4.29%	0	0
10	83,137	6.84%	1	83,137
10-A	1,637		1	1,637
SUB-TOTAL			1	84,774

2019-20

2019-20 increase

84,774

0

STEP	TECH	% CHANGE , OF STEP	# TECH 19-20	SALARY 19-20
------	------	-----------------------	-----------------	-----------------

1	58,046		0	0
2	59,936	3.26%	0	0
3	61,926	3.32%	0	0
4	64,036	3.41%	0	0
5	66,361	3.63%	0	0
6	68,911	3.84%	0	0
7	71,661	3.99%	0	0
8	74,611	4.12%	0	0
9	77,811	4.29%	0	0
10	83,137	6.84%	1	83,137
10-A	1,637		1	1,637
SUB-TOTAL			1	84,774

NOT USED

OLD BRIDGE TOWNSHIP PUBLIC SCHOOLS
INCREMENTAL IMPACT OF STEP CHANGE
TECHNOLOGY DISPATCHER2014/15

STEP	TECH	% CHANGE OF STEP	# TECH	SALARY	# TECH	SALARY
			0	0	18-19	18-19
				0.3333333		0.66666667
				0		0
1	58,113		0.0	0	0	0
2	60,043	3.32%	0.0	0	0	0
3	62,053	3.35%	0.0	0	0	0
4	64,143	3.37%	0.0	0	0	0
5	66,488	3.66%	0.0	0	0	0
6	69,033	3.83%	0.0	0	0	0
7	71,788	3.99%	0.0	0	0	0
8	74,753	4.13%	0.0	0	0	0
9	77,943	4.27%	0.0	0	0	0
10	82,719	10.66%	0	0	0	0
10	82,719	6.13%	0	0	0	0
SUB-TOTAL			0	0	0	0
INCREMENT VALUE				0		
INCREMENT PERCENTAGE				#DIV/0!		

OLD BRIDGE BOARD OF EDUCATION
and
OLD BRIDGE EDUCATION ASSOCIATION
COLLECTIVE NEGOTIATIONS 2019

CONFIRMATION OF TENTATIVE AGREEMENTS I

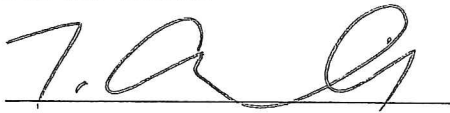
The parties hereby confirm their tentative agreement on the following proposals, subject to an overall agreement on a final settlement package and ratification by the full Board and Association:

1. Article I.A, page 1, shall be revised to add the title "Energy Efficiency & Revenue Coordinator," and a new section shall be added to Article XXXVIII, Miscellaneous Salary Provisions, pages 58-64, setting forth the terms and conditions of employment and hourly rate for the individual in such title, which terms and conditions shall not constitute any diminishment of terms and conditions currently enjoyed by this position [OBEA Proposal 2].
2. Article I.A, page 1, shall be revised to eliminate the title "substitutes" and replace that title with "Long-Term Substitutes," which term shall be understood and agreed to mean only those substitutes employed for a period equal to or greater than sixty (60) consecutive workdays in any work year, in which case such individuals shall be placed on the contractual salary guide corresponding to the position being filled, and shall be entitled to compensation and other terms and conditions of employment per the Collective Negotiations Agreement, pro-rated based upon the length of service during the work year. All language throughout the Collective Negotiations Agreement regarding per diem substitutes shall be eliminated. Article XXVIII.K.1 and .2, page 28, shall be eliminated entirely and replaced with the following language: "**K. Replacement Secretaries / Clerks:** long-term replacement secretarial and clerical employees, which term shall be understood and agreed to mean only those individuals employed for a period equal to or greater than sixty (60) consecutive workdays in any work year, shall be placed on the contractual salary guide corresponding to the position being filled, and shall be entitled to compensation and other terms and conditions of employment per the Collective Negotiations Agreement, pro-rated based upon the length of service during the work year." [OBEA Proposals 1, 15 and 17].
3. Article IV.C, Employees' and Board's Rights, pages 4-5, shall be revised to add new section *I* to provide, "Except in situations requiring immediate action, disciplinary actions or reprimands shall not be conducted in the presence or with the knowledge of students, staff members or community members" [OBEA Proposal 4 as countered by Board].

4. Article V, Association Rights, page 5, shall be revised to add the required statutory language of the New Jersey Workplace Democracy Enhancement Act, P.L. 2018, c. 15 [OBEA Proposal 6].
5. Article XVII.E, Leaves / Death in Immediate Family, page 14, shall be revised to replace the current category "wife or husband" with the new category "spouse." [Board Proposal 6].
6. Article XVII.L, Leaves / Family Illness, page 16, shall be revised at the second sentence to provide, "This provision shall sunset upon the expiration date of this Collective Bargaining Agreement the parties' Collective Bargaining Agreement first effective for the 2019-2020 school year, and shall have no effect thereafter unless the parties agree to successor or extension language on this issue" [OBEA Proposal 10 as countered by Board].
7. A new section shall be added to Article XXXVIII, Miscellaneous Salary Provisions, pages 58-64, entitled "Divisors for Payroll Adjustments," to provide as follows [Board Proposal 7]:
The divisors for all payroll adjustments shall be:

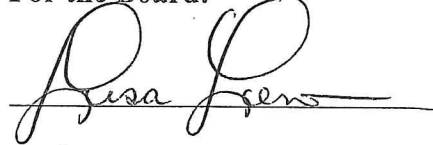
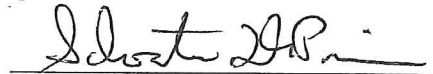
Professional Staff	200	Paraprofessionals	184
10-mo Bus Drivers	198	12-mo Bus Drivers	260
10-mo Clerks	215	12-mo Sec. / Clerks	255
8. Schedule C, Extra-Curricular Compensation, pages 75-76, shall be revised to correct the intramural hourly rate in the base year from \$49.00 to \$49.40 [Board Proposal 11].
9. Sidebar Agreements: the parties shall integrate the attached agreements into the corresponding Articles of the new Collective Negotiations Agreement [OBEA Proposal 39 / Board Proposal 12]:
 - a. Nurse / Paraprofessional Responsibilities (August 26, 1996)
 - b. Paraprofessional Workday (January 9, 2018)
 - c. Paraprofessional Unpaid Day Calculations (September 28, 2018)
 - d. AFJROTC Compensation (October 10, 2018)
10. OBEA Proposals 19 and 21 were not listed and are withdrawn.

For the OBEA:


Ellen McConnor

Date: January 17, 2019

For the Board:


Rosa Jones

Scott D. B...

Date: January 17, 2019

Old Bridge Township Public Schools
Department of Special Services

MEMORANDUM

To: Margaret Hayes
Robert Henderson
Francis Perrino

From: Jo-Ellen Basaman *JEB*

Date: September 9, 1997

Re: TOILETING OF STUDENTS

Please see the attached agreement regarding the role of nurses and paraprofessional aides as it relates to toileting of students. Please clarify this with your aides and nurses as there may be questions arising from the K-1 classes in your building. Please call me if there are any questions.

JEB:km
Enc.

ADDENDUM TO THE 1994-1997 AGREEMENT
BETWEEN
THE OLD BRIDGE BOARD OF EDUCATION
AND
THE OLD BRIDGE EDUCATION ASSOCIATION

WHEREAS, the Old Bridge Board of Education (Board) and the Old Bridge Education Association (Association) are parties to a collective negotiations agreement, the terms of which expire on June 30, 1997; and,

WHEREAS, the Board and the Association have identified an area of concern as it relates to the duties of both the school nurses and the paraprofessionals, to wit, diapering and toileting responsibilities; and,

WHEREAS, the Board and the Association are desirous of reflecting, in writing, the actual terms and conditions of employment as they apply to the affected job titles and their respective duties and responsibilities; now,

THEREFORE, the Board and the Association agree to the following modification as it affects only those specific terms contained herein as follows:

1. The job title of Paraprofessional Aide shall be primarily responsible for the diapering and toileting of the following classification of students:

- A. Pre-school Handicapped Students; (+ E M R)
- B. Trainable Mentally Retarded (T.M.R.) - Grades K - 2;
- C. Autistic students - Grades K-2.

2. The job title of School Nurse shall be primarily responsible for the diapering and/or toileting of the following classification of students:

- A. Trainable Mentally Retarded (T.M.R.) - Grades 3-12;
- B. Autistic students - Grades 3-12;
- C. All other students.

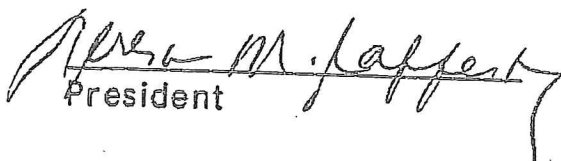
3. It is further agreed that whichever job title is not primarily responsible for the duties of a given classification of students shall provide assistance to the primary job title as needed. Further, assistance will be provided by the secondary job title when it is necessary to change a solidly soiled diaper or item of clothing.

4. These modifications and provisions affect the job titles of School Nurse and Paraprofessional Aide ONLY.

5. This Addendum shall be attached to and be considered as a part of the master collective bargaining Agreement. Any modification hereto must take place in writing and be duly executed by both parties.

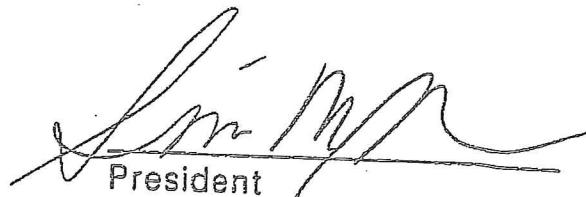
Entered into this 20 day of August, 1996 as executed and agreed to below.

FOR THE BOARD OF EDUCATION


President

Secretary

FOR THE ASSOCIATION


President

Secretary

RESOLUTION AGREEMENT

THIS AGREEMENT is entered on this 9th day of January, 2018.

WHEREAS, the Old Bridge Board of Education ("the Board") and the Old Bridge Education Association ("the OBEA") are parties to a Collective Bargaining Agreement in place from July 1, 2017 through June 30, 2019; and

WHEREAS, on or about September 13, 2017 the OBEA filed grievances 3075, 3076 and 3077, and on or about October 6, 2017, the OBEA filed an Unfair Labor Practice Charge under PERC Docket No. CO-2018-092, all addressing the workday of paraprofessionals employed by the Board and represented by the OBEA, and alleging unilateral changes and/or contract violations committed by the Board in connection with revisions to said workday for the 2017-2018 school year; and

WHEREAS, the parties' authorized representatives have met to discuss the matter, the claims made, and the possibility of a mutually-acceptable and beneficial resolution to all such claims:

NOW, THEREFORE, the parties agree to resolve and close these matters as follows:

1. OBEA Grievance No. 3075, alleging violation of Article XXXIII.B regarding the aggregate workday of paraprofessionals, is withdrawn with prejudice, and the parties agree that the paraprofessional workday is extended, effective retroactively to the first workday of the 2017-2018 school year for paraprofessionals, to six hours and ten minutes (6:10). The workday shall include a duty-free, unpaid lunch period equal in time to the teacher at the respective grade level for any paraprofessional with five (5) hours or more of daily student contact time, and two (2) duty-free breaks, in addition to said lunch period, of ten (10) minutes each, one break during each three-hour period of work, based upon the individual paraprofessional's schedule. Any inconsistent language in Article XXXIII.B.3, .4, or elsewhere in the contract is hereby waived by the parties.
2. OBEA Grievance No. 3076, alleging the unilateral termination of one daily duty-free break period for paraprofessionals in violation of Article XXXIII.B.4, is granted, and the parties agree, as set forth in paragraph 1, above, that paraprofessionals shall receive a ten (10) minute, duty-free break during any three-hour period of work. For paras with a full

workday of six hours and ten minutes (6:10), this shall mean two (2) such breaks, in addition to lunch, each day.

3. Pursuant to the granting of OBEA Grievance No. 3076, all eligible paraprofessionals who were affected by the elimination of one break from September 7, 2017 through the resolution of this matter shall be made whole financially, based upon an accounting listing each affected paraprofessional, the corresponding compensation, and number of days at issue, which is attached hereto. For purposes of this settlement only, in consideration of the other elements of this agreement, and without precedent or prejudice to any future claim or defense by either party, the parties agree that the affected employees shall be compensated at the rate of five percent (5.00%) of their *per diem* salary for each day on which they did not receive the requisite break time.
4. OBEA Grievance No. 3077, alleging scheduling of lunch periods "not within the normal parameters of lunch periods," in connection with Article XXXIII.B.3, is withdrawn with prejudice.
5. The Unfair Labor Practice Charge filed and pending under PERC Docket No. CO-2018-092, alleging unilateral changes in terms and conditions of employment and/or failure to bargain in good faith regarding the paraprofessional workday, is withdrawn with prejudice.
6. Article XXXIII.B (page 45 of 2017-2019 Collective Bargaining Agreement) is revised / clarified to add new Subsection 6, to provide as follows:
 6. Additional Assignment Stipends.
 - a. Paraprofessionals at the secondary level work an extended day, up to six hours and forty minutes, including up to thirty (30) additional minutes of student contact time, and are compensated an additional ten percent (10%) of their base salary per Schedule G for the school year of such assignment, pro-rated if the assignment is for less than the full year.
 - b. Paraprofessionals who are assigned to work bus duty work an extended day of up to six hours and forty minutes (6:40) at the elementary school and up to seven hours (7:00) at the middle and high schools, inclusive of lunch and break, and are compensated an additional ten percent (10%) of their base salary per Schedule G for the school year of such assignment, pro-rated if the assignment is for less than the full year.
 - c. Extended day and bus duty stipends, per subsections B.6.a and B.6.b, above, are not mutually exclusive.
 - d. Paraprofessionals who are administratively assigned to accompany a student or students to lunch are compensated an additional eighteen dollars (\$18.00) per day for the additional student contact time.

7. The foregoing constitutes the parties' entire agreement as to this matter, and the parties mutually waive with prejudice all other claims and defenses on this subject matter which are known or should be known at the time of the execution of this agreement. In entering this agreement, the parties understand and acknowledge that they are not re-opening the 2017-2019 Collective Bargaining Agreement, nor has said Agreement expired. All terms and conditions of employment set forth in said Agreement remain binding and in full force and effect except as set forth herein.

Dated: 1/9/18

FOR THE BOARD:


Joseph J. Muen

FOR THE OBEA:


Nancy C. G. Ford

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RESOLUTION AGREEMENT

The OLD BRIDGE TOWNSHIP BOARD OF EDUCATION and the OLD BRIDGE TOWNSHIP EDUCATION ASSOCIATION, have entered into discussions concerning a resolution to OBEA Grievance 3085, regarding the divisor for calculating the per diem rate for deducting unpaid days for salaried, 10-month Paraprofessional Aides. Based upon these discussions, and with the mutual intent of resolving this issue and establishing uniform rules for such calculations moving forward, the parties hereby agree as follows:

1. For purposes of calculating the per diem rate for deduction of unpaid days from 10-month Paraprofessional Aides, and notwithstanding any contract language, prior agreement, practice, previous administrative directive or any understanding to the contrary, the divisor shall be one hundred eighty-four (184), which is the number of workdays in the 2018-2019, 10-month school calendar, and shall remain the divisor for future years except as otherwise provided in this agreement.
2. The use of one hundred eighty-four (184) as the divisor shall not be affected by snow days or other emergency school day cancellations during the year.
3. In the event that the parties revise the number of days in the work year of 10-month Paraprofessional Aides to a number other than one hundred eighty-four (184) through collective negotiations, such newly negotiated number shall be used as the divisor for purposes of this agreement, effective as of September 1 next following the negotiation of the revision, with all other components of this agreement remaining in full effect.
4. The following employees, whose compensation for the 2017-2018 school year was affected by use of a different divisor, shall be paid any additional monies owed based upon the use of one hundred eighty-four (184) as the divisor against their respective 2017-2018 salaries, upon presentation of documentation of the actual 2017-2018 deductions. Payment will be made in the October 30, 2018 or November 30 payroll:
Maureen Frantino
Dean Markell Foo
Maria Riporti
Diane DeFeo
Stephanie DeFeo
Patricia Marciniak
Annette Antoniazzi
5. No additional claims or claimants shall be brought forward with regard to deductions for unpaid days for paraprofessionals for 2017-2018 or through the date of this agreement.
6. The parties mutually acknowledge that the foregoing does not constitute a reopening of their 2017-2019 Collective Bargaining Agreement, nor does it invalidate or revise any provision of said Agreement, except as set forth herein. If any provision of this Sidebar Agreement is inconsistent with any provision of the parties' 2017-2019 Collective Bargaining Agreement or any past practice, the terms of this Sidebar Agreement shall govern.

7. In executing this Agreement, the OBEA withdraws Grievance 3085 and withdraws and/or waives all other claims regarding the subject matter hereof through the date of this Agreement.
8. The foregoing constitutes the parties' entire Agreement on this subject matter, and the undersigned enter this Agreement with the authority to do so, with the understanding of what they are agreeing to, and with the intent to be bound thereby:

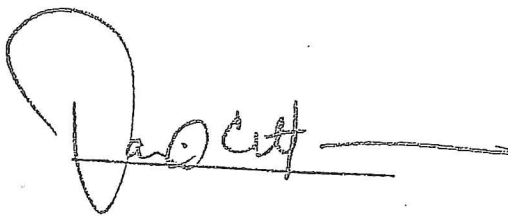
IN WITNESS WHEREOF, the undersigned authorized representatives of the parties place their signatures on this day of , 2018.

FOR THE OBEA:



Date: 9/28/18

FOR THE BOARD:



Date: 9/28/18

SIDEBAR AGREEMENT

THIS AGREEMENT is entered on this 10th day of October, 2018.

WHEREAS, the Old Bridge Board of Education ("the Board") and the Old Bridge Education Association ("the OBEA") are parties to a Collective Bargaining Agreement in place from July 1, 2017 through June 30, 2019; and

WHEREAS, staffing of the school district's United States Air Force Junior Reserve Officers' Training Corps (AFJROTC) requires cooperation with the United States Air Force and compliance with certain compensation requirements established by the federal government for instructional salaries, which may conflict in certain instances with the compensation provisions of the parties' Collective Bargaining Agreement, including but not limited to Article IX; and

WHEREAS, the parties' authorized representatives have met to discuss the matter and the possibility of a mutually-acceptable and beneficial resolution to said matter for the benefit of students and the continuation of the AFJROTC program:

NOW, THEREFORE, the parties agree to resolve this matter as follows:

1. A new subsection shall be added to Article XXXVIII, Miscellaneous Salary Provisions, to provide as follows:

Air Force JROTC Personnel

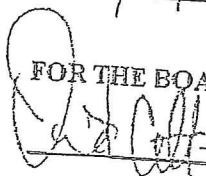
Notwithstanding any language to the contrary in Article IX or elsewhere in this Agreement, employees hired for assignment to positions in the district's United States Air Force Junior Reserve Officers' Training Corps (AFJROTC) program shall be compensated with a negotiated salary at a step and guide placement on Schedule A which is not less than the minimum instructor pay (MIP) requirement set forth in 10 U.S.C.A. §2031, and is based upon the individual candidate's qualifications, degrees, and military service.

2. The foregoing constitutes the parties' entire agreement as to this matter. No additional agreements are made by, and no additional positions are affected by, this agreement unless confirmed in writing and executed by both parties.

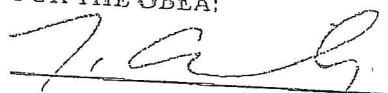
3. In entering this agreement, the parties understand and acknowledge that they are not re-opening their 2017-2019 Collective Bargaining Agreement, nor has said Agreement expired. All terms and conditions of employment set forth in said Agreement remain binding and in full force and effect except as set forth herein. The language contained in paragraph 1 of this agreement shall be incorporated into the parties' successor Collective Bargaining Agreement upon completion of negotiations for same.

Dated: 10/10/18

FOR THE BOARD:



FOR THE OBFA:



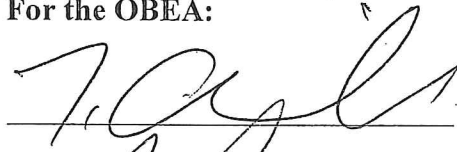
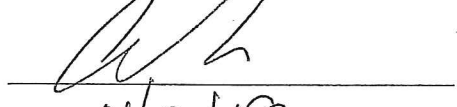
**OLD BRIDGE BOARD OF EDUCATION
and
OLD BRIDGE EDUCATION ASSOCIATION
COLLECTIVE NEGOTIATIONS 2019**

CONFIRMATION OF TENTATIVE AGREEMENTS II

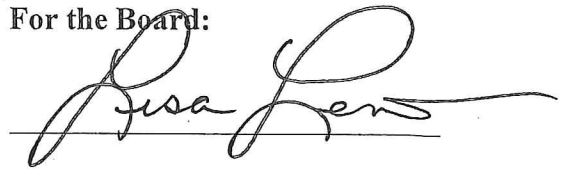
The parties hereby confirm their tentative agreement on the following proposals, subject to an overall agreement on a final settlement package and ratification by the full Board and Association:

1. Article XXXV.F.c, page 56, shall be revised to provide, "Coverage security guards, defined as security guards who are employed consistently over the course of the school year and not on a call-in, per diem substitute basis, shall be entitled to all terms and conditions of this Article, and shall be compensated consistent with Section F.a and b, above." [OBEA Proposal A-26].
2. OBEA Proposals A-3 (Board Grievance Appeal Level), A-18 (Custodial Overtime), and A-20 (Bus Driver Overtime Shift Deadline) are withdrawn.

For the OBEA:



Date: 4/30/19

For the Board:



Date: 4/30/19