

FINAL MEMORANDUM OF AGREEMENT

This Tentative Agreement is made this 2nd day of May 2023 between the Perth Amboy Board of Education ("Board") and the Perth Amboy Federation, AFT ("PAFAFT") (collectively "the parties").

The parties agree as follows, with regard to the proposals for changes to the PAFAFT Agreement in effect from July 1, 2018 through June 30, 2021. This Tentative Agreement is subject to ratification as part of a final Memorandum of Agreement once executed by the parties. The Board will consider the final Memorandum of Agreement at its next board meeting after the PAFAFT ratifies.

Article XV Duration

The period covered by this agreement is from July 1, 2021 to June 30, 2026.

Salary / Compensation

REVISE - ARTICLE I, PARAPROFESSIONAL EMPLOYMENT:

Paraprofessionals who hold valid Middlesex County Substitute Teacher certificates may be asked to substitute teach in time of need. When a paraprofessional assumes responsibility for a class for a full day (6 instructional periods of 40 minutes or more), the paraprofessional shall receive differential compensation in the amount of an additional ~~\$60.00~~ \$70.00 per day for such service and responsibility and \$10.00 for periods beyond six (6). Paraprofessionals providing substitute teacher service on a per period basis shall be compensated @ \$10.00 per period so assigned. Administrators shall be advised to make every effort to utilize paraprofessionals providing such service for a full day, whenever possible and practical.

REVISE- Section II, Article III, D. After School Meetings/Workshops

The parties agree that unit members may be required to attend a maximum of two (2) meetings per month (one (1) meeting per month of 75 minutes and one (1) meeting per month of 60 minutes) for meetings/workshops or other professional development activities called by or sanctioned by administrative and supervisory staff with no less than ~~fourteen (14)~~ ten (10) days' notice . . .

REVISE - Certificated Salary Guide Notes , B. Categorical Stipends

Effective July 1, ~~2021~~2018, The Board shall pay the following categorical stipends:

Certificated Special Services (including Related Services and certified special education teachers serving in the role)/ School Nurses/School Counselors - \$1,000 per year

ADD: Paraprofessionals who are regularly scheduled to have more than 5 hours and 35 minutes of daily pupil contact time shall receive an annual \$1,125 stipend only when assigned to the high school.

ADD: Child Study Team members (limited to Social Workers, LDTCs, and School Psychologists) who are assigned fifteen (15) or more students as a result of a vacant staff position or leave, shall receive the per period class coverage rate on an hourly basis for a maximum of 5 hours per week.

Salary guides for certificated staff, secretaries, school related personnel, and paraprofessionals shall provide for a 3.50% increase each year for 2021-2022, 2022-2023, 2023-2024, 2024-2025 and 2025-2026 (inclusive of the cost of increment).

Salary guides for custodians:

- equal to the already paid cost of increment for the 2021-2022;
- provide for 4.00% increase (inclusive of the cost of increment) in 2022-2023;
- provide for 20.00% increase (inclusive of the cost of increment) in 2023-2024; and
- provide for 14.00% increase (inclusive of the cost of increment) in 2024-2025.
- provide for 3.50% increase (inclusive of the cost of increment) in 2025-2026.

Head Custodian stipend amounts shall be increased by an additional \$500.

All salary guides shall be collaboratively developed and mutually agreed to by the parties and then attached to this MOA.

All salary increases and overtime to be paid retroactively to July 1, 2021 (with the exception of custodians which shall be retroactive to July 1, 2022), both providing the PAFAFT member is still employed by the District as of the date of this agreement or has retired in good standing.

Retroactive salary payments for 2021-2022 shall be made within sixty (60) days of board approval of this MOA and salary guides.

Retroactive salary payments for 2022-2023 shall be made within sixty (60) days after the payment of 2021-2022 retroactive salary payments.

Longevity shall be increased by 10.00% effective July 1, 2023; 10.00% on July 1, 2024 and 5.00% on July 1, 2025.

All stipends and hourly rates for extra pay in the contract shall be increased at one time on July 1, 2023 by 17.50%.

Tentative Agreements #1 through #7 are incorporated by reference.

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

For the Perth Amboy Federation of Teachers

Patricia Paradiso

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Edward King

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[Signature]

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James L. Smith

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For the Perth Amboy Board of Education

Michael George

Harry J.

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Page 3 of 3

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Wm. H. ...

John Doe

TENTATIVE AGREEMENT #1

This Tentative Agreement is made this ____ day of August, 2021 between the Perth Amboy Board of Education ("Board") and the Perth Amboy American Federation of Teachers ("PAAFT") (collectively "the parties").

The parties agree as follows, with regard to the proposals for changes to the PAAFT Agreement in effect from June 1, 2018 through June 30, 2021. This Tentative Agreement is subject to ratification as part of a final Memorandum of Agreement once executed by the parties.

Underlining denotes additions

~~Strikethrough~~ denotes deletions

Section 1, Common Provisions, Article V, General Conditions/Evaluations

ADD:

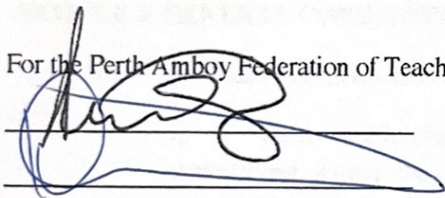
H.1. Reference to days absent must include the type of day, i.e. vacation, sick leave, etc.

Section 1, Common Provisions, Article VI, Reimbursements/Payroll, Section A.3

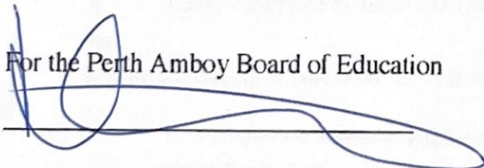
ADD:

For a newly hired 11-month employee to be eligible for a full increment for the following year, the employee must be appointed by the Board with an effective date on or before January 15.

For the Perth Amboy Federation of Teachers



For the Perth Amboy Board of Education



TENTATIVE AGREEMENT #2

This Tentative Agreement is made this ____ day of August, 2021 between the Perth Amboy Board of Education ("Board") and the Perth Amboy American Federation of Teachers ("PAAFT") (collectively "the parties").

The parties agree as follows, with regard to the proposals for changes to the PAAFT Agreement in effect from June 1, 2018 through June 30, 2021. This Tentative Agreement is subject to ratification as part of a final Memorandum of Agreement once executed by the parties.

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ARTICLE III, GRIEVANCE PROCEDURE B (3)

The immediate superior shall communicate a written decision to the employee within ~~three (3)~~ five (5) school days of receipt of the written grievance

ARTICLE IV, FEDERATION RIGHTS

D. The Federation may call meetings in each school, subject to adequate notice and approval from the principal. Such meetings shall not interfere with normal school activities and the principal shall not unreasonably refuse approval. The Federation shall notify the ~~business office~~ Superintendent immediately upon receiving approval from the principal.

ARTICLE V GENERAL CONDITIONS/EVALUATIONS

3. The following additional requirements shall apply:

a) Non-tenured teaching staff members shall receive a minimum of three (3) observations within the timeframe set forth in N.J.S.A. 18A:A27-3.1, and observations for all other ~~teachers~~ certificated staff members shall occur prior to the annual summary conference, which shall occur prior to the end of the academic school year.

4. Each observation required for the purpose of evaluations shall be conducted for the minimum duration based on the following groups.

b) ~~A non-tenured teacher who is in their third or fourth year of teaching in the school district shall receive at least one (1) long observation and two (2) short observations.~~

E. Summative Evaluations (Annual Written Performance Reports)

6. ~~All classroom evaluations and observations shall be made openly and with full knowledge of the teacher.~~ Any employee . . .

F. Teacher Development and Evaluation Reform

3. It is the expectation and intention of the parties that the Committee will meet regularly ~~during the remainder of the 2019-2020 school year and throughout the remainder of this contract~~ to foster the parties' collaborative efforts to develop, maintain and improve the staff evaluation process.

G. Evaluation Procedures for Non-Certificated Staff

4. In the event of the non-renewal of a non-certificated employee, the employee shall have the right to request and receive from the Superintendent, in writing, the reasons for the non-renewal. After receiving the written statement of reasons for non-renewal, the employee shall have the right to request a hearing before the Board of Education. ~~and receive an appointment with the Superintendent to discuss the non-renewal.~~

ARTICLE VI PAYROLL/REIMBURSEMENTS/EMPLOYEE PROTECTION/STAFF LOUNGE/PERSONNEL FILE/COMPLAINTS

A. Payroll

2. The Board agrees to provide ~~the option for~~ Direct Deposit of employee paychecks, . . .

B. Tuition Reimbursement Rates

~~d) —Mandatory GCN training will be compensated at the Professional Development rate or by time equal to that required for training.~~ Any mandatory training not completed during the regular school day shall be compensated at the Professional Development rate or by time equal to that required for training.

ADD (G):

Tuition reimbursement, payments for clubs and summer work, reimbursement for approved travel, professional development, and boiler license reimbursement will be processed within 30 days of appropriately submitted paperwork. Longevity payments will begin within 30 days of eligibility.

ARTICLE VIII LEAVES OF ABSENCE/RETIREMENT

b) Administration of Sick Leave Bank:

ii. The Sick Leave Bank Committee shall meet within seven (7) days upon receipt of the request and all required paperwork to the Human Resources Department. ~~with all supporting documents available for review.~~

D. Accumulated Leave:

All unused sick, personal, and family leave days shall accumulate annually as available sick leave, up to a maximum of ~~48~~ 19 days per year.

Article IX HEALTH BENEFITS

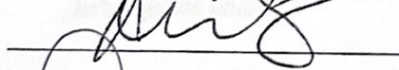
C. Unless enrolled in the equivalent New Jersey Educators Health Plan, or the equivalent Garden State Health Plan, Beginning January 1, 2017 health benefit contributions will be based on the following a percentage of annual salary.

Article XI MISCELLANEOUS

F. Early Dismissal

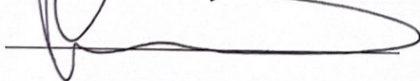
There shall be an early dismissal day on: 1) the Wednesday before Thanksgiving, 2) the day before Spring break; 3) the day before Winter Break (if school is in session on December 23rd ~~only if Christmas falls on a Sunday, Monday, or Tuesday~~); and 4) the last day of school.

For the Perth Amboy Federation of Teachers



8/18/21

For the Perth Amboy Board of Education



TENTATIVE AGREEMENT #3

This Tentative Agreement is made this ____ day of January 2022 between the Perth Amboy Board of Education ("Board") and the Perth Amboy American Federation of Teachers ("PAAFT") (collectively "the parties").

The parties agree as follows, with regard to the proposals for changes to the PAAFT Agreement in effect from June 1, 2018 through June 30, 2021. This Tentative Agreement is subject to ratification as part of a final Memorandum of Agreement once executed by the parties.

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Section II

MOVE "Extra Compensation" paragraphs 7 & 8 & 9 to B. Categorical Stipends as paragraphs 3, 4 & 5 and add number 1 before the 1992-1993 stipends and number 2 before the July 1, 2018 categorical stipends.

C. Extra Compensation

DELETE this DUPLICATE PROVISION from SECTION I page 36 letter "R" and keep it in this section:

REPLACE subparagraph 12 as follows:

A classroom teacher who serves as a Cooperating (critic) teacher for a senior student/practice teacher or a certificated staff member with an intern shall receive a maximum of \$600.00 additional compensation. If the senior student/practice teacher is assigned to more than one cooperating teacher, the stipend will be shared proportionately. The senior student/practice teacher shall be engaged in his/her final field experience prior to the granting of certification and eligibility for employment as a teacher in a New Jersey public school.

DELETE first sentence from Article IV Assignments and Transfers, section A.

- A. All presently employed staff members shall know their specific assignments for the following year prior to June 15th. No assignment shall be arbitrarily changed by an administrator, but in the case of undue hardships . . .

MODIFY Section I, ARTICLE VII, ASSIGNMENTS, PROMOTIONS, TRANSFERS, C. Transfers 3) on page 24 as follows:

~~On or before~~ Prior to June 15 the employee shall receive their assignment for the succeeding school year except in extenuating circumstances as determined by the Superintendent.

ARTICLE III, WORKDAY

- ADD:
- E. Teachers shall be permitted to input parent contact logs during PLCs, if time allows.
 - F. Child Study Team members and nurses should do Professional Growth Objectives instead of Student Growth Objectives.
 - G. The grading window shall be a minimum of three (3) days.
 - H. Prior to the start of the school year, the District will share the Assessment Calendar with the Federation. The Federation will provide input within five (5) days. The District will distribute to all staff thereafter.

For the Perth Amboy Federation of Teachers

Patricia Paradiso

L. Andri

For the Perth Amboy Board of Education

[Signature]

TENTATIVE AGREEMENT #4

This Tentative Agreement is made this ____ day of January 27, 2022 between the Perth Amboy Board of Education ("Board") and the Perth Amboy American Federation of Teachers ("PAAFT") (collectively "the parties").

The parties agree as follows, with regard to the proposals for changes to the PAAFT Agreement in effect from June 1, 2018 through June 30, 2021. This Tentative Agreement is subject to ratification as part of a final Memorandum of Agreement once executed by the parties.

ARTICLE IV FEDERATION RIGHTS

In addition to the rights provided in sections A through M of this Article, the Board shall provide the Federation the following access to members of the negotiations unit:

(1) the right to meet with individual employees on the premises of the Board during the work day to investigate and discuss grievances, workplace-related complaints, and other workplace issues;

(2) the right to conduct worksite meetings during lunch and other non-work breaks, and before and after the workday, on the employer's premises to discuss workplace issues, collective negotiations, the administration of collective negotiations agreements, other matters related to the duties of the Federation, and internal union matters involving the governance or business of the Federation; and

(3) the right to meet with newly hired employees, without charge to the pay or leave time of the employees, for a minimum of 30 minutes and a maximum of 120 minutes, within 30 calendar days from the date of hire, during new employee orientations, or if the employer does not conduct new employee orientations, at individual or group meetings.

c. Within 10 calendar days from the date of hire of negotiations unit employees, the Board shall provide the following contact information to the Federation in an Excel file format or other format agreed to by the Federation: name, job title, worksite location, home address, work telephone numbers, and any home and personal cellular telephone numbers on file with the public employer, date of hire, and work email address and any personal email address on file with the public employer. Every 120 calendar days beginning on January 1, the Board shall provide the Federation, in an Excel file or similar format agreed to by the Federation, the following information for all negotiations unit employees: name, job title, worksite location, home address, work, home and personal cellular telephone numbers, date of hire, and work email address and personal email address on file with the public employer.

e. The Federation shall have the right to use the email systems of the Board to communicate with negotiations unit members regarding collective negotiations, the

administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union.

f. The Federation shall have the right to use Board buildings and other facilities that are owned or leased by the Board to conduct meetings with Federation unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union, provided such use does not interfere with governmental operations. Meetings conducted in Board buildings pursuant to this section shall not be for the purpose of supporting or opposing any candidate for partisan political office, or for the purpose of distributing literature or information regarding partisan elections. The Federation conducting a meeting in a government building or other government facility pursuant to this section may be charged for maintenance, security and other costs related to the use of the government building or facility that would not otherwise be incurred by the government entity.

For the Perth Amboy Federation of Teachers

Patricia Parake

[Signature]

For the Perth Amboy Board of Education

[Signature]

TENTATIVE AGREEMENT #5

This Tentative Agreement is made this 22 day of March, 2021 between the Perth Amboy Board of Education ("Board") and the Perth Amboy American Federation of Teachers ("PAAFT") (collectively "the parties").

The parties agree as follows, with regard to the proposals for changes to the PAAFT Agreement in effect from June 1, 2018 through June 30, 2021. This Tentative Agreement is subject to ratification as part of a final Memorandum of Agreement once executed by the parties.

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~~Strikethrough~~ denotes deletions

Section III

Article III Custodial Vacation Provisions

A. Vacation

- For custodians hired on or after March 29, 2021 change 24+ to **24 years** and **add 25 years to Years of Service column** and **add 26 working days to Length of vacation column.**
- **Custodians with 26 years of service or more will receive one additional vacation day each year up to 30 vacation days.**

B. A vacation schedule will be established annually by the Superintendent of Schools or their designee for all custodians. This schedule will be constructed in such a way as to insure, as nearly as possible, a year-round and daily availability of personnel at all vital district facilities. If the employee is unable to take vacation to which they are entitled, they shall be compensated for same. In the event of a custodian's death, their family shall be paid the vacation earned. Vacation may not be accrued beyond that permitted above without the approval of the Superintendent ~~School Business Administrator~~. Should any custodian covered by the terms of this policy die while in the employ of this District, vacation days earned but unused will be compensated in payment to their estate. Upon at least one (1) week's prior approval of the Director of Buildings and Grounds, custodians shall have the option of using up to ten (10) ~~five (5)~~ vacation days when school is in session.

For the Perth Amboy Federation of Teachers

[Signature]

[Signature]

Article IV Miscellaneous Custodial Provisions

MODIFY AS FOLLOWS (Effective and starting with the 2022-2023 school year):

A.2. Custodians A and B, shall be provided in each year of the agreement with work shoes and work boots of an appropriate nature. The Board will identify footwear providers, ~~and will add other vendors to the current list of providers. The Board will identify from each vendor an approved inventory of footwear recommended for selection and the Board will pay the full cost for two (2) pair of these approved inventory footwear, even if the cost of the footwear exceeds \$300.00 for both pair of work shoes and work boots. If an employee selects footwear not listed on the recommended approved inventory, t~~The Board will provide up to \$300.00 footwear allowance in each school year from those providers. For selections in excess of the \$150.00 allowance the employees shall be responsible for the difference between the cost and the \$150.00 allowance for each pair of work shoes and work boots. Custodians may use the remainder of the \$150 allowance towards other work apparel after purchasing work shoes or work boots. Multiple pairs may be selected as well, subject to the \$300.00 allowance maximum. Footwear shall be in compliance with applicable statutory and insurance requirements.

ADD:

C. ADD: Juneteenth to Holidays

L. Custodians who work during a weather related state of emergency or inclement weather, when the school is closed, shall be paid at the rate of one and one half (1 ½) times the regular rate of pay. **

*** Effective prospectively upon the ratification / board approval of this successor agreement.*

M. The regular work-day for all custodial staff working the day shift, during the school year, shall be nine (9) hours, including a one (1) hour lunch break. The regular work-day for all custodial staff working the night shift, during the school year, shall be eight (8) hours, including a one thirty (30) minute lunch break. The regular work-day for all custodial staff shall be eight (8) hours for the morning shift, during the summer, including a one (1) lunch break. The regular work-day for all custodial staff shall be seven (7) hours for the night shift, during the summer, including a thirty (30) minute lunch break.

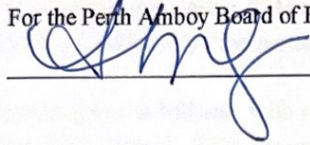
For the Perth Amboy Federation of Teachers

Patricia Paradise

L. Aulet

INITIATIVE AGREEMENT # 6

For the Perth Amboy Board of Education



This Initiative Agreement is made this 22nd day of December, 2022 between the Perth Amboy Board of Education and the Perth Amboy American Federation of Teachers (AFT). The Board and the AFT agree to the proposed changes to the PAAFT Agreement for the term 2022-2023. This Initiative Agreement is subject to the approval of the Board and the AFT. The Initiative Agreement is subject to the approval of the Board and the AFT.

Section 5

Personal Related Personnel Costs and Conditions

5.1. Personal Related Costs

5.1.1. The Board shall provide and maintain drivers shall be entitled to three (3) uniforms each year and one winter jacket every other year. These uniforms shall be provided to the driver by the Board. The Board shall also provide winter gear, i.e. hats and gloves.

5.1.2. The Board shall provide uniforms, including workers, mail carriers, telephone support specialists, and drivers. An assistant driver shall be provided footwear in each year of the agreement. The Board will identify footwear providers. The Board will provide work shoes in each school year. The Board shall provide work shoes that are selected as well, but are subject to the \$200 maximum reimbursement. Employees who are unable to get satisfactory fitting footwear from the provider shall receive reimbursement. The District shall make reasonable efforts to find a provider to meet the employee's need. If unable to do so within a reasonable timeframe, the Board shall reimburse the employee and issue the reimbursement for payment to employee within 30 days of providing a receipt for the purchase of shoes meeting the Employer's safety standards.

5.1.3. Security personnel officers shall receive one (1) winter jacket every five (5) years. In addition, they shall receive three (3) shirts, three (3) pairs of pants, and a summer uniform that consists of a lightweight shirt each year. Every three years, (1) they shall receive one (1) pullover or sweatshirt. Every (5) five years they shall receive rain gear, i.e. raincoat, boots, or a combination of the above as needed and justified. Security personnel shall also receive an allowance for work clothes of \$1500.00 in each year of this agreement, in accordance with the provisions described above. The Board will use its best effort to ensure that security personnel receive all necessary equipment and provide \$100.00 towards work-related expenses in each year, prior to July 1st of each year, or prior to their start date for new hires.

5.1.4. Bus drivers and bus attendants shall receive one (1) overalls and one (1) winter jacket every

TENTATIVE AGREEMENT # 6

This Tentative Agreement is made this 22nd day of December, 2022 between the Perth Amboy Board of Education ("Board") and the Perth Amboy American Federation of Teachers ("PAAFT") (collectively "the parties").

The parties agree as follows, with regard to the proposals for changes to the PAAFT Agreement in effect from June 1, 2018 through June 30, 2021. This Tentative Agreement is subject to ratification as part of a final Memorandum of Agreement once executed by the parties.

Section 5 School Related Personnel Terms and Conditions

Art. I. General Conditions A

A.1. Food service drivers and assistant drivers shall be entitled to three (3) uniforms each year, one (1) winter jacket every other year and one **sweater** every other year. Rain gear every two (2) years. (Same quality as crossing guards). The Board shall also provide winter gear, i.e. hats and gloves.

A.2. Food service drivers, cafeteria workers, mail couriers, technology support specialists, bus drivers and assistant drivers shall be provided footwear in each year of the agreement. The Board will identify footwear providers. The Board will provide work **shoes** in each school year. Multiple pairs of **work shoes** may be selected as well, but are subject to the \$300 maximum allowance. Employees who are unable to get satisfactory fitting footwear from the provider shall notify their supervisor. **The District shall make reasonable efforts to find a provider to accommodate the employee's need. If unable to do so within a reasonable timeframe, the Supervisor shall preapprove and issue the reimbursement for payment to employee** within 30 days of providing a receipt for the purchase of shoes meeting the District's safety standards.

A.4. Security personnel officers shall receive one (1) winter jacket every five (5) years. In addition, they shall receive three (3) shirts, three (3) pairs of pants, **and a summer uniform that consist of a lightweight shirt** each year. Every three years (3) they shall receive one (1) pullover or one (1) windbreaker. Every (5) five years they shall receive rain gear, rain/snow boots, or to be replaced as needed and justified. Security personnel shall also receive an allowance for work shoes of \$150.00 in each year of this agreement, in accordance with the procedure described above. The Board will use its best effort to ensure that security personnel receive all necessary equipment and provide **\$100.00 towards work-related accessories in each year**, prior to July 1st of each year, or prior to their start date for new hires.

A.5. Bus drivers and bus attendants shall receive one (1) coverall and one (1) winter jacket every

three (3) years. In addition, they shall receive rain gear every five (5) years, or to be replaced as needed and justified. Bus drivers will receive **five (5)** district work shirts and **three (3)** khaki pants per year.

A.9. Legal holidays shall be:

New Year's Day	Martin Luther King Jr. Birthday	Memorial Day
Fourth of July	Labor Day	Columbus Day
Veteran's Day	Thanksgiving Day	Christmas Day
Juneteenth		

Change "School Business Administrator" to "Superintendent" in entire Section 5.

A.11. All twelve-month SRP employees will work the custodial calendar and shall receive one (1) additional "floating holiday" each year subject to the following conditions:

Technology Specialists will work the same calendar as certificated staff from September through June. During July and August Technology specialists will work the Custodial calendar. **During the school year, Technology Specialists and Audio Visual employees' work hours shall be 8:00 a.m. to 4:00 p.m., including a one-hour lunch break.**

Audio Visual employees' regular summer schedule will be 8:00 a.m. to 3:00 p.m., including a one hour lunch break or 8:30 a.m. to 3:00 p.m., including a half-hour lunch break.

When practical, the District will provide Audio Visual employees with at least seven (7) days advanced notice of a deviation in their regular work hours in the summer and / or September through June.

A.12. A vacation schedule will be established annually by the Superintendent and School Business Administrator for all 12-month unit members. This schedule will be constructed in such a way as to insure, as nearly as possible, a year-round and daily availability of personnel at all vital district facilities. If an employee is unable to take vacation to which they are entitled, they shall be permitted to carry it over or be compensated consistent with law. In the event of a SRPs death, their family shall be paid the vacation earned. Vacation may not be accrued beyond that permitted above without the approval of the Superintendent. Should any SRP covered by the terms of this policy die while in the employ of this District, vacation days earned but unused will be compensated in payment to their estate. **Upon at least 15 days prior notice to their Supervisor**, SRPs shall have the option of using up to **eight (8)** vacation days when school is in session. A vacation schedule will be established annually by the Superintendent for all twelve-month unit members. The schedule will be constructed in such a way so as to ensure, as nearly as possible a year-round and daily availability of personnel at all vital district facilities while allowing vacation time to be taken during the school year when a specific request to do so is

approved by the Superintendent. Vacations will normally not be scheduled during the school-year but the employee may make a special request to the Superintendent for such a school year vacation.

Art. I. General Conditions F.

F. Food service workers called in to perform services during any period of vacation or when otherwise not contractually scheduled to work shall be entitled to overtime for all periods worked. Food service workers required to perform such duties shall be guaranteed at least two (2) hours of overtime.

Food services workers who are covered by this Agreement and apply for vacant summer positions shall be given the first opportunity to perform work during summer vacation at posted / advertised summer rates. Food service workers must be available the entire duration of the summer work to be employed in the posted position.

Art. I. General Conditions G.

Security personnel shall be given priority for new and /or vacant shifts, at their location, based on their seniority within the District.

Security personnel within each building shall be assigned overtime based on their seniority within the District.

Art. II. Miscellaneous Provisions-School Related Personnel

K. When there is a delayed opening all food service staff will report forty-five (45) minutes later than their regular scheduled start time.

Outdoor grilling shall be performed in a safe area that is at least three feet away from students. Clean up after outdoor grilling shall be performed by at least two food service staff persons. Food service staff shall only be required to operate outdoor grills that are safe and with appropriate safety equipment.

X. Home School-Liaison (HSL) will receive notice of out-of-district home visits by email. Two HSL shall complete home visits that are out-of-district. If another HSL is not available the building administrator shall designate another staff member to the home visit. HSL may request another HSL to accompany him or her when the in-district home visit is reasonably unsafe.

Section 6
Paraprofessionals Terms and Conditions

Add to Section 1 Article V., G. Evaluation Procedures for Non-Certified Staff

5. All formal classroom observations and evaluations shall be made openly and with the full knowledge of the staff member. Notice in advance of said observation shall not be required. Any written documentation of an evaluative nature which is not defined in this section shall be fully disclosed to the respective staff member and shall be discussed with the appropriate administrator or supervisor.

For the Perth Amboy Federation of Teachers

Patricia Parolisi *L. Audet*

For the Perth Amboy Board of Education

[Signature] _____

TENTATIVE AGREEMENT # 7

This Tentative Agreement is made this 19th day of December, 2022 between the Perth Amboy Board of Education ("Board") and the Perth Amboy American Federation of Teachers ("PAAFT") (collectively "the parties").

The parties agree as follows, with regard to the proposals for changes to the PAAFT Agreement in effect from June 1, 2018 through June 30, 2021. This Tentative Agreement is subject to ratification as part of a final Memorandum of Agreement once executed by the parties.

Section I - D. Employee Protection

Prior to January 31, the Federation shall meet with the Superintendent and submit its recommendations for the school calendar for the following school year. After adoption by the Board, the school calendar for the year shall be attached to the Agreement for informational purposes only. The school calendar is subject to change at the sole discretion of the Board after 14 days' notice to the Federation.

Article VIII Leaves of Absence/Retirement, C. Personal Leave

6. All employees will receive three (3) Family Medical Leave days annually. Said days are to be utilized for addressing illness, medical visits, medical treatment or other family medical issues as provided in the New Jersey Earned Sick Leave statute,

Article XI Miscellaneous - D. Just Cause Provision

No employees shall be disciplined, reprimanded, reduced in rank, or have their salary reduced without just cause. (Non-renewal of non-tenured teaching staff does not require just cause support, except as outlined below). Applicable to non-certificated staff only: A year-end non-renewal or Reduction In Force during the year may proceed to the Commissioner of Education but cannot proceed to arbitration, except as outlined below. A dismissal for cause during the year other than a Reduction In Force may proceed to arbitration. However, non-renewals of non-tenured, non-teaching staff employees working seven (7) consecutive school years, inclusive of leaves of absence, shall be subject to the grievance process or other appropriate statutory procedure. Non-renewals of non-tenured, non-teaching staff employees working seven (7) consecutive school years shall be based upon just cause. However, the non-renewal of a non-tenured teaching staff member may

not be submitted to binding arbitration. An employee who is not a teaching staff member shall have the right to submit to binding arbitration any dispute regarding whether there is just cause for a disciplinary action, including, but not limited to, reprimands, withholding of increments, termination or non-renewal of an employment contract, expiration or lapse of an employment contract or term, or lack of continuation of employment, irrespective of the reason for the employer's action or failure to act.

Section 2 Certified Staff Provisions Article III Workday

I. High School Special Education Teachers shall be assigned to do IEPs and attend meetings as their duty period for that day.

Section 2 – Certificated Staff

The Board shall reimburse each school nurse (i) the cost of renewing their New Jersey State nursing license in an amount not to exceed \$125 every other year; and (ii) the annual cost of the membership fee to National Association of School Nurses in an amount not to exceed \$150.

Section 5 - School Related Personnel

Home-School Liaisons holding a Bachelor's degree or a Master's degree should receive a stipend equal to Technology in each year of the agreement in addition to their normal placement on the applicable salary guide. Degree should be within the capacity of the job description, specifically Communications, Psychology, Public Administration, Social Sciences, and Education.

Article I, General Conditions

For food services only - Add: Vacant summer positions shall be filled in order of seniority. Once filled, a senior employee shall not be permitted to bump a junior employee previously assigned summer work.

Transportation ADD:

Drivers will be compensated 2 hours if they show up for a trip that was canceled without prior District notice.

During non-school hours, Drivers will stay on site and be paid for their time during trips that are more than 40 miles away.

Section 2 - Certificated Staff Provisions

Effective July 1, 2023, all summer work, including teaching staff members who are presenting at professional development workshops shall be paid 1/200th of the teaching staff members' salary with the exception of summer school and attendance at professional development workshops, which shall both be paid at the regular contractual hourly rate. All contract language to be modified in accordance with this provision.

For the Perth Amboy Federation of Teachers

Patricia Paradiso

[Signature]

For the Perth Amboy Board of Education

[Signature]

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