

**THE CAMDEN CITY SCHOOL DISTRICT AND THE CAMDEN EDUCATION
ASSOCIATION**

MEMORANDUM OF UNDERSTANDING ("MOU")

~~October-December, 10, 11, 25, 2024~~

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The Camden City School District ("District") and the Camden Education Association, which encompasses both a teachers unit and a support staff unit (hereafter collectively referred to as the "CEA") agree that the following sets forth the material terms to be recommended for ratification by the membership of the CEA and approval by the State Superintendent. Strikethroughs will be agreed to as deletions and underlines will be agreed to as additions within the Collective Bargaining Agreements for both the Teachers and Support Staff. To the extent there is any other unique language here, this MOU will control.

("..." denotes other language in the section that exists, but is not being altered.) Any language not listed here that is otherwise in a CBA is not being altered at this time.

This MOU covers the new proposed CBA from July 1, 2023 to June 30, 2027.

While certain references may be to one CBA or another, to the extent that provisions exist in both the Teachers and Support Staff CBAs the intent is to alter both to mirror one another.

Exhibit 1 are the reviewed and accepted salary guides for all positions, after both the CEA and District reviewed the same. They are also being moved now for formal approval as part of this overall MOU.

Salary guides for all unit members are attached to this MOU and incorporated accordingly.

PREAMBLE

THIS AGREEMENT is entered into this ____ day of 2022-2024 by and between the Camden City School District, Camden, New Jersey, hereinafter called "the District" and the Camden Education Association, hereinafter called "the Association." The duration of this Agreement will be as provided in Article XXXVII.

ARTICLE I

RECOGNITION

A. Pursuant to N.J.S.A. 34:13A-1, et. seq., as amended, known as the New Jersey Employer Employee Relations Act, the District hereby recognizes the Camden Education Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for all certificated personnel under contract with the Board, or on leave from the school district, including teachers; provisional teachers; librarians; nurses; guidance counselors; social workers; LDTCs; speech therapists; health and Social Services Coordinator; site managers; crisis counselors; resource persons; teacher mentors; vocational education teachers; department chairpersons; and athletic trainers; drop-out Prevention Officers; Educational Program Teacher Specialists; Facilitators; and Technology Coordinators; Schedulers; JROTC Teachers; JAG Counselor (Guidance Counselor); JAG Specialist (Ed Prog Spec); but excluding the State Superintendent; assistant superintendents; business administrator; secretary to the Board; assistant secretaries; directors; supervisors; coordinators; principals; vice principals; assistant principals; dean of students.

B. 1. Unless otherwise indicated, the term "teachers" when used hereinafter in this Agreement shall refer to all professional employees represented by the Association in the negotiating unit as above defined,

2. "Seniority" shall be based on a teacher's continuous length of service with the District.

ARTICLE III
GRIEVANCE PROCEDURES

A. Definition

A "grievance" shall mean a complaint by a teacher or the Association that there has been to him a personal loss, injury or inconvenience because of a violation, misinterpretation or misapplication of this Agreement. A grievance to be considered under this procedure must be initiated in writing by the teacher or the Association within thirty (30) calendar days from the time when the teacher or the Association knew or should have known of its occurrence.

B. 1. Procedure:

(a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant or the Association to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

(b) It is understood that grievants shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the District until such grievance and any effect thereof shall have been fully determined.

2. Any teacher who has a grievance shall discuss it first with the Principal or immediate supervisor in an attempt to resolve the matter informally at that level.

3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the grievant within ten (10) work days, he/she shall initiate a grievance in writing to the Principal or immediate supervisor with a copy to the State Superintendent, ~~or her/his~~ designee.

The Principal or immediate supervisor shall communicate a decision to the grievant in writing within ten (10) work days of receipt of the written grievance.

4. The teacher, no later than ten (10) work days after receipt of the Principal's or immediate supervisor's decision, may appeal that decision to the State Superintendent. The appeal to the State Superintendent must be made in writing, reciting the matter submitted to the Principal or immediate supervisor as specified above and his or her dissatisfaction with decisions previously rendered. The State Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) work days. The State Superintendent shall communicate a decision in writing to the grievant and to the Association directed to the Chairperson of its Professional Rights and Responsibilities Committee and the Principal or immediate supervisor. Whenever a timeline specified in this section is not going to be met, either party may request in writing from the other party additional time to process the grievance. Any such extension shall be agreed to in writing.

5. If the decision of the State Superintendent does not resolve the grievance to the satisfaction of the Association and the Association wishes to proceed to arbitration, it must file a demand for arbitration with one of the panel arbitrators no later than fifteen (15) work days from receipt of the State Superintendent's decision.

6. (a) The parties agree to use the following arbitration panel: James Mastriani; ~~Martin Seheinman; Jeffrey Tener; and Joel Weissblatt~~ Joseph Licata, Elizabeth McGoldrick, J.J. Pierson and Tim Brown.

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6. The parties agree to be bound by the Rules and Guidelines under the Public Employment Relations Commission (PERC).

(b) The Arbitrator shall be limited to the issues submitted and shall consider nothing else. The Arbitrator can add nothing to, nor subtract anything from, the Agreement between the parties. The Arbitrator can add nothing to, nor subtract anything from, the Agreement between the parties or any policy of the District. The recommendations of the Arbitrator shall be binding on the parties. Only the State Superintendent and the aggrieved and their representatives shall be given copies of the Arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) days of the completion of the Arbitrator's hearings.

7. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.

8. In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to a grievant. The time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon as hereafter as is practicable.

C. Rights of Teachers to Representation:

1. Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself or, at the grievant's option, by a representative selected or approved by the Association.
2. When a teacher is not represented by the Association in the processing of a grievance, the Association shall, at the time of submission of the grievance to the Superintendent, or at a later level, be notified that the grievance is in the process,

have the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered.

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3. The District and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in presenting an appeal with respect to personal grievances.

D. 1. If, in the judgment of the Association, a grievance affects a group or class of teachers in more than one school building, the Association may submit such grievance in writing directly to the State Superintendent and the processing of such grievance shall commence at that level. The Association shall have the exclusive right to pursue such grievances.

2. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file.

1. The Association shall be responsible for developing the grievance form to be utilized.

E. Salary Appeals:

1. A grievance involving a question of salary shall be initiated by filing a statement of grievance with the State Superintendent or hertheir designee for ruling and may thereafter proceed under Sections B5 and B6 of this Article.

F. Costs:

1. Each party will bear the total cost incurred by themselves.
2. The fees and expenses of the Arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.
3. If time is lost by any employee due to arbitration hearings or mutually scheduled grievance proceedings, the employee shall suffer no loss of compensation.

ARTICLE IV

TEACHER/EMPLOYEE RIGHTS

- A. No teacher/employee shall be disciplined or reprimanded without just cause.
- B. Whenever any teacher/employee is required to appear before the State Superintendent or his/her designee, the District or any committee thereof concerning any matter which could adversely affect the continuation of that teacher/employee in his/her office, position or employment or the salary or any increments pertaining thereto, then the teacher/employee shall be given reasonable prior written notice of the reason(s) for such meeting or interview and his/her right to have a representative of the Association present for advisement and representation during such meeting or interview. The Association shall receive a copy of this notice.
- C. Teachers/employees shall not transport students in a private automobile.
- D. No teacher/employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.
- E. Determination of grades and other evaluations of students is primarily the responsibility of the student's teacher. In the event any grade is subsequently changed or modified, the teacher shall be so informed at that time. Whoever makes such a change shall clearly identify himself/herself by placing his/her name next to that grade on all records of that grade. Teachers shall be required to give grades to all students in accordance with the reporting procedure in practice in the school or grade level.

F. The District and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of teachers/employees or in the application or administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, ~~or marital status~~ or any other Federal or State protected class.

G. Whenever an employee is served with a Rice notice and/or is required to appear before the State Superintendent or his/her designee, the District or any committee thereof, concerning any matter which could adversely affect the continuation of that teacher/employee in his/her office, position or employment or the salary or any increments pertaining thereto, then the teacher/employee and the Association shall be given reasonable (at least 2 work days) written notice prior to the meeting of the reason(s) for such meeting or interview and his/her right to have a representative present during such meeting or interview.

H. The Association shall also receive a list of all RIFs, terminations, increment withholdings and any other actions by the State Superintendent or the District which will adversely affect a teacher's/employee's job status within 3 work days after such action.

ARTICLE V

ASSOCIATION RIGHTS AND PRIVILEGES

A. Representatives of the Association, the Camden County Council of Education Associations, the New Jersey Education Association, and the National Education Association may be permitted to transact official Association business on school property at reasonable times provided that notification has been given to the building Principal or administrator in charge.

B. The Association and its representatives may have the right to use school buildings at reasonable hours for meetings provided prior written permission has been granted by the District. Permission may only be granted if the Association makes a written request to the District a minimum of twenty-four (24) hours before the meeting and gives a copy of the request to the building Principal.

C. The Association shall have the use of a bulletin board in each faculty lounge in each building. Copies of all materials to be posted on such bulletin boards shall be given to the building Principal or Administrator in charge.

D. Only the Association shall have the right to reasonable use of the school mailboxes and the inter-school mail facilities provided the following procedures are followed by the Association:

1. Mailboxes may be used as the Association deems necessary for distribution of any materials delivered within an envelope without the approval of the building Principal or other members of the Administration. For all other materials, the Association may use the school mailboxes in a reasonable manner with permission of the building Principal, which permission shall not be unreasonably withheld.

2. In the case of a system-wide or a substantial distribution of material, the Association shall deliver said materials in packages for each school to the central warehouse not later than Wednesday for delivery the following Monday. In the case of a minor delivery, the Association may deliver the material property addressed and packaged by school, to their respective main office not later than Friday for delivery the following Monday.

E. Materials addressed to building representatives received in the building will be placed in their mailboxes.

F. The President or his/her designee in his/her absence and/or the Chairperson of the Professional Rights and Responsibilities Committee (Grievance Chairperson) or his/her designee in his/her absence shall have freedom to enter and leave their assigned buildings and other buildings at reasonable times when school is in session and they are not otherwise assigned, provided they notify their building Principal or administrator in charge, in person, and they notify the building Principal or administrator in charge, in person, of any other building that they wish to enter.

G. The rights and privileges of the Association and representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the teachers, and to no other organization,

H. The District agrees to supply the Association with names and addresses of all teachers on October 1st, and with names and building assignments on February 1st, of each year. The District shall also provide the Association by October 1st with the names and addresses of teachers to be initially employed as of September 1st. This information shall be used by the Association only for organizational purposes. The District shall bear no responsibility for the use of this information after it has been supplied to the

Association. The District shall send to the Association copies of all bulletins that go out to personnel represented by the Association.

I. The Association shall be allotted a maximum of thirty (30) minutes is part of the regular program for orientation of new teachers at the beginning of each school year. The Association may appoint a member of the Committee which plans the orientation program.

J. Whenever members of the Negotiations Committee of the Association are mutually scheduled to participate during working hours in negotiations, they shall suffer no loss in pay.

K. The District shall grant a full leave of absence with pay and with all hospital and insurance benefits to the President of the Association or his/her designee during the term of office of the President. The Association shall reimburse to the District the full cost for the salary and all hospitalization and other insurance coverage afforded the President, or his/her designee, under this provision. Upon return from this leave of absence, the Association President, or his/her designee, shall be entitled to credit for the year of leave for purposes of the salary increment program.

L. The First Vice-President of the Association shall be entitled to a daily half day release time to attend Association business, provided the employee's work schedule can be fully performed. The determination as to whether the employee's course schedule can be accommodated in conjunction with the release time shall be made by the State Superintendent.

M. Association Leave Days.

The District and the Camden Education Association agree that a maximum of forty (40) days of leave per year shall be available to the Camden Education Association for use by employees represented by any Camden Education Association unit and designated by the Association. Such Association days shall be available for a full day or one-half day usage. Association days shall not be used for any litigation involving the Association and the District and/or Association members. All requests for use of Association days shall be submitted in writing to the State Superintendent no less than two (2) working days prior to the requested leave, unless deemed an emergency.

N. If the Association President is absent and unable to attend to Association business in the Camden City District, then the First Vice-President may contact the State Superintendent to arrange for release time to attend to Association business.

ARTICLE VI
BOARD RIGHTS

A. The Association recognizes that the State Superintendent and/or the District may not, by agreement delegate authority and responsibility which by law are imposed upon and lodged with the District.

B. It is understood by all parties that, under the rulings of the Courts of New Jersey and the State Commissioner of Education, the State Superintendent and/or the District is forbidden to waive any rights or powers granted it by law.

C. The State Superintendent and/or the District, subject only to the language of this Agreement, reserves to itself full jurisdiction and authority over matters of policy and retains the right, in accordance with applicable laws and regulations.

- ~~(a) to direct employees of the school district;~~
- ~~(b) to hire, promote, transfer, assign, and retain employees in positions within the school district and to suspend, demote, discharge, or take other disciplinary action against employees;~~
- ~~(c) to relieve employees from duties because of lack of work, or other legitimate reasons;~~
- ~~(d) to maintain the efficiency of the school district operations entrusted to them;~~
- ~~(e) to determine the methods, means and personnel by which such operations are to be conducted, and~~
- ~~(f) to take whatever other actions may be necessary to carry out the mission of the school district in any situation.~~

ARTICLE VII

AFTER-SCHOOL; BEFORE-SCHOOL; EVENING SCHOOL; SUMMER SCHOOL; SATURDAY HOME INSTRUCTION AND FEDERAL PROGRAMS

A. 1. All openings for positions in the accredited Evening School, Summer School, Federal Projects and Home Teaching Programs shall be publicized by the State Superintendent in accordance with the following procedure:

(a) Evening School - Notice of positions available in the accredited Evening School, including duties, hours and rates of pay, shall be posted on the District website as soon as possible after the position availability becomes known and at least ten (10) days before appointments to positions are made.

(b) Summer School Notice of positions available for Summer School, including duties, requirements, hours and rates of pay, shall be posted on the District website as soon as possible after the position availability becomes known and at least thirty (30) days before appointments to positions are made.

(c) Federal Programs - Notice for positions available in federally funded programs shall be posted within a reasonable time of notification to the Board that such programs are to be funded. Such notices shall be posted on the District website for such time as may be reasonably consistent with the time of the notice of funding and the time when the program must begin. Such notices shall include a description of the position, requirements, hours and rates of pay.

(e)(d) After-school/before school programs shall be posted within a reasonable time of notification on the District website by location as soon as possible after the position becomes available. Such notices shall include a description of the position, requirements, hours and rates of pay.

(d)(e) Teachers who are required to attend workshops or in services beyond the normal work day shall be paid \$47.00¹ per-hour.

¹ The increase to \$47.00 is related to Schedule "HD" hourly employees, more specifically the following titles are included in this increase: Evening School Teacher, After School Teacher, Before School Teacher, Saturday Program Teacher, Resource

2. Copies of the notices listed above shall be forwarded to the Association as soon as possible.

Person, ~~Nurse~~, and Home Instruction Teacher. Further, Person in Charge and Mentor Teacher is increased to \$48.50 and Nurse to \$50.00.

B. In filling teaching positions in the above programs, consideration shall be given to area of competence, major and/or minor field of study, quality of teaching performance, attendance record, length of service in the Camden School District, subject area and/or grade level taught during the regular school year and/or during the previous four (4) school years. Teachers employed in the Camden School District shall have priority for such assignments before appointment of applicants from outside the district.

C. Summer Work Procedures for Special Services Staff

1. Summer work for all Guidance Counselors shall be provided in accordance with the Camden City School District policies, procedures and handbook related to the same. Anyone who has had their increment withheld or otherwise had disciplinary action taken against them or had issues with attendance, completion of assignments in a timely manner or evaluation concerns prior to the summer may be declined the opportunity to do this work.

2. The District may assign One (1) Guidance Counselor to work at each middle and high school for a defined period in the summer.

3. Volunteers shall work the above assignments, but if there is not a volunteer in a particular school, a Guidance Counselor shall be assigned by the State Superintendent or his/her designee. When such assignments are necessary, they shall be done on a rotating basis in reverse order of seniority.

4. Summer ~~work~~ work-for-work for LDTC's, Social Workers and Speech Therapists shall be provided in accordance with the Camden City School District policies, procedures and handbook related to the same. Anyone who has had their increment withheld or otherwise had disciplinary action taken against them or had issues with attendance, completion of assignments in a timely manner or evaluation concerns prior to the summer may be declined the opportunity to do this work.

5. The summer work for all LDTC's, Social Workers, and Speech Therapists shall be handled in accordance with the Summer Assessment Handbook for CST. The only exception to this are those employees in one of these titles who works in early childhood. Those individuals shall work a six (6) hour day, not including lunch, Monday through Friday, except on holidays when the office is closed. More specifically, this would mean that remuneration would be as follows: For Case Management with Initial IEP (For all

Initial eligibility meetings) Social Workers, LDTC, SLP will be paid ~~\$230.25~~300.00 per meeting. For Case Management without Initial IEP (For all reevaluation eligibility meetings, planning meetings, annual review meetings, and assess progress/review/revise meetings) Social Workers, LDTC, SLP will be paid ~~\$115.12~~150.00 per meeting. Case Management of Intake IEP: Social Workers, LDTC, SLP will be paid ~~\$230.25~~300.00 per meeting. Evaluations at \$250.00. Hourly work as needed (as assigned by Administration) Social Workers, LDTC, SLP will be paid ~~\$45~~47.00 per hour.

6. Any Nurses interested in working during the summer for any of the available opportunities shall send such request in writing to the Supervisor of Health Services by May 15th of each year. Anyone who has had their increment withheld or otherwise had disciplinary action taken against them or had issues with attendance, completion of assignments in a timely matter or evaluation concerns prior to the summer may be declined the opportunity to do this work.

D. Home Instruction

1. Home instruction assignments shall first be offered during non-school hours to CEA staff. If no CEA staff member accepts the assignment, it shall be offered as outlined below.

2. In the event that no CEA members accepts the assignment, home instruction may take place during school hours or after school hours and certificated, non-affiliated CCSD staff and certificated non-CCSD staff may be hired to perform such instruction for students on weekdays during the academic year, between September and June.

3. These non-CCSD staff hired for academic year, day-time, weekday home instruction, may be hired on a part-time or hourly basis.

4. The right of first refusal for Saturday home instruction shall be given to existing CCSD teachers, whether affiliated or non-affiliated.

ARTICLE VIII
SALARIES

- A. The salaries for all teachers covered by this Agreement shall be set forth in the Salary Schedules which are attached hereto and made a part hereof, except as otherwise provided below and consistent with the further provisions of this Article.

1. **Definitions of Terms:**

(a) **Prior Service** - Prior teacher service shall include all public school, public college or university successful training experience, it may also include private schools and any other federal or state-operated/approved and/or certified program which the State Superintendent determines shall be given prior service credit based upon a full school year. If one is attempting to utilize prior District service when seeking reemployment, a minimum of five (5) months of District service shall be required to gain a year's creditable service within the particular school year for ten (10) month employees. A minimum of six (6) months of District service shall be required to gain a year's creditable service within the particular school year for twelve (12) month employees. All requests for prior service credit shall be submitted by an employee no later than ten (10) calendar days from the date of the District's appointment and official notification of the requirement for prior service credit to the employee. Documentation must be submitted within sixty (60) days after appointment. Any exceptions shall be subject to the State Superintendent's review.

(b) The State Superintendent's determination of total prior years of employment which shall be given credit shall be made no later than ten (10) calendar days from the receipt of necessary documentation. Any requests and/or documentation for credit received after these deadlines shall be deemed waived.

B. **CREDITABLE SERVICE**

1. In the establishment of creditable service years, if said years of service shall be the aggregate total of creditable years as provided under prior service as discussed above.

2. Total of creditable years may be considered when determining the individual's initial step on the salary schedule, but is not required to be equivalent. The proper position for the succeeding year shall be established by the overall CBA in terms of whether or not step movement was negotiated by the parties.

3. Salary upon initial employment is negotiable and may or may not reflect total years of experience.

4. All teachers shall be placed on a specific step of the salary schedule. New teachers shall also be placed on an actual step of the salary guide.

5. Vocational trade or performance experience may be taken into consideration for negotiation of initial salary and initial placement on the appropriate salary schedule.

8. 6. The District reserves the right to employ a teacher with public, private school, or vocational teaching experience on any step of the salary schedule when conditions require such action.

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C. IMPLEMENTATION OF SCHEDULES

1. All teachers shall receive their salary increment, if so entitled, and the salary schedule increase as negotiated. However, no movement shall occur unless the specific year in question had been negotiated and agreed upon by the parties.

2. Twelve (12) month employees shall receive all increments effective the first pay in July and ten (10) month employees shall receive an increment effective the first pay in September.

(a) Teachers employed on a ten (10) month basis shall be paid in twenty (20) equal semi-monthly installments. Payments shall be made on the fifteenth (15th) and thirtieth (30th) of each month.

(b) Teachers ~~who shall~~ participated in direct deposit and as a result shall be entitled to receive their last June payment only if they have closed out their school obligations no less than three (3) days prior to the closing of school provided that the building administrator has given prior notice to the teachers of this deadline. If a teacher has not closed out his/her school obligations by the three (3) day limit, the teacher's paycheck shall be mailed.

(c) When a payday falls on or during a school holiday, employees shall receive their paychecks on the last previous working day.

(d) _____

Revised Bilingual testing provision (to go in the Teachers CBA at Art. VIII, para. C 2 (d); in the Support CBA at Art. VII, para B. 11.

Employees who wish to be considered as bilingual proficient (for translation or interpretation) as part of their role must notify the district of the same in writing before any consideration will be made, and at the district's option, a third party may be used to test an individual based on the type of services they wish to offer. Based on the test results as well as other factors, a determination will be made by the District and if approved, then it will provide a stipend of \$750.00 for translation and \$500.00 for interpretation, which will be reviewed on at least an annual basis. This decision by the district on this issue is not grievable. To receive this stipend, an employee must be an active full-time employee when the stipend is paid out (twice a year). This stipend is not available to bilingual teachers, who are otherwise compensated with their own stipend and the stipends shall not be stacked together for any one employee.

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3. Rates of compensation shall be as established by this Agreement only and no other types of compensation shall be paid to teachers unless otherwise negotiated by the parties to this Agreement.

4. Upon completion of requirements for certification, the Vocational Education Teacher will move laterally in step to the Vocational Certified Teacher Guide. If the move is made at the beginning of a school year, the Vocational Education teacher will also receive an increment on the Vocational Certificated Teacher Guide, if the unit as a whole has negotiated to receive an incremental increase for the year in question.

5. Movement in step to the "B.A." training level on the salary scale shall be made as requirements are met.

6. Educational Advancement:

(a) To qualify for the BA+15, BA+30, MA+15, and MA+30, a teacher must have acquired the additional credits at the graduate level, ~~after the highest degree granted~~. These credits shall be verified by an official transcript and they shall be in the applicable teacher's field or subject discipline, subject to prior written approval of the State Superintendent. These credits may be for coursework toward obtaining a doctorate or an additional master's degree, subject to the above requirements. One credit for the purpose of lateral movement shall also be granted for each mini-course so designated at the discretion of the State Superintendent and completed by the teacher.

(b) A teacher who qualifies for additional training level (BA+15 to MA+30) shall be adjusted laterally in step to the appropriate training level in ~~September~~January, provided that notification has been fully submitted to the State Superintendent's office before ~~September 30~~November 1st of the prior calendar year. Notice after ~~October-November 1st~~ shall be applied to the next school year. Those credits that have been approved in the past and where the teacher is currently on the BA+15 to MA+30 tracks shall be acceptable for the future to retain such teacher on ~~his or her~~their present track. Members using this provision will be awarded the same effective January 1st of the following calendar year after all of the paperwork is

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submitted and approved. There shall be no retroactive payments for the same prior to notice for a change.

(c) A teacher receiving a Doctoral degree will, as of the first day of the succeeding month, receive a corresponding salary guide adjustment for having received a Doctoral degree, provided that notification has been submitted to the State Superintendent's office before September 30 November 1st for a guide movement effective on January 1st of the next calendar year. Notice after October-November 1st shall be applied to the next school year in January. The Doctoral degree must be an educational doctorate or in an area related to an employee's assignment. The degree must be from an institution approved by the State of New Jersey as an accredited institution.

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(d) A teacher, who has satisfactorily completed an approved work-related training course, shall be eligible to receive credits toward educational credit advancement on the salary guide subject to the same procedures applicable to the educational credits. This provision excludes workshops, conferences or in services for which a teacher is compensated to attend. The decision as to whether a course is work-related shall be subject to the State Superintendent's or his/her designee's determination.

7. A ~~normal~~ school teacher or nurse who holds a New Jersey permanent certificate, without degree, shall proceed on the Bachelor track of the Salary Schedule.

8. A teacher who has not had a degree conferred by a college and who does not hold a New Jersey Standard Teacher's Certificate, shall proceed on the non-degree schedule.

9. Nurses, other than those who are Vocational Education teachers, shall proceed on the salary schedule in accordance with their training and experience. (Non-degree nurses on the non-degree track, degree nurses on the degree track or beyond, as appropriate).

10. The Salary Schedule for guidance counselors, learning disability teacher consultants, social workers and speech therapists with standard certificates in their respective fields, shall be as set forth in Schedules "A" and "B" which are

attached hereto and made a part hereof, consistent with the other provisions of this Article and that creditable teaching experience shall be counted in the application of the schedule.

11. Child Study Teams, including social workers, learning disability teacher consultants, and speech therapists, shall be paid additional compensation of One-thousand (\$1,000.00) Dollars.

12. There shall be a pool of funding for license renewal for those positions which require a license to conduct the role. The reimbursement shall not exceed the cost of the license. The pool has an aggregate amount annually of thirty-five hundred dollars (\$3,500.00). The funds are distributed first come first served, but no amount shall be paid above this aggregate number. The specific positions this applies to includes: social workers, clinical social workers, nurses, vocational teachers, PIRT, KIRT crisis counselors, case managers and guidance counselors.

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D. **EXTRA-CURRICULAR ACTIVITIES**

1. Compensation for all extracurricular activities shall be as set forth in Schedule "C", which is attached hereto and made a part hereof.
2. Prior to accepting a position on Schedule "C" or "D", the employee may meet with the Principal for a listing of required duties for the position.
3. Compensation for department head duties shall be as set forth in Schedule "GD", which is attached hereto and made a part hereof.
4. Compensation for D/S team leaders, ~~elementary~~ teachers in charge, and child study team leaders shall be set as forth in Schedule "HD", which is attached hereto and made a part hereof.
5. Compensation for Summer School, Evening School, after school, Saturday program, and Home Instruction teachers shall be as set forth in Schedule "FD", which is attached hereto and made a part hereof.
6. Compensation for grade level chairpersons shall be as set forth in Schedule "HD", which is attached hereto and made a part hereof.
7. Stipends for ESL teachers shall be as set forth in Schedule "HD"
Teachers who received their stipends under the 1987-90 Agreement shall be eligible to continue to receive said stipend during the term of this Agreement. Teachers hired, assigned or transferred to these positions after July 1, 1990 shall not be entitled to receive stipends.

E. **SUMMER WORK**

The pay for summer work for, Social Workers, LDTC's and Speech Therapists is handled in accordance with the Summer Assessment Handbook for CST, which is included by reference above in Article VII, para. C5. Any individual's not directly working via the CST shall be paid for work they are specifically hired to do in the summer as set forth in Schedule "HD".

F.

BILINGUAL TEACHERS

1. Only teachers who possess a bilingual certification shall be entitled to receive the ~~\$500~~1,000.00 additional compensation for serving as a Bilingual Teacher.
2. The District's obligations, under the terms of this Agreement, to pay the additional compensation as set forth herein, are subject to the availability of federal monies.

G.

SPECIAL EDUCATION TEACHERS

1. Special Education Teachers, who received under the 1981 -83 Agreement, an annual Stipend of \$300.00, shall continue to receive said annual stipend during the term of this Agreement. Only those Special Education Teachers receiving this stipend as of June 30, 1983 shall continue to receive same during the term of this Agreement.
2. Any person hired, transferred, reassigned, promoted and so forth to the position of Special Education Teacher July 1, 1983 or thereafter shall not be entitled to receive additional compensation for exercising the duties of a Special Education Teacher.

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H.

OVERTIME

For all employees, overtime at time and one-half, shall be paid only after forty (40) actual work hours per week, exclusive of all leave time. All overtime must be preauthorized by an employee's direct supervisor/director.

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I. **FLEXTIME**

During the term of this Agreement, for any District approved student program or initiative, the State Superintendent may request a flex schedule. No new flex schedule shall be implemented until all mandatorily negotiable terms and conditions related to such flex schedule have been negotiated by the State Superintendent and the CEA's negotiations team.

Effective 7/1/03, for the term of this Agreement, unless the program is eliminated, there shall be the following existing flextime schedule:

Twilight Program

12 p.m. - 7 p.m. (M-F) No extra compensation

Participation in this program is voluntary.

J. **TRAVEL**

1. Every reasonable effort shall be made by the Board to insure that teachers who are assigned to more than one school shall not be required to engage in an unreasonable amount of inter-school travel consistent with performing a schedule of assignments established in the best interests of the school system.

2. (a) Teachers who are required to use their own automobiles in the performance of their duties, and teachers, including, but not limited to **WECEP-CTE** teachers, special area teachers, child study and resource teachers/persons, who are assigned to more than one (1) school per day (for the mileage only between Schools) shall be compensated at the highest rate allowable by the State of New Jersey.

(b) Health and Social Services Coordinators who are required to use their automobiles in the performance of their duties, shall be compensated at the highest rate allowable by the State of New Jersey.

3. No travel allowance shall be paid for the year until the employee provides proof of paid and active automobile insurance, a valid car registration, a valid driver's license (not suspended), in addition to a mileage log.

K. **INCLEMENT WEATHER GRACE PERIOD**

Subject to the State Superintendent's approval, a reasonable grace period shall be allowed teachers to report to school during inclement weather. The determination of inclement weather shall be subject to the State Superintendent's determination and shall not be grievable or arbitrable.

L. **LONGEVITY**

10 yrs. + 1 day\$600
20 yrs. + 1 day..... \$1,200
30 yrs.+ 1 day..... \$1,800

Service shall be consecutive full years of service in the District. Longevity shall be paid during the year on pay days. Longevity shall not be considered part of base salary. Longevity shall be provided for anyone hired as of 7/1/24, but no one hired after that date will be eligible for the same going forward.

M. **SPLIT CLASSES**

Elementary teachers (regular and family school) who teach split classes (e.g. 3/4; 4/5) for the year shall be entitled to a \$600 annual stipend.

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ARTICLE IX
DEDUCTIONS FROM SALARY

- A. The District agrees to deduct the dues of the Association in accordance with the provisions of Statute and the appropriate rules and regulations, upon proper notification by the Association to the District.
- B. The Association agrees to save the District harmless from any action by the Association regarding funds involved in the implementation of this Article after those funds have been transmitted to the representative designated by the Association.
- C. The District agrees to deduct appropriate amounts authorized by teachers who wish to participate in the Deferred Annuity Program.
- D. 1. The Association will submit to the District, prior to November 1, a list of those employees who have not become members of the Association for the then current membership year. The District will deduct from the salaries of such employees the amount of the representation fee which shall be an amount equal to eighty-five (85%) percent of those dues certified by the Association, and promptly transmit the amount so deducted to the Association.
2. If an employee who is required to pay a representation fee terminates his or her employment with the District before the Association has received the full amount of the representation fee to which it is entitled under this Article, the District will deduct the unpaid portion of the fee from the last paycheck paid to such employee during the membership year in question.
3. Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will be the same as those used for the deduction and transmission of

regular membership dues to the Association.

4. On or about the last day of each month, after November 1, the State Superintendent or his/her designee will submit to the Association a list of all employees who began their employment during the preceding thirty (30) day period. The list will include names, job titles and date of employment for all such employees and assignment location.

E. In addition to those taxes already being deducted, the District will implement the deductions for city wage tax and state taxes for residents of Philadelphia, Pennsylvania, and Delaware. This shall be at no cost to the District.

F. The District agrees to make available a payroll deduction to the South Jersey Federal Credit Union. This shall be at no cost to the District.

G. The District agrees to make available electronic direct deposit or employee's paychecks, provided the employees individually authorize the Board to do so. The District shall have the discretion to select the originating bank in which it will directly deposit the paychecks of participating employees. It shall be the employee's responsibility to notify the bank with any instructions regarding the money deposited by the District. This shall be at no cost to the District.

H. There shall be a maximum of five (5) tax-sheltered annuity companies that may be utilized by employees. In order to be approved, each of these companies must have a minimum of fifteen percent (15%) of the membership of the bargaining unit. The two (2) companies operating in this district in 1995-1996 are exempted from the fifteen percent (15%) requirement.

ARTICLE XI
PERSONNEL FILES

- A. Teachers shall have the right, upon request, to review the contents of their personnel file two (2) times per year. Confidential recommendations which were submitted upon the teacher's employment in the school system would not be subject to this review.
- B. If there is any material in the personnel file which the employee believes to be derogatory, the employee may submit a written answer to such material which shall be placed in the file.
- C. All teachers shall have the right to ~~make copies~~ electronic copies of any documents in the personnel file.
- D. The District shall establish one official personnel file for each employee.
- E. If a complaint regarding an employee is made to any administrator by any parent, student or other person, and if the administrator makes a written memo concerning the complaint or if the complaint is in writing and either the administrator's memo or the written complaint is placed in the employee's file, the employee shall be notified of the complaint before placement in the file. The employee may prepare a written response to be attached to the written memo or complaint.

ARTICLE XII

SICK LEAVE

A. All teachers shall be entitled to thirteen (13) accumulative sick leave days as of the first official day of the school year, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit. Up to three (3) days of accumulated sick leave may be utilized as family leave days. An employee, who resigns, retires and/or is terminated prior to the end of the academic year, shall have a pro rata accounting made of his/her sick days earned and used during the last year. Any days, used that have not yet been accrued shall be reimbursed to the District by a payroll deduction in the employee's last check.

~~B. Teachers shall be given each year, by January 31st, a written accounting of accumulated sick leave days as of September 1st of that school year.~~

B. Any teacher may utilize a sick or a personal day in either a four (4) hour block (half day absence) or full day block, but not less than the same. The process for the utilization of this time shall be in accordance with District policies and/or procedures. To calculate the partial day time, an employee shall avoid leaving before the end of a period if they are teaching. In all other cases, after the employee has completed four hours at work they will only be charged for a half day of sick. Any employee arriving to work after 4.5 hours of the day shall be charged for a full sick or personal day.

C. All persons initially hired after September 1st shall, during their first year of employment, be entitled to use sick days on a pro-rata basis, depending upon the number of months worked in the first year.

...

ARTICLE XIII

TEMPORARY LEAVES OF ABSENCE

A. PERSONAL LEAVE

1. All teachers shall be entitled to two (2) personal leave days without refund each school year, provided that a formal request is initiated. Said request shall be submitted via District time and attendance system for approval. Said requests shall be submitted at least five (5) work days prior to the day requested, except in extreme emergency. Approval or disapproval shall be determined by the immediate superior (Supervisor or Principal). Except in extreme emergency, personal leave will not be granted from August 15th to September 15th or from June 1st until the last day of school for teachers, or immediately prior to or after any scheduled vacation period or school holiday. Any personal leave days not utilized by the teacher during the school year shall, at the end of the school year, be accumulated and added to the individual teacher's sick leave accumulation.

2. Employees hired after February 1st shall not be entitled to any personal days in their first year of employment. Employees hired on or before February 1st shall only be entitled to use then-personal days after they have worked ninety (90) days.

B. BEREAVEMENT LEAVE

1. In case of absence on account of death of a husband or wife or a civil union partner, mother or father, son or daughter, brother or sister, full salary shall be paid for a period of up to five (5) consecutive workdays, which shall commence no later than three (3) days after the date of death. The use of other leave time, e.g., vacations, shall not extend the available funeral leave time under this provision. This provision will also apply in the case of death of a resident member of the immediate household of the teacher.

2. In case of absence on account of death of father-in-law, mother-in-law, grandchildren, grandparents or great-grandparents, full salary shall be paid for a period up to three (3) consecutive workdays, which shall commence no later than three (3) days after the date of death. The use of other time, e.g., vacations, shall not extend the available funeral leave time under this provision.

3. One (1) day's absence without loss of pay shall be allowed to attend the funeral of aunt, uncle, niece, nephew, first cousin, or any in-law not covered by the preceding paragraphs, when such funeral services occur from Monday through Friday.

4. Teachers may be allowed to attend the funeral of a co-worker or student without loss of pay upon receiving such permission from the State Superintendent.

C. 5. All employees taking bereavement leave under Section 1, 2, and/or 3 shall submit a signed certification to the State Superintendent verifying the relationship of the deceased to the employee and the date of death no later than five (5) working days after an employee returns from bereavement leave. The certification shall be on a standard form provided by the District. The District requires valid documentation for this leave in order for it to be approved, which could include, but may not be limited to a memorial service program, burial program, mass card or other record of event that demonstrates the relationship between the decedent and the employee.

D. **GRADUATION LEAVE**

Teachers receiving a college degree, or whose son, daughter, husband or wife is receiving a High School Diploma or college degree, may be allowed one (1) day's absence to attend the graduation exercises without loss of salary. Request for such permission must be made in writing to the State Superintendent five (5) days in advance.

D. **MILITARY LEAVE**

All military service absence by teachers of not more than ten (10) working days annually for temporary, short-term military service shall be treated as "Absence with Permission" requiring no refund, and shall not be counted as part of vacation days. Other military leaves shall be pursuant to USERRA.

E. **MARRIAGE LEAVE**

For absence to be married, all teachers shall be granted leave of absence not to exceed one (1) calendar week. Payroll deductions for this absence shall be in accordance with ~~Administrative Manual regulations and with~~ rates set for absences.

F. **JURY DUTY LEAVE**

Teachers who are required to serve jury duty shall receive their full salary for the day(s) served and remit to the District the amount of their jury pay.

G. **PROFESSIONAL LEAVE**

All certified staff shall be entitled to take up to two (2) professional days each year for attendance at seminars or workshops which relate to the employee's job duties.

H. **REQUESTS FOR LEAVES**

All requests for permission to be absent for reasons other than illness must be made in writing to the Division of Talent and Labor Relations (DTLR). If the Division of Talent and Labor Relations determines that the request includes the appropriate initial materials, it will ask the State Superintendent for their approval or disapproval..

ARTICLE XIV

EXTENDED LEAVES OF ABSENCE

- A. A leave of absence without pay of up to one (1) year may be granted to any teacher who accepts a Fulbright Scholarship.
- B. A teacher on tenure may be granted a leave of absence without pay for up to one (1) year to teach in an accredited public college or university, subject to prior written approval from the State Superintendent.
- C. Military leave without pay shall be granted to any employee who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction or initial enlistment. This shall not apply beyond one tour of duty of enlistment and is subject to USERRA.
- D. Any teacher who becomes pregnant shall notify the Principal and the DTLR in writing within sixty (60) days of the estimated due date. The teacher shall be entitled to use sick leave pursuant to Article XII of the Agreement for pregnancy related illness or disability.
- E. **CHILD REARING LEAVE (without pay)**

Unpaid Child Rearing leave shall be available to both female and male teachers pursuant to the procedures below.

1. Child Rearing Leave, without pay, shall be granted to a teacher with a child ~~less than six (6) months of age~~ provided application is made in writing to the State Superintendent no later than sixty (60) days prior to the beginning of such leave. Such leave shall not exceed a period of twelve (12) months. Any such leave for less than twelve (12) consecutive months shall be extended upon an employee's written request as long the total leave time does not exceed a total of twelve (12) consecutive months and as long as a formal written request to

extend is received by the District no less than sixty (60) days before the end of the initial period. Further, this block of time must be taken continuously, such that once an employee returns to work, any remaining time under this section automatically expires. The leave must commence within one (1) year of birth or placement of the child.

2. Notice that a teacher intends to return to active duty must be made in writing to the State Superintendent no later than sixty (60) days prior to the date of the return. The return may only occur at the start of a new marking period or the start of the school year.
3. Teachers on unpaid child rearing leave shall concurrently use FMLA and/or NJFLA.
4. Every effort shall be made for teachers returning from Child Rearing Leave to be restored to the same position, subject area, and/or grade level vacated at the commencement of such leave, but is not guaranteed.
5. Teachers returning from Child Rearing Leave shall be placed on the latest salary guide. No experience credit will be given for the period of such leave unless the teacher has been in a paid status for five (5) month or more in the school year in which the leave was taken.
6. Child Rearing Leave shall not be granted to a non-tenured teacher beyond the initial contract year in which the leave is obtained. Nothing herein is to preclude a teacher from requesting an additional period of Child Rearing Leave.

F. ADOPTION/CHILD REARING LEAVE (without pay)

A teacher adopting ~~an infant~~ child ~~up to one (1) year of age~~ shall ~~be able to take~~ receive Child Rearing Leave, without pay, which shall commence upon receiving de factor custody of said ~~infant child~~ or earlier if necessary to fulfill the requirements of adoption. This leave must commence within the first year of the placement. All of the Child Rearing leave procedures as stated in Section E shall apply where applicable.

G. RESTORATION OF BENEFITS UPON RETURN FROM LEAVE

All benefits to which a teacher was entitled at the time his extended leave without pay commenced, including but not limited to unused accumulated leave and credits towards any other leave, shall be restored to him/her upon his/her return.

H. USE OF LEAVES UNDER FMLA AND/OR NJFLA

Teachers on a leaves of absence shall run their time concurrently with the FMLA and/or NJFLA.

I. CARE FOR A SICK MEMBER OF THE FAMILY

A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of the teacher's immediate family. Additional leave may be granted at the discretion of the State Superintendent.

J. **OTHER LEAVES FOR GOOD CAUSE**

Other leaves of absence, with or without pay and benefits, may be granted by the State Superintendent for good cause.

K. **EXTENSIONS/RENEWALS**

All extensions or renewals of leaves provided for under this Article shall be applied for in writing. The State Superintendent shall notify the teacher of their decision in writing and the decision is at their sole discretion, with the exception of Section E.1. above which shall be granted if all the provisions are followed.

L. Teachers granted an extended leave of absence shall be notified by a written letter from the State Superintendent or designee of their rights to insurance benefits while on said leave.

M. Notice that a teacher intends to return to active duty from an extended leave must be made in writing to the State Superintendent no later than sixty (60) days prior to the anticipated date of return. The return may only occur at the start of a new marking period or the start of the school year.

ARTICLE XVII

INSURANCE PROTECTION

A. For the duration of this Agreement, the District will continue to provide individual employee and dependent coverage, where appropriate, for health and major medical coverage, at least the same level of benefits and coverage as provided on December 31, 2015-2022 subject to any mandatory contributions pursuant to law.

B. The District shall provide medical, prescription, dental and vision insurance:

i. Pursuant to c. 78, P.L. 2011, employees began the four year phase-in period of the health care premium contributions set forth in N.J.S.A. 52:14-17.28c on July 1, 2011.

ii. Starting January 1, 2021 and for the duration of this Agreement, employees hired before July 1, 2020 selecting SEHBP (State Educators Health Benefits Plan) Direct 10 or Direct 15 coverage, employees shall pay the statutory health care premium contribution on Tier 4 of the existing scale for c.78 P.L. 2011 contributions.

iii. Starting January 1, 2021 and for the duration of this Agreement, employees selecting the NJEHP (New Jersey Educators Health Plan) or the GSHP (Garden State Health Plan) shall pay the health care contributions based on a percentage of salary defined by law, c.44 P.L. 2020.

iv. No employee's health care premium contribution shall be less than 1.5 percent of his or her base salary.

v. All employees who are hired into the District after July 1, 2023 shall select their medical plans and related items based upon the choices available at the time as delineated by the District and the State (as long as the District remains in the State Health Benefit Plan).

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~~iv-vi.~~

C. The co-pay for generic prescription drugs ~~shall be \$510.00~~ and the co-pay for non-generic prescription drugs shall be ~~\$105.00~~ determined by the particular plan selected by the employee and managed by the State. The mail order prices shall also be ~~\$540.00~~ dictated by the same for generic prescription drugs and ~~\$105.00~~ for non-generic prescription drugs.

D. The District will continue to provide dental coverage for the employee and his/her family at a level equal to or better than that which existed prior to this Agreement. The carrier for the dental program will be selected by the District in its discretion after consultation with the Association.

E. The District shall continue to provide optical insurance coverage for the employee and his/her family.

F. Employees eligible for coverage who provide the required certification that coverage is provided by a spouse may decline coverage and will be reimbursed 25% of the District's premium or \$5,000 whichever is the lesser. The reimbursement amount shall be at the rate for the current level of coverage at the time of the request for payment. If the spouse's coverage ends, the employee may re-enroll in the District's policy. Payment will be provided after the end of the policy term. This waiver incentive is not available to employees whose other means of coverage would be via another individual enrolled in a SHBP/SEHBP medical plan, in accordance with the applicable statute and regulations. Such waiver is irrevocable for the plan year unless the employee has a change in life event as delineated in the law. The District shall continue its Section 125 Plan including a Flexible Spending Account (FSA).

G. ~~If an employee who has a spouse employed by the District chooses not to take the dental and/or optical insurances, that employee shall not be eligible for any payout for said waiver be paid one-half (Y.2) of the premium(s) for the insurance(s) not taken in addition to any payment received under Section F above. The payment shall be made in two (2) payments, in December and in June. The employee must remain an active employee for the year to be entitled to this payment. If the status of the employee changes, he/she may return to the coverage provided for in this Article.~~

ARTICLE XVIII

TUITION REIMBURSEMENT

- A. Effective July 1, 2015, a total of one hundred twenty-five thousand dollars (\$125,000) shall be available for tuition reimbursement.
- B. A teacher must have completed one (1) year (10 months) of employment in order to be eligible for tuition reimbursement.
- C. Teachers may apply for tuition reimbursement for courses taken at an accredited college or university by submitting a written request to the State Superintendent or his/her designee a minimum of one (1) month prior to the commencement of a course. The application for tuition reimbursement shall include all reasons for taking a course or courses. All courses must be directly related to an employee's teaching duties.
- D. All courses shall be at the graduate level, except undergraduate courses may be considered for approval in the following areas: 1) Technology; 2) ESL/Bilingual - emergency or provisional certificate; 3) Special Education - emergency or provisional certificate.
- E. Approval of courses shall be subject to the State Superintendent or his/her designee. This decision shall be made at least two (2) weeks prior to the commencement of the course(s).
- F. Tuition reimbursement shall be contingent on a teacher receiving a grade of "C" or better. The teacher must submit an official transcript upon completion of the course(s).

G. Tuition for a course shall be paid based upon the Rutgers University Camden Campus part time student, NJ Resident per credit rate.

H. Teachers entitled to tuition reimbursement shall be paid in accordance with their position on the eligibility list. No teacher receiving tuition reimbursement with valid receipts shall receive more than three (3) credits worth of reimbursement per semester, eg. An amount not to exceed \$1,986.00 under this Article.

I. The Association shall be provided by the State Superintendent with a list of teachers and the final amount each had received for tuition reimbursement.

J. Any teacher who receives any tuition reimbursement during an academic year must remain in the District's employment for three (3) full academic years after receipt of the tuition otherwise he/she shall be responsible for repaying the full amount of the tuition received. The only exception is if the employee is terminated for cause or non-renewal or rified.

ARTICLE XIX
CLASS SIZE

~~A. — The District will comply with regulations related to class size. It is recognized by the District and the Association that the pupil-teacher ratio is an important aspect of an effective instructional program. Therefore, it is agreed that every effort shall be made to keep class sizes at an acceptable number as dictated by available building facilities, numbers of adequate teaching stations, and the number of pupil stations available in the room, for the best interest of the school district.~~

~~B. 1. — On or before October 15th of each year, the State Superintendent will supply the Association with an accurate up-to-date report of the number of pupils in every class in the system.~~

~~2. — Within two (2) weeks of the presentation of this report to the Association, the State Superintendent shall meet with representatives of the Association and attempt to make appropriate adjustments as recommended by the Association.~~

ARTICLE XXVI

TEACHING HOURS AND LOAD

A. 1. The maximum daily assigned time for all teachers shall not exceed seven (7) hours and five (5) minutes per day.

2. Flextime

Starting with the 2016-2017 school year, the District will designate no later than June 25 of the prior school year the start and end times that each school will be open for the following year. No school shall start earlier than 7:30 a.m. and no school will end later than 5:00 p.m. Every employee's workday shall not exceed the work day as specified on Section A above. No bargaining unit member will be required to come in any more than 1 hour before school starts or remain longer than one (1) hour after school ends. This provision will supersede any other starting and ending time listed in this Agreement or any other provision or section.

B. Teachers may be required to attend up to five (5) staff meetings per month after students are dismissed, in which case teacher attendance may not be required for more than forty-five (45) minutes after school dismissal for an aggregate of two hundred ~~twenty~~ fiveten minutes (~~225~~210) per month. However, the District may restructure the minutes so that the meeting schedule may be set for fewer meetings a month, where no meeting will exceed ninety (90) minutes and only one meeting per month will be that long, otherwise it will not exceed sixty (60) minutes in length, if it provides notice by June 30 of the prior school year. Either way, the same monthly number of minutes per month will be utilized.

C. Teachers shall be required to remain for two (2) days per school year from 2:00 p.m. to 6:00 p.m. for parent-teacher conferences. Teachers shall also be required to attend the regularly scheduled "Back-to-School" Night. The only exception shall be illness or a family/personal emergency.

D. 1. The Board will appoint and compensate at the rates established in Schedule G a department head in the middle school in each department in which there are three (3) teachers assigned.

2. A teacher shall be considered a member of any department in which he/she is teaching. However, in determining the establishment of a department head position the number of periods of the department discipline or subjects taught shall determine the equivalent number of teachers in the department. Each five (5) periods or major fraction of that subject taught shall be considered the equivalent of one (1) teacher for this purpose in those situations where department subject assignments are split among a number of teachers.

3. If a particular department does not actually have three (3) teachers or the equivalent number of subject periods taught to count as three (3) teachers, the principal may merge the department with a related subject area to establish a position of department head.

E. The summer work day of the Site Managers, Health and Social Services Coordinator, and Crisis Counselors shall be from 8:30 a.m. to 4:00 p.m., including a duty-free lunch hour.

F. Duty-Free Lunch Period

1. Effective July 1, 2015, all teachers shall have a 45-minute duty free lunch period, which must be taken between 10:45 a.m. and 1:30 p.m.

2. All teachers may leave their building without obligation during their duty free lunch period, provided they notify the main office of their leaving and returning.

G. Unassigned Preparation Period

1. Effective July 1, 2015, all teachers shall have a 45-minute unassigned preparation period.
2. A teacher may receive an assignment during his/her unassigned preparation period in the case of an emergency or if he/she volunteers for an assignment, the payment for which shall be pursuant to the appropriate provision of this contract.
3. Teachers may leave the building during any one (1) preparation period per week, provided they notify the main office of their leaving and returning.

H. Unassigned Time

1. Effective July 1, 2015, all teachers shall have an aggregate of 45-minutes of unassigned time that will be scheduled before the start of the school day and/or at the end of the school day. However, it is required that all teachers arrive no less than 10 minutes before the start of the students' day and such 10 minutes shall be part of the 45 aggregate minutes of unassigned time.

I. Fridays or Last Work Day of the Week

All ten (10) month and twelve (12) month unit members shall be allowed to leave five (5) minutes after the students' dismissal time on Fridays or any other day that ends the work week.

ARTICLE XVIII

TEACHER ASSIGNMENTS

A. Teachers shall be notified of their contract and salary status for the ensuing year no later than May 15th, subject to emergent conditions beyond the control of the Central Office. A list of those notified shall be sent simultaneously to the Association.

B. In the event there is to be a change in a teacher's grade or subject area assignment and/or building assignment, the teacher shall be given written notice of his/her tentative assignment, if known, prior to the close of the school year.

Central office Administration is responsible for providing notice to a teacher of a change in building assignment, while building principals shall be responsible for notifying a teacher of a change in grade and/or subject area assignment. This tentative assignment shall become effective for the next successive school year, unless altered, modified or changed, in which case the teacher shall be given written notice of his/her new assignment not later than August 15th. The Administration may alter, modify or change such assignment in the event of unusual circumstances or emergencies.

C. In the event that changes in such schedule, class and/or subject assignments, or building assignments are proposed after August 15th, the Association and any teacher affected shall be notified promptly in writing and upon request of the teacher or the Association, changes shall be promptly reviewed by the State Superintendent or his/her representative and the teacher affected.

D. Any secondary teacher, including a special area teacher, who is required to use his/her unassigned time for the purpose of substitution, shall be compensated at sixteen dollars (\$1630.00) for utilization of such unassigned period.

E. Elementary teachers may be compensated at the rate of \$5.50 per hour, up to a maximum of ~~\$3040~~ \$40.00 a day for class coverage when classes are split due to teacher absence.

F. Teachers shall not be required to perform duties beyond the regular work day as defined in the collective negotiations agreement and/or listed in the attached schedules, unless such duties receive the State Superintendent's approval. If such approval occurs, the District shall commence negotiations with regard to salary stipends with the Association within thirty (30) days after such approval.

G. When an elementary class is divided among other elementary teachers, such division shall be on a rotating basis with other primary teachers accepting primary students and intermediate teachers accepting intermediate students. In K-8 schools, upper grades means grades 6, 7 and 8. "Intermediate" is defined to mean grades 3, 4 and 5. "Primary" is defined to mean grades pre-K through 2.

H. A teacher who is appointed as a Teacher-in-Charge for the following school year shall be notified in writing no later than August 15th, and compensated on Schedule H. If the appointment occurs after August 15th or during the course of the school year, said teacher shall be notified promptly in writing and compensated pro-rata on Schedule H, from the effective date of appointment.

ARTICLE XXX

NEW POSITIONS & PROMOTIONS

A. A notice of a new position or a vacancy in a promotional position shall be sent to ~~each work location and a copy of record shall be sent to~~ the Association via email and posted on the District's website thirty (30) days before the final date when applications must be submitted.

B. Teachers who desire to apply for a new position or a vacancy shall submit their applications in writing to the State Superintendent electronically within the time limit specified within the notice. After submitting an application for promotion, such teacher may verify that his/her application is on file ~~by contacting the Human Resources Officer or his/her designee.~~ When the vacancy described in the notice is filled, the State Superintendent may destroy all applications for said position.

C. Teachers who desire to apply for a new position or a vacancy which may be filled during the summer period when school is not regularly in session, shall ~~submit their names to the State Superintendent, together with the position(s) for which they desire to apply, and an address where they can be reached during the summer.~~ shall submit their online application for the position(s) of interest for which they desire to apply within the specified time frame that will be communicated by DTLR to all staff.

ARTICLE XXXII

MISCELLANEOUS PROVISIONS

A. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by ~~email~~ ~~telegram~~ or registered letter to the following addresses:

1. If by the Association, to the District at 1033 Cambridge Street, Camden, New Jersey 08105 Attention: District Secretary

2. If by the District, to the Association at 840 Cooper Street, Suite 106, Camden, New Jersey 08102 Attention: CEA President

B. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

C. The District agrees that before it would enter into an agreement which will result in instruction of pupils being provided by persons other than those properly certificated and directly employed by the District, and provided further that said agreement would also result in changes in established written work rules covering members of this bargaining unit, then the District would negotiate with the Association the resultant changes in established written work rules covering members of the Association's bargaining unit.

D. If federal funding for the present lunch program aides is eliminated, either party may require the reopening of negotiations for any necessary changes in this area. If the parties fail to reach agreement on this matter, the matter shall be submitted to binding arbitration in accordance with the grievance procedures set forth in this Agreement.

ARTICLE XXXIII

ATTENDANCE INCENTIVE

- A. ~~Teachers who have not used ten (10) of their annual sick leave days for that year, shall have the option of cashing in ten (10) days at ninety dollars (\$90) per day, unless precluded by law. Notification of a teacher's election to exercise this option must be in writing to the State Superintendent, no later than June 30th. Payment will be made in July.~~

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ARTICLE XXXIV

DURATION OF AGREEMENT

- A. The provisions of the Agreement shall be effective July 1, 201~~23~~²⁸ except as herein provided and shall remain in full force and effect to and including June 30, 202~~7~~³, when it shall expire unless an extension is agreed to by both parties and expressed in writing prior to such date.

- B. IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, on the day and year below written.

CAMDEN CITY SCHOOL DISTRICT

CAMDEN EDUCATION ASSOCIATION

By Katrina T. McCombs

Katrina T. McCombs, M.Ed., MPA
State Superintendent

By Pamela Clark

~~Dr. Keith Benson~~ Pamela Clark
President

Date _____

Date 12/12/2024

Attest: _____

Attest: _____

Date _____

Date _____

SCHEDULE "C"

EXTRA-CURRICULAR COMPENSATION

HIGH SCHOOL

ATHLETIC TRAINER 6,750

BASEBALL/SOFTBALL

Head Coach 6,790

First Asst. Coach 4,153

Freshman Asst. Coach 3,226

BASKETBALL

Head Coach 11,000

First Asst. Coach 7,500

Freshman Asst. Coach 7,400

CROSS COUNTRY

Head Coach 3,230

FOOTBALL

Head Coach 11,000

First Asst. Coach 7,500

Asst. Coach 7,400

Freshman Asst. Coach 7,400

FLAG FOOTBALL

Head Coach 6,790

Asst. Coach 4,153

BOWLING

Head Coach 3,230

INDOOR TRACK

Head Coach 3,699

TRACK

Head Coach 7,355

First Asst. Coach 4,671

SOCCER

Head Coach 6,790

First Asst. Coach 4,153

TENNIS

Head Coach	3,230
------------	-------

VOLLEYBALL

Head Coach	6,790
------------	-------

First Asst. Coach	4,153
-------------------	-------

WRESTLING

Head Coach	6,790
------------	-------

First Asst. Coach	4,153
-------------------	-------

Marching Band	7,200
---------------	-------

Band	3,577
------	-------

Cheerleaders	3,239
--------------	-------

Choir	2,059
-------	-------

Debate	2,620
--------	-------

Drama	3,562
-------	-------

Driving Training	28.93/hr.
------------------	-----------

Glee Club	1,059
-----------	-------

Magazine	1,620
----------	-------

Majorettes and Color Guards	1,126
-----------------------------	-------

Newspaper	1,956
-----------	-------

Public Speaking	1,113
-----------------	-------

State Crew	1,113
------------	-------

Student Counsel	2,011
-----------------	-------

Yearbook (Bus.)	1,778
-----------------	-------

Yearbook (Edit.)	1,778
------------------	-------

Senior Class Advisor	1,987
----------------------	-------

Junior Class Advisor	1,731
----------------------	-------

Sophomore Class Advisor	1,731
-------------------------	-------

Freshman Class Advisor	1,651
------------------------	-------

National Honor Society	2,500
------------------------	-------

MIDDLE SCHOOL

Band	1,415
------	-------

Chorus	719
--------	-----

Glee Club	719
-----------	-----

Newspaper	937
-----------	-----

Student Government	937
--------------------	-----

ELEMENTARY

Safety Patrol	543
---------------	-----

The above annual stipends are effective as of July 1, 2024, if any only if the district approves in advance the particular role in a given year and only if there are available funds encumbered for the season prior to the start of the same.

SCHEDULE "D"
INTRAMURAL STIPENDS
High School; Middle School;
Family & Elementary School (6, 7 & 8)

Child Study Team Leader	1,074
Summer School Teacher	4,035
Teacher in Charge	499
Person-in-Charge	36.80/hr.

*(Certificated) (Formerly Head Teacher;
Mentor Teacher)*

Evening School Teacher ~~33.35~~ 47.00/hr.

After School Teacher ~~33.35~~ 47.00/hr.

Saturday Program Teacher ~~33.35~~ 47.00/hr.

Resource Person ~~33.35~~ 47.00/hr.

Nurse 50.00/hr. *2

Home Instruction Teacher 3047.00/hr.

IEP Conferences ~~33.35~~ 47.00/hr.

(beyond the normal day)

Summer Program 4,606

Guidance Counselors 4,606

Social Worker 4,606

LDTC; Speech Therapist 4,606

HIGH SCHOOL

Basketball Club (male) 568

Basketball Club (female) 568

Bowling Club (coed) 568

Chess Club (coed) 568

Dance Club (coed) 568

Golf Club (coed) 568

Gymnastics (coed) 568

Knowledge Bowl (coed) 568

Physical Fitness (coed) 568

Head Coach 568

Assistant Coach 377

Ping Pong Tournament (coed) 430

Softball (female) 568

Softball (male) 568

Tennis Club (coed) 568

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*This is for situations where a nurse is covering for another nurse, not if they work on a rotational basis.

Volleyball (coed)	568
Weight Training (coed)	1,122
Wrestling Club (coed)	568

Department Head - 2015-2018

Fewer than 7 3 to 6 Teachers	1,500
7 to 12 Teachers	2,027
More than 12 Teachers	2,477

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MIDDLE SCHOOL

Department Head - 2015-2018

Fewer than 3 to 6 7 Teachers	1,500
7 to 12 Teachers	2,027
More than 12 Teachers	2,477

Grade Level Chairperson

- Middle School	1,433
ESL Teacher	598/yr.

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FAMILY & ELEMENTARY & MIDDLE SCHOOL

Basketball (female)

Head Coach	1,222
------------	-------

Assistant Coach	688
-----------------	-----

Basketball (male)

Head Coach	1,222
------------	-------

Assistant Coach	688
-----------------	-----

Bowling Club (coed)	626
---------------------	-----

Cheerleader (coed)	668
--------------------	-----

Head Coach	714
------------	-----

Assistant Coach	457
-----------------	-----

Chess Club (coed)	626
-------------------	-----

Cross Country (coed)

Head Coach	724
------------	-----

Assistant Coach	462
-----------------	-----

Dance Club (coed)	626
-------------------	-----

Drill Team (coed)	626
-------------------	-----

Flag/touch football (coed)	626
----------------------------	-----

Floor Hockey (coed)	626
---------------------	-----

Gymnastics (coed)	612
-------------------	-----

Knowledge Bowl (coed)	526
-----------------------	-----

Skiing (coed)	626
---------------	-----

Soccer (coed)	
---------------	--

Head Coach	817
------------	-----

Assistant Coach	508
-----------------	-----

Softball (female)

Head Coach	791
Assistant Coach	498
Softball (male)	
Head Coach	788
Assistant Coach	494
Tennis Club (coed)	626
Track and Field (coed)	
Head Coach	868
Assistant Coach	434

Volleyball (coed)	
Head Coach	817
Assistant Coach	508
Weight Training (coed)	626
Grade Level Chairperson – Elementary	600 433
BSIP Pre-School Teacher	598/yr.
ESL Teacher	598/yr.

The above annual stipends are effective as of July 1, 2024, if any only if the district approves in advance the particular role in a given year and only if there are available funds encumbered for the season prior to the start of the same.

SCHEDULE "C"

EXTRA-CURRICULAR COMPENSATION

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ATHLETIC TRAINER

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BASEBALL/SOFTBALL

Head — 6,790

1st Asst. — 4,153

2nd Asst. — 3,226

BASKETBALL

Head — 11,000

1st Asst. — 7,500

resh. Asst — 7,400

CROSS COUNTRY — 3,230

FOOTBALL

Lead — 11,000

First Asst — 7,500

Asst. — 7,400

resh. Asst. — 7,400

INDOOR TRACK — 3,699

GOLF

Lead First Asst. — 6,790

First Asst. — 4,153

TENNIS

Lead — 3,230

The above annual stipends are effective as of July 1, 2021.

SCHEDULE "D"
EXTRA-CURRICULAR COMPENSATION

ATHLETIC

TRACK

Head—7,355

First Asst.—4,671

VOLLEYBALL

Head—6,790

First Asst.—4,153

WRESTLING

Head—6,790

First Asst.—4,153

**NON-ATHLETIC
HIGH SCHOOL**

Sr. Class Adv. 1,987

Jr. Class Adv. 1,731

~~Soph. Class Adv. — 1,731~~

~~Fresh. Class Adv. — 1,651~~

~~Band — 32,577~~

~~Fall Cheerleaders — 32,239~~

~~Winter Cheerleaders~~

~~Choir — 21,059~~

~~Debate — 21,620~~

~~Drama — 32,562~~

~~The above annual stipends are effective as of July 1, 2021.~~

SCHEDULE "E"
EXTRA-CURRICULAR COMPENSATION

NON-ATHLETIC

BASE SALARY 60,000

MONTHLY 5,000

MONTHLY COLA 1,000

QUARTERLY 1,000

ANNUAL 4,000

MONTHLY COLA 1,000

MIDDLE

QUARTERLY 1,000

DEPARTMENTAL

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The above annual stipends are effective as of July 1, 2015.

SCHEDULE "F"

INTRAMURAL STIPENDS

High School; Middle School;

Family & Elementary School (6, 7 & 8)

Basketball (female) (*elementary*) Head Coach ————— 1,122

Assistant Coach ————— 588

Basketball (male) (*elementary*) Head Coach ————— 1,122

Assistant Coach ————— 588

Basketball Club (male) (*high school*) ————— 568

Basketball Club (female) (*high school*) ————— 568

BHowling Club (coed) (*elementary*) ————— 526

BHowling Club (coed) (*high school*) ————— 568

Cheerleader (coed) (*elementary*) ————— 568

Head Coach ————— 614

Assistant Coach ————— 357

Chess Club (coed) (*elementary*) ————— 526

Chess Club (coed) (*high school*) ————— 568

Cross Country (coed) (*elementary*) Head Coach — 624

Assistant Coach ————— 362

Dance Club (coed) (*elementary*) ————— 526

Dance Club (coed) (*high school*) ————— 568

Drill Team (coed) (*elementary*) ————— 526

Flag./touch football (coed) (*elementary*) ————— 526

Floor Hockey (coed) (<i>elementary</i>)	526
Golf Club (coed) (<i>high school</i>)	568
Gymnastics (coed) (<i>elementary</i>)	512
Gymnastics (coed) (<i>high school</i>)	568
Knowledge Bowl (coed) (<i>elementary</i>)	526
Knowledge Bowl (coed) (<i>high school</i>)	568
Physical Fitness (coed) (<i>high school</i>)	
Head Sponsor	568
Assistant	377
Ping Pong Tournament (coed) (<i>high school</i>)	430
Skiing (coed) (<i>elementary</i>)	526
Soccer (coed)	717
(<i>elementary</i>) Head Coach Assistant Coach	408
Softball (female) (<i>elementary</i>) Head Coach	691
Assistant Coach	398
Softball (male) (<i>elementary</i>) Head Coach	688
Assistant Coach	394
Softball (female) (<i>high school</i>)	568

Softball (male) <i>(high school)</i>	568
Tennis Club (coed) <i>(elementary)</i>	526
Tennis Club (coed) <i>(high school)</i>	568
Track and Field (coed) <i>(elementary)</i> Head Coach	768
Assistant Coach	334
Volleyball (coed) <i>(elementary)</i> Head Coach	717
Assistant Coach	408
Volleyball (coed) <i>(high school)</i>	568
Weight Training (coed) <i>(elementary)</i>	526
Weight Training (coed) <i>(high school)</i>	1,122
Wrestling Club (coed) <i>(high school)</i>	568

SCHEDULE "G"

Department Head—Middle and High School

2015-2018

Fewer than 7 Teachers	1,500
7 to 12 Teachers	2,027
More than 12 Teachers	2,477

SCHEDULE "H"

Elementary Teacher in Charge	499
Child Study Team Leader	1,074

Summer School Teacher ————— 4,035

Person-in-Charge (Certificated) (Formerly Head Teacher; —36.80/hr. Mentor Teacher)

Evening School Teacher; After School Teacher; Saturday —33.35/hr. Program Teacher;
Resource Person; Nurse;

Home Instruction Teacher ————— 30.00/hr.

IEP Conferences beyond the normal day ——— 33.35/hr.

Summer Program; Guidance Counselors; Social Worker; ——— 4,606 LDTC; Speech
Therapist

Grade Level Chairperson

Middle School ——— 1,433

Elementary School ——— 600

ELEMENTARY LEVEL

BSIP Pre-School Teacher ————— 598/yr.

ESL Teacher ——— 598/yr.

SECONDARY LEVEL

ESL Teacher ——— 598/yr.

The above annual stipends are effective as of July 1, 2015.

ARTICLE XXX (in the support CBA)

WORKING CONDITIONS: FAMILY OPERATIONS COORDINATORS

1. The work year for all Family Operations Coordinators ("FOC")
shall be twelve (12) months.
2. Daily work hours shall not start before 7:30am -and will be an eight (8)

hour day, inclusive of a one (1) hour duty free lunch. ~~Family Operations Coordinators shall receive the lunch period appropriate to the building to which they are assigned.~~

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a. One day per week, to be coordinated with their supervisor, all Family Operations Coordinators shall work 11 a.m. - 7 p.m., as needed. This shall be set with two (2) weeks advance notice when possible.

3. Family Operations Coordinators shall be required to remain an additional two (2) days per month until 6:00 p.m., as needed, to assist with school-based and District-led events, ~~such as including, but not limited to parent-teacher conferences, "Back to School" night, school and district enrollment activities, and school tours.~~

4. Family Operations Coordinators may volunteer or be assigned to work on Saturday, in lieu of a work working the same amount of time during the subsequent work week day, at the request of the immediate supervisor and with the prior written approval of the State Superintendent or their designee. This Saturday time shall be a minimum of two (2) hours and the actual time worked will be given to the employee in the form of comp time to be taken during the subsequent work week.

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5. Flextime

~~Starting with the 2016-2017 school year, The District will designate no later than June 25 of the prior school year the start and end times that each school will be open for the following year. No school shall start earlier than 7:30 a.m. and no school will end later than 5:00 p.m. Every employee's workday shall not exceed the work day as specified on Section A above, with the exception of the agreed upon one day a week schedule of 11:00 a.m. to 7:00 p.m.~~

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6. Vacation Days: Family Operations Coordinators will earn vacation days in the

current school year, for use within the same year at a rate of 1.75 days per month of actual working time, for a maximum number of days not to exceed twenty-one (21) in any given school year. The twenty-one (21) vacation days will be available for use as of July 1st of the current year, but if the employee separates from the District prior to June 30th, any days used but not accrued will be deducted from the employees' last paycheck. Any carry over days from the prior year shall be used first (for example 2022-2023), then the individual can use their now accrued time in 2023-2024 going forward. They may not take vacation the first two weeks of September, the last two weeks of June, the week if the FOC Institute, the last two weeks of August, the dates of parent teacher conferences or back to school nights, only during (1) the time period between the last day of school and the first day of ESY and (2) the last day of ESY and the first day that student transportation is required for District students. Any unused vacation days, up to a maximum of five (5) days, may be carried over for use in the next school year. Notification to exercise this option must be made in writing to the State Superintendent or their designee no later than June 30th. No carryover days shall be compensated at time of retirement or resignation. No member shall use more than twenty-one (21) days in any given year, unless prior written approval is received from the State Superintendent or their designee prior to the requested time. Such request shall only be considered at the discretion of the State Superintendent, such a decision cannot be grieved.

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Salary Increases:

2023-2024: 3.0%

2024-2025: 3.0%

2025-2026: 3.4%

2026-2027: 3.4%

Security & Attendance Officers are slightly higher based on calculations and salary guide created and approved by CCSD.

Site Managers are at 3.0%, 4.0%, 3.4%, 3.4%

F.O.C.s the first two years the guides hold. After that guides as noted in Exhibit 1.

Increases are provided to current active CEA members and any retirees only. Retro pay shall be made as noted, less pension and medical contributions.

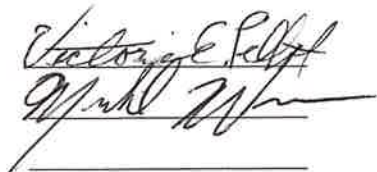
All elementary, middle and family school athletic stipend rates were increased by \$100 as per negotiations. All grade level chairs will receive the same stipend rate.

Flag Football & Bowling were also added as high school sports.

In Support Staff, Art. XXII, A.2. the position of FOC shall be added.

In Support Staff, Schedule B, paras. security, attendance officers, CSC to \$23.00 per hr.

FOR THE UNION:



Date:

12-12-24

FOR THE EMPLOYER:

Date:

YEAR 1									
2023-24	Camden Teachers								
Salary Guide									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC	NON	VOC
1	55,402	56,402	57,402	58,402	59,402	60,402	61,402	54,302	54,502
2	55,702	56,702	57,702	58,702	59,702	60,702	61,702	54,602	54,802
3	56,302	57,302	58,302	59,302	60,302	61,302	62,302	55,202	55,402
4	56,902	57,902	58,902	59,902	60,902	61,902	62,902	55,802	56,002
5	57,502	58,502	59,502	60,502	61,502	62,502	63,502	56,402	56,602
6	60,550	61,550	62,550	63,550	64,550	65,550	66,550	59,450	59,650
7	63,951	64,951	65,951	66,951	67,951	68,951	69,951	62,851	63,051
8	67,450	68,450	69,450	70,450	71,450	72,450	73,450	66,350	66,550
9	70,949	71,949	72,949	73,949	74,949	75,949	76,949	69,849	70,049
10	74,649	75,649	76,649	77,649	78,649	79,649	80,649	73,549	73,749
11	78,349	79,349	80,349	81,349	82,349	83,349	84,349	77,249	77,449
12	84,902	85,902	86,902	87,902	88,902	89,902	90,902	83,802	84,002
OG	102,948	-	-	-	-	-	-	-	-
12-I	-	-	-	-	-	-	-	-	-
12-H	-	-	-	-	-	-	-	-	-
12-G	-	-	-	-	-	-	-	-	-
12-F	-	-	-	-	-	-	-	-	-
12-E	85,722	86,722	87,722	88,722	89,722	90,722	91,722	84,622	84,822
12-D	87,022	88,022	89,022	90,022	91,022	92,022	93,022	85,922	86,122
12-C	88,022	89,022	90,022	91,022	92,022	93,022	94,022	86,922	87,122
12-B	89,022	90,022	91,022	92,022	93,022	94,022	95,022	87,922	88,122
12-A	91,522	92,567	93,613	94,658	95,705	96,750	97,795	90,371	90,580

YEAR 2									
2024-25	Camden Teachers								
Salary Guide									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC	NON	VOC
1	56,592	57,592	58,592	59,592	60,592	61,592	62,592	55,492	55,692
2	56,892	57,892	58,892	59,892	60,892	61,892	62,892	55,792	55,992
3	57,192	58,192	59,192	60,192	61,192	62,192	63,192	56,092	56,292
4	57,792	58,792	59,792	60,792	61,792	62,792	63,792	56,692	56,892
5	58,392	59,392	60,392	61,392	62,392	63,392	64,392	57,292	57,492
6	61,440	62,440	63,440	64,440	65,440	66,440	67,440	60,340	60,540
7	64,841	65,841	66,841	67,841	68,841	69,841	70,841	63,741	63,941
8	68,340	69,340	70,340	71,340	72,340	73,340	74,340	67,240	67,440
9	71,839	72,839	73,839	74,839	75,839	76,839	77,839	70,739	70,939
10	75,539	76,539	77,539	78,539	79,539	80,539	81,539	74,439	74,639
11	79,239	80,239	81,239	82,239	83,239	84,239	85,239	78,139	78,339
12	85,792	86,792	87,792	88,792	89,792	90,792	91,792	84,692	84,892
OG	103,838	-	-	-	-	-	-	-	-
12-I	-	-	-	-	-	-	-	-	-
12-H	-	-	-	-	-	-	-	-	-
12-G	-	-	-	-	-	-	-	-	-
12-F	86,642	87,642	88,642	89,642	90,642	91,642	92,642	85,542	85,742
12-E	87,462	88,462	89,462	90,462	91,462	92,462	93,462	86,362	86,562
12-D	88,762	89,762	90,762	91,762	92,762	93,762	94,762	87,662	87,862
12-C	89,762	90,762	91,762	92,762	93,762	94,762	95,762	88,662	88,862
12-B	90,762	91,762	92,762	93,762	94,762	95,762	96,762	89,662	89,862
12-A	93,262	94,307	95,353	96,398	97,445	98,490	99,535	92,111	92,320

YEAR 3									
2025-26	Camden Teachers								
Salary Guide									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC	NON	VOC
1	59,127	60,127	61,127	62,127	63,127	64,127	65,127	58,027	58,227
2	59,427	60,427	61,427	62,427	63,427	64,427	65,427	58,327	58,527
3	59,727	60,727	61,727	62,727	63,727	64,727	65,727	58,627	58,827
4	60,027	61,027	62,027	63,027	64,027	65,027	66,027	58,927	59,127
5	60,627	61,627	62,627	63,627	64,627	65,627	66,627	59,527	59,727
6	63,675	64,675	65,675	66,675	67,675	68,675	69,675	62,575	62,775
7	67,076	68,076	69,076	70,076	71,076	72,076	73,076	65,976	66,176
8	70,575	71,575	72,575	73,575	74,575	75,575	76,575	69,475	69,675
9	74,074	75,074	76,074	77,074	78,074	79,074	80,074	72,974	73,174
10	77,774	78,774	79,774	80,774	81,774	82,774	83,774	76,674	76,874
11	81,474	82,474	83,474	84,474	85,474	86,474	87,474	80,374	80,574
12	88,027	89,027	90,027	91,027	92,027	93,027	94,027	86,927	87,127
OG	106,073	-	-	-	-	-	-	-	-
12-I	-	-	-	-	-	-	-	-	-
12-H	-	-	-	-	-	-	-	-	-
12-G	88,027	89,027	90,027	91,027	92,027	93,027	94,027	86,927	87,127
12-F	88,877	89,877	90,877	91,877	92,877	93,877	94,877	87,777	87,977
12-E	89,697	90,697	91,697	92,697	93,697	94,697	95,697	88,597	88,797
12-D	90,997	91,997	92,997	93,997	94,997	95,997	96,997	89,897	90,097
12-C	91,997	92,997	93,997	94,997	95,997	96,997	97,997	90,897	91,097
12-B	92,997	93,997	94,997	95,997	96,997	97,997	98,997	91,897	92,097
12-A	95,497	96,542	97,588	98,633	99,680	100,725	101,770	94,346	94,555

Year 4									
2026-27	Camden Teachers								
Salary Guide									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC	NON	VOC
1	61,857	62,857	63,857	64,857	65,857	66,857	67,857	60,757	60,957
2	62,157	63,157	64,157	65,157	66,157	67,157	68,157	61,057	61,257
3	62,457	63,457	64,457	65,457	66,457	67,457	68,457	61,357	61,557
4	62,757	63,757	64,757	65,757	66,757	67,757	68,757	61,657	61,857
5	63,057	64,057	65,057	66,057	67,057	68,057	69,057	61,957	62,157
6	66,105	67,105	68,105	69,105	70,105	71,105	72,105	65,005	65,205
7	69,506	70,506	71,506	72,506	73,506	74,506	75,506	68,406	68,606
8	73,005	74,005	75,005	76,005	77,005	78,005	79,005	71,905	72,105
9	76,504	77,504	78,504	79,504	80,504	81,504	82,504	75,404	75,604
10	80,204	81,204	82,204	83,204	84,204	85,204	86,204	79,104	79,304
11	83,904	84,904	85,904	86,904	87,904	88,904	89,904	82,804	83,004
12	90,457	91,457	92,457	93,457	94,457	95,457	96,457	89,357	89,557
OG	108,503	-	-	-	-	-	-	-	-
12-I	-	-	-	-	-	-	-	-	-
12-H	90,457	91,457	92,457	93,457	94,457	95,457	96,457	89,357	89,557
12-G	90,457	91,457	92,457	93,457	94,457	95,457	96,457	89,357	89,557
12-F	91,307	92,307	93,307	94,307	95,307	96,307	97,307	90,207	90,407
12-E	92,127	93,127	94,127	95,127	96,127	97,127	98,127	91,027	91,227
12-D	93,427	94,427	95,427	96,427	97,427	98,427	99,427	92,327	92,527
12-C	94,427	95,427	96,427	97,427	98,427	99,427	100,427	93,327	93,527
12-B	95,427	96,427	97,427	98,427	99,427	100,427	101,427	94,327	94,527
12-A	97,927	98,972	100,018	101,063	102,110	103,155	104,200	96,776	96,985

YEAR 1									
2023-24	Camden Crisis/Health Social Serv/ Scheduler/Site Manager								
Salary Guide									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC	NON	VOC
1	68,314	69,514	70,714	71,914	73,114	74,314	75,514	66,994	67,234
2	68,814	70,014	71,214	72,414	73,614	74,814	76,014	67,494	67,734
3	69,314	70,514	71,714	72,914	74,114	75,314	76,514	67,994	68,234
4	69,814	71,014	72,214	73,414	74,614	75,814	77,014	68,494	68,734
5	71,314	72,514	73,714	74,914	76,114	77,314	78,514	69,994	70,234
6	73,314	74,514	75,714	76,914	78,114	79,314	80,514	71,994	72,234
7	76,314	77,514	78,714	79,914	81,114	82,314	83,514	74,994	75,234
8	79,314	80,514	81,714	82,914	84,114	85,314	86,514	77,994	78,234
9	83,314	84,514	85,714	86,914	88,114	89,314	90,514	81,994	82,234
10	87,314	88,514	89,714	90,914	92,114	93,314	94,514	85,994	86,234
11	91,314	92,514	93,714	94,914	96,114	97,314	98,514	89,994	90,234
12	104,840	106,094	107,446	108,605	109,859	111,115	112,369	103,461	103,711

YEAR 2									
2024-25	Camden Crisis/Health Social Serv/ Scheduler/Site Manager								
Salary Guide									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC	NON	VOC
1	72,631	73,885	75,237	76,396	77,650	78,906	80,160	71,252	71,502
2	73,131	74,385	75,737	76,896	78,150	79,406	80,660	71,752	72,002
3	73,631	74,885	76,237	77,396	78,650	79,906	81,160	72,252	72,502
4	74,131	75,385	76,737	77,896	79,150	80,406	81,660	72,752	73,002
5	75,631	76,885	78,237	79,396	80,650	81,906	83,160	74,252	74,502
6	77,631	78,885	80,237	81,396	82,650	83,906	85,160	76,252	76,502
7	80,631	81,885	83,237	84,396	85,650	86,906	88,160	79,252	79,502
8	83,631	84,885	86,237	87,396	88,650	89,906	91,160	82,252	82,502
9	87,631	88,885	90,237	91,396	92,650	93,906	95,160	86,252	86,502
10	91,631	92,885	94,237	95,396	96,650	97,906	99,160	90,252	90,502
11	95,631	96,885	98,237	99,396	100,650	101,906	103,160	94,252	94,502
12	105,631	106,885	108,237	109,396	110,650	111,906	113,160	104,252	104,502

YEAR 3									
2025-26	Camden Crisis/Health Social Serv/ Scheduler/Site Manager								
Salary Guide									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC	NON	VOC
1	76,371	77,625	78,977	80,136	81,390	82,646	83,900	74,992	75,242
2	76,871	78,125	79,477	80,636	81,890	83,146	84,400	75,492	75,742
3	77,371	78,625	79,977	81,136	82,390	83,646	84,900	75,992	76,242
4	77,871	79,125	80,477	81,636	82,890	84,146	85,400	76,492	76,742
5	79,371	80,625	81,977	83,136	84,390	85,646	86,900	77,992	78,242
6	81,371	82,625	83,977	85,136	86,390	87,646	88,900	79,992	80,242
7	84,371	85,625	86,977	88,136	89,390	90,646	91,900	82,992	83,242
8	87,371	88,625	89,977	91,136	92,390	93,646	94,900	85,992	86,242
9	91,371	92,625	93,977	95,136	96,390	97,646	98,900	89,992	90,242
10	95,371	96,625	97,977	99,136	100,390	101,646	102,900	93,992	94,242
11	99,371	100,625	101,977	103,136	104,390	105,646	106,900	97,992	98,242
12	109,371	110,625	111,977	113,136	114,390	115,646	116,900	107,992	108,242

Year 4									
2026-27	Camden Crisis/Health Social Serv/ Scheduler/Site Manager								
Salary Guide									
Step	BA	BA+15	BA+30	MA	MA+15	MA+30	DOC	NON	VOC
1	80,221	81,475	82,827	83,986	85,240	86,496	87,750	78,842	79,092
2	80,721	81,975	83,327	84,486	85,740	86,996	88,250	79,342	79,592
3	81,221	82,475	83,827	84,986	86,240	87,496	88,750	79,842	80,092
4	81,721	82,975	84,327	85,486	86,740	87,996	89,250	80,342	80,592
5	83,221	84,475	85,827	86,986	88,240	89,496	90,750	81,842	82,092
6	85,221	86,475	87,827	88,986	90,240	91,496	92,750	83,842	84,092
7	88,221	89,475	90,827	91,986	93,240	94,496	95,750	86,842	87,092
8	91,221	92,475	93,827	94,986	96,240	97,496	98,750	89,842	90,092
9	95,221	96,475	97,827	98,986	100,240	101,496	102,750	93,842	94,092
10	99,221	100,475	101,827	102,986	104,240	105,496	106,750	97,842	98,092
11	103,221	104,475	105,827	106,986	108,240	109,496	110,750	101,842	102,092
12	113,221	114,475	115,827	116,986	118,240	119,496	120,750	111,842	112,092

YEAR 1										
2023-24	Camden Attendance Officers									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
1	28,992	29,402	29,812	30,017	30,222	30,427	30,632	30,837	31,042	31,452
2	29,292	29,702	30,112	30,317	30,522	30,727	30,932	31,137	31,342	31,752
3	29,592	30,002	30,412	30,617	30,822	31,027	31,232	31,437	31,642	32,052
4	29,892	30,302	30,712	30,917	31,122	31,327	31,532	31,737	31,942	32,352
5	30,392	30,802	31,212	31,417	31,622	31,827	32,032	32,237	32,442	32,852
6	30,892	31,302	31,712	31,917	32,122	32,327	32,532	32,737	32,942	33,352
7	31,392	31,802	32,212	32,417	32,622	32,827	33,032	33,237	33,442	33,852
8	32,392	32,802	33,212	33,417	33,622	33,827	34,032	34,237	34,442	34,852
9	33,392	33,802	34,212	34,417	34,622	34,827	35,032	35,237	35,442	35,852
10	34,892	35,302	35,712	35,917	36,122	36,327	36,532	36,737	36,942	37,352
11	36,892	37,302	37,712	37,917	38,122	38,327	38,532	38,737	38,942	39,352
12	38,892	39,302	39,712	39,917	40,122	40,327	40,532	40,737	40,942	41,352
13	40,192	40,602	41,012	41,217	41,422	41,627	41,832	42,037	42,242	42,652
14	49,153	49,587	50,022	50,241	50,459	50,676	50,893	51,111	51,328	51,709

YEAR 2										
2024-25	Camden Attendance Officers									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
1	32,553	32,987	33,422	33,641	33,859	34,076	34,293	34,511	34,728	35,109
2	32,853	33,287	33,722	33,941	34,159	34,376	34,593	34,811	35,028	35,409
3	33,153	33,587	34,022	34,241	34,459	34,676	34,893	35,111	35,328	35,709
4	33,453	33,887	34,322	34,541	34,759	34,976	35,193	35,411	35,628	36,009
5	33,953	34,387	34,822	35,041	35,259	35,476	35,693	35,911	36,128	36,509
6	34,453	34,887	35,322	35,541	35,759	35,976	36,193	36,411	36,628	37,009
7	34,953	35,387	35,822	36,041	36,259	36,476	36,693	36,911	37,128	37,509
8	35,953	36,387	36,822	37,041	37,259	37,476	37,693	37,911	38,128	38,509
9	36,953	37,387	37,822	38,041	38,259	38,476	38,693	38,911	39,128	39,509
10	37,953	38,387	38,822	39,041	39,259	39,476	39,693	39,911	40,128	40,509
11	39,253	39,687	40,122	40,341	40,559	40,776	40,993	41,211	41,428	41,809
12	40,553	40,987	41,422	41,641	41,859	42,076	42,293	42,511	42,728	43,109
13	41,853	42,287	42,722	42,941	43,159	43,376	43,593	43,811	44,028	44,409
14	49,853	50,287	50,722	50,941	51,159	51,376	51,593	51,811	52,028	52,409

YEAR 3										
2025-26	Camden Attendance Officers									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
1	35,298	35,732	36,167	36,386	36,604	36,821	37,038	37,256	37,473	37,854
2	35,598	36,032	36,467	36,686	36,904	37,121	37,338	37,556	37,773	38,154
3	35,898	36,332	36,767	36,986	37,204	37,421	37,638	37,856	38,073	38,454
4	36,198	36,632	37,067	37,286	37,504	37,721	37,938	38,156	38,373	38,754
5	36,698	37,132	37,567	37,786	38,004	38,221	38,438	38,656	38,873	39,254
6	37,198	37,632	38,067	38,286	38,504	38,721	38,938	39,156	39,373	39,754
7	37,698	38,132	38,567	38,786	39,004	39,221	39,438	39,656	39,873	40,254
8	38,698	39,132	39,567	39,786	40,004	40,221	40,438	40,656	40,873	41,254
9	39,698	40,132	40,567	40,786	41,004	41,221	41,438	41,656	41,873	42,254
10	40,698	41,132	41,567	41,786	42,004	42,221	42,438	42,656	42,873	43,254
11	41,698	42,132	42,567	43,086	43,304	43,521	43,738	43,956	44,173	44,554
12	43,298	43,732	44,167	44,386	44,604	44,821	45,038	45,256	45,473	45,854
13	44,598	45,032	45,467	45,686	45,904	46,121	46,338	46,556	46,773	47,154
14	51,598	52,032	52,467	52,686	52,904	53,121	53,338	53,556	53,773	54,154

Year 4										
2026-27	Camden Attendance Officers									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
1	37,096	37,530	37,965	38,184	38,402	38,619	38,836	39,054	39,271	39,652
2	37,396	37,830	38,265	38,484	38,702	38,919	39,136	39,354	39,571	39,952
3	37,696	38,130	38,565	38,784	39,002	39,219	39,436	39,654	39,871	40,252
4	37,996	38,430	38,865	39,084	39,302	39,519	39,736	39,954	40,171	40,552
5	38,496	38,930	39,365	39,584	39,802	40,019	40,236	40,454	40,671	41,052
6	38,996	39,430	39,865	40,084	40,302	40,519	40,736	40,954	41,171	41,552
7	39,496	39,930	40,365	40,584	40,802	41,019	41,236	41,454	41,671	42,052
8	40,496	40,930	41,365	41,584	41,802	42,019	42,236	42,454	42,671	43,052
9	41,496	41,930	42,365	42,584	42,802	43,019	43,236	43,454	43,671	44,052
10	42,496	42,930	43,365	43,584	43,802	44,019	44,236	44,454	44,671	45,052
11	43,796	44,230	44,665	44,884	45,102	45,319	45,536	45,754	45,971	46,352
12	45,096	45,530	45,965	46,184	46,402	46,619	46,836	47,054	47,271	47,652
13	47,396	47,830	48,265	48,484	48,702	48,919	49,136	49,354	49,571	49,952
14	53,396	53,830	54,265	54,484	54,702	54,919	55,136	55,354	55,571	55,952

YEAR 1										
2023-24	Camden City Clerk 2 B									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
1	36,275	36,709	37,146	37,581	38,016	38,451	38,885	39,321	39,756	40,192
2	36,475	36,909	37,346	37,781	38,216	38,651	39,085	39,521	39,956	40,392
3	36,675	37,109	37,546	37,981	38,416	38,851	39,285	39,721	40,156	40,592
4	36,875	37,309	37,746	38,181	38,616	39,051	39,485	39,921	40,356	40,792
5	37,075	37,509	37,946	38,381	38,816	39,251	39,685	40,121	40,556	40,992
6	38,075	38,509	38,946	39,381	39,816	40,251	40,685	41,121	41,556	41,992
7	39,075	39,509	39,946	40,381	40,816	41,251	41,685	42,121	42,556	42,992
8	40,575	41,009	41,446	41,881	42,316	42,751	43,185	43,621	44,056	44,492
9	42,075	42,509	42,946	43,381	43,816	44,251	44,685	45,121	45,556	45,992
10	43,575	44,009	44,446	44,881	45,316	45,751	46,185	46,621	47,056	47,492
11	45,075	45,509	45,946	46,381	46,816	47,251	47,685	48,121	48,556	48,992
12	46,575	47,009	47,446	47,881	48,316	48,751	49,185	49,621	50,056	50,492
13	48,075	48,509	48,946	49,381	49,816	50,251	50,685	51,121	51,556	51,992
14	49,575	50,009	50,446	50,881	51,316	51,751	52,185	52,621	53,056	53,492
15	51,075	51,509	51,946	52,381	52,816	53,251	53,685	54,121	54,556	54,992
16	57,075	57,509	57,946	58,381	58,816	59,251	59,685	60,121	60,556	60,992

YEAR 2										
2024-25	Camden City Clerk 2 B									2025-26
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
1	39,844	40,278	40,715	41,150	41,585	42,020	42,454	42,890	43,325	43,761
2	40,044	40,478	40,915	41,350	41,785	42,220	42,654	43,090	43,525	43,961
3	40,244	40,678	41,115	41,550	41,985	42,420	42,854	43,290	43,725	44,161
4	40,444	40,878	41,315	41,750	42,185	42,620	43,054	43,490	43,925	44,361
5	40,644	41,078	41,515	41,950	42,385	42,820	43,254	43,690	44,125	44,561
6	40,844	41,278	41,715	42,150	42,585	43,020	43,454	43,890	44,325	44,761
7	41,844	42,278	42,715	43,150	43,585	44,020	44,454	44,890	45,325	45,761
8	43,344	43,778	44,215	44,650	45,085	45,520	45,954	46,390	46,825	47,261
9	44,844	45,278	45,715	46,150	46,585	47,020	47,454	47,890	48,325	48,761
10	46,344	46,778	47,215	47,650	48,085	48,520	48,954	49,390	49,825	50,261
11	47,844	48,278	48,715	49,150	49,585	50,020	50,454	50,890	51,325	51,761
12	49,344	49,778	50,215	50,650	51,085	51,520	51,954	52,390	52,825	53,261
13	50,844	51,278	51,715	52,150	52,585	53,020	53,454	53,890	54,325	54,761
14	52,344	52,778	53,215	53,650	54,085	54,520	54,954	55,390	55,825	56,261
15	53,844	54,278	54,715	55,150	55,585	56,020	56,454	56,890	57,325	57,761
16	58,844	59,278	59,715	60,150	60,585	61,020	61,454	61,890	62,325	62,761

YEAR 3										
2025-26	Camden City Clerk 2 B									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
1	44,406	44,840	45,277	45,712	46,147	46,582	47,016	47,452	47,887	48,323
2	44,606	45,040	45,477	45,912	46,347	46,782	47,216	47,652	48,087	48,523
3	44,806	45,240	45,677	46,112	46,547	46,982	47,416	47,852	48,287	48,723
4	45,006	45,440	45,877	46,312	46,747	47,182	47,616	48,052	48,487	48,923
5	45,206	45,640	46,077	46,512	46,947	47,382	47,816	48,252	48,687	49,123
6	45,406	45,840	46,277	46,712	47,147	47,582	48,016	48,452	48,887	49,323
7	46,406	46,840	47,277	47,712	48,147	48,582	49,016	49,452	49,887	50,323
8	47,406	47,840	48,277	48,712	49,147	49,582	50,016	50,452	50,887	51,323
9	48,406	48,840	49,277	49,712	50,147	50,582	51,016	51,452	51,887	52,323
10	49,406	49,840	50,277	50,712	51,147	51,582	52,016	52,452	52,887	53,323
11	50,906	51,340	51,777	52,212	52,647	53,082	53,516	53,952	54,387	54,823
12	52,406	52,840	53,277	53,712	54,147	54,582	55,016	55,452	55,887	56,323
13	53,906	54,340	54,777	55,212	55,647	56,082	56,516	56,952	57,387	57,823
14	55,406	55,840	56,277	56,712	57,147	57,582	58,016	58,452	58,887	59,323
15	56,906	57,340	57,777	58,212	58,647	59,082	59,516	59,952	60,387	60,823
16	60,906	61,340	61,777	62,212	62,647	63,082	63,516	63,952	64,387	64,823

Year 4										
2026-27	Camden City Clerk 2 B									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
1	50,789	51,223	51,660	52,095	52,530	52,965	53,399	53,835	54,270	54,706
2	50,989	51,423	51,860	52,295	52,730	53,165	53,599	54,035	54,470	54,906
3	51,189	51,623	52,060	52,495	52,930	53,365	53,799	54,235	54,670	55,106
4	51,389	51,823	52,260	52,695	53,130	53,565	53,999	54,435	54,870	55,306
5	51,589	52,023	52,460	52,895	53,330	53,765	54,199	54,635	55,070	55,506
6	51,789	52,223	52,660	53,095	53,530	53,965	54,399	54,835	55,270	55,706
7	52,289	52,723	53,160	53,595	54,030	54,465	54,899	55,335	55,770	56,206
8	52,789	53,223	53,660	54,095	54,530	54,965	55,399	55,835	56,270	56,706
9	53,539	53,973	54,410	54,845	55,280	55,715	56,149	56,585	57,020	57,456
10	54,289	54,723	55,160	55,595	56,030	56,465	56,899	57,335	57,770	58,206
11	55,039	55,473	55,910	56,345	56,780	57,215	57,649	58,085	58,520	58,956
12	56,039	56,473	56,910	57,345	57,780	58,215	58,649	59,085	59,520	59,956
13	57,039	57,473	57,910	58,345	58,780	59,215	59,649	60,085	60,520	60,956
14	58,539	58,973	59,410	59,845	60,280	60,715	61,149	61,585	62,020	62,456
15	60,039	60,473	60,910	61,345	61,780	62,215	62,649	63,085	63,520	63,956
16	63,039	63,473	63,910	64,345	64,780	65,215	65,649	66,085	66,520	66,956

YEAR 1											
2023-24	Camden City Clerk 3 Scattergram										
Salary Guide											
Step	NC	15	30	45	60	75	90	105	120	Degree	Off Guide
1	32,355	32,476	32,910	33,347	33,781	34,216	34,653	35,088	35,522	35,958	-
2	32,855	32,976	33,410	33,847	34,281	34,716	35,153	35,588	36,022	36,458	-
3	33,355	33,476	33,910	34,347	34,781	35,216	35,653	36,088	36,522	36,958	-
4	33,855	33,976	34,410	34,847	35,281	35,716	36,153	36,588	37,022	37,458	-
5	34,355	34,476	34,910	35,347	35,781	36,216	36,653	37,088	37,522	37,958	-
6	34,855	34,976	35,410	35,847	36,281	36,716	37,153	37,588	38,022	38,458	-
7	35,355	35,476	35,910	36,347	36,781	37,216	37,653	38,088	38,522	38,958	-
8	35,855	35,976	36,410	36,847	37,281	37,716	38,153	38,588	39,022	39,458	-
9	37,855	37,976	38,410	38,847	39,281	39,716	40,153	40,588	41,022	41,458	-
10	39,855	39,976	40,410	40,847	41,281	41,716	42,153	42,588	43,022	43,458	-
11	41,855	41,976	42,410	42,847	43,281	43,716	44,153	44,588	45,022	45,458	-
12	43,855	43,976	44,410	44,847	45,281	45,716	46,153	46,588	47,022	47,458	-
13	46,855	46,976	47,410	47,847	48,281	48,716	49,153	49,588	50,022	50,458	-
14	49,855	49,976	50,410	50,847	51,281	51,716	52,153	52,588	53,022	53,458	-
15	52,855	52,976	53,410	53,847	54,281	54,716	55,153	55,588	56,022	56,458	-
16	55,855	55,976	56,410	56,847	57,281	57,716	58,153	58,588	59,022	59,458	55,976

YEAR 2											
2024-25	Camden City Clerk 3 Scattergram										
Salary Guide											
Step	NC	15	30	45	60	75	90	105	120	Degree	Off Guide
1	35,142	35,263	35,697	36,134	36,568	37,003	37,440	37,875	38,309	38,745	-
2	35,642	35,763	36,197	36,634	37,068	37,503	37,940	38,375	38,809	39,245	-
3	36,142	36,263	36,697	37,134	37,568	38,003	38,440	38,875	39,309	39,745	-
4	36,642	36,763	37,197	37,634	38,068	38,503	38,940	39,375	39,809	40,245	-
5	37,142	37,263	37,697	38,134	38,568	39,003	39,440	39,875	40,309	40,745	-
6	37,642	37,763	38,197	38,634	39,068	39,503	39,940	40,375	40,809	41,245	-
7	38,142	38,263	38,697	39,134	39,568	40,003	40,440	40,875	41,309	41,745	-
8	38,642	38,763	39,197	39,634	40,068	40,503	40,940	41,375	41,809	42,245	-
9	39,142	39,263	39,697	40,134	40,568	41,003	41,440	41,875	42,309	42,745	-
10	41,142	41,263	41,697	42,134	42,568	43,003	43,440	43,875	44,309	44,745	-
11	43,142	43,263	43,697	44,134	44,568	45,003	45,440	45,875	46,309	46,745	-
12	45,142	45,263	45,697	46,134	46,568	47,003	47,440	47,875	48,309	48,745	-
13	48,142	48,263	48,697	49,134	49,568	50,003	50,440	50,875	51,309	51,745	-
14	51,142	51,263	51,697	52,134	52,568	53,003	53,440	53,875	54,309	54,745	-
15	54,142	54,263	54,697	55,134	55,568	56,003	56,440	56,875	57,309	57,745	-
16	57,142	57,263	57,697	58,134	58,568	59,003	59,440	59,875	60,309	60,745	57,263

YEAR 3											
2025-26	Camden City Clerk 3 Scattergram						2026-27				
Salary Guide											
Step	NC	15	30	45	60	75	90	105	120	Degree	Off Guide
1	38,207	38,328	38,762	39,199	39,633	40,068	40,505	40,940	41,374	41,810	-
2	38,707	38,828	39,262	39,699	40,133	40,568	41,005	41,440	41,874	42,310	-
3	39,207	39,328	39,762	40,199	40,633	41,068	41,505	41,940	42,374	42,810	-
4	39,707	39,828	40,262	40,699	41,133	41,568	42,005	42,440	42,874	43,310	-
5	40,207	40,328	40,762	41,199	41,633	42,068	42,505	42,940	43,374	43,810	-
6	40,707	40,828	41,262	41,699	42,133	42,568	43,005	43,440	43,874	44,310	-
7	41,207	41,328	41,762	42,199	42,633	43,068	43,505	43,940	44,374	44,810	-
8	41,707	41,828	42,262	42,699	43,133	43,568	44,005	44,440	44,874	45,310	-
9	42,207	42,328	42,762	43,199	43,633	44,068	44,505	44,940	45,374	45,810	-
10	42,707	42,828	43,262	43,699	44,133	44,568	45,005	45,440	45,874	46,310	-
11	44,707	44,828	45,262	45,699	46,133	46,568	47,005	47,440	47,874	48,310	-
12	46,707	46,828	47,262	47,699	48,133	48,568	49,005	49,440	49,874	50,310	-
13	49,707	49,828	50,262	50,699	51,133	51,568	52,005	52,440	52,874	53,310	-
14	52,707	52,828	53,262	53,699	54,133	54,568	55,005	55,440	55,874	56,310	-
15	55,707	55,828	56,262	56,699	57,133	57,568	58,005	58,440	58,874	59,310	-
16	58,707	58,828	59,262	59,699	60,133	60,568	61,005	61,440	61,874	62,310	58,828

Year 4											
2026-27	Camden City Clerk 3 Scattergram										
Salary Guide											
Step	NC	15	30	45	60	75	90	105	120	Degree	Off Guide
1	42,697	42,818	43,252	43,689	44,123	44,558	44,995	45,430	45,864	46,300	-
2	42,947	43,068	43,502	43,939	44,373	44,808	45,245	45,680	46,114	46,550	-
3	43,197	43,318	43,752	44,189	44,623	45,058	45,495	45,930	46,364	46,800	-
4	43,447	43,568	44,002	44,439	44,873	45,308	45,745	46,180	46,614	47,050	-
5	43,697	43,818	44,252	44,689	45,123	45,558	45,995	46,430	46,864	47,300	-
6	43,947	44,068	44,502	44,939	45,373	45,808	46,245	46,680	47,114	47,550	-
7	44,447	44,568	45,002	45,439	45,873	46,308	46,745	47,180	47,614	48,050	-
8	44,947	45,068	45,502	45,939	46,373	46,808	47,245	47,680	48,114	48,550	-
9	45,447	45,568	46,002	46,439	46,873	47,308	47,745	48,180	48,614	49,050	-
10	45,947	46,068	46,502	46,939	47,373	47,808	48,245	48,680	49,114	49,550	-
11	46,447	46,568	47,002	47,439	47,873	48,308	48,745	49,180	49,614	50,050	-
12	48,447	48,568	49,002	49,439	49,873	50,308	50,745	51,180	51,614	52,050	-
13	51,447	51,568	52,002	52,439	52,873	53,308	53,745	54,180	54,614	55,050	-
14	54,447	54,568	55,002	55,439	55,873	56,308	56,745	57,180	57,614	58,050	-
15	57,447	57,568	58,002	58,439	58,873	59,308	59,745	60,180	60,614	61,050	-
16	60,447	60,568	61,002	61,439	61,873	62,308	62,745	63,180	63,614	64,050	60,568

YEAR 1							
2023-24	Camden City	2023-24					
Salary Guide							
Step	Praxis/45	60	75	90	105	120	Degree
1	28,262	28,467	28,772	29,277	29,882	30,487	31,237
2	28,362	28,567	28,872	29,377	29,982	30,587	31,337
3	28,472	28,677	28,982	29,487	30,092	30,697	31,447
4	28,582	28,787	29,092	29,597	30,202	30,807	31,557
5	28,692	28,897	29,202	29,707	30,312	30,917	31,667
6	28,992	29,197	29,502	30,007	30,612	31,217	31,967
7	29,292	29,497	29,802	30,307	30,912	31,517	32,267
8	29,592	29,797	30,102	30,607	31,212	31,817	32,567
9	29,892	29,997	30,302	30,807	31,412	32,017	32,867
10	30,492	30,697	31,002	31,507	32,112	32,717	33,467
11	31,092	31,297	31,602	32,107	32,712	33,317	34,067
12	31,892	32,097	32,402	32,907	33,512	34,117	34,867
13	32,892	33,097	33,402	33,907	34,512	35,117	35,867
14	34,392	34,597	34,902	35,407	36,012	36,617	37,367
15	36,192	36,397	36,702	37,207	37,812	38,417	39,167

YEAR 2							
2024-25	Camden City Paras						
Salary Guide							
Step	Praxis/45	60	75	90	105	120	Degree
1	29,072	29,277	29,582	30,087	30,692	31,297	32,047
2	29,172	29,377	29,682	30,187	30,792	31,397	32,147
3	29,272	29,477	29,782	30,287	30,892	31,497	32,247
4	29,382	29,587	29,892	30,397	31,002	31,607	32,357
5	29,492	29,697	30,002	30,507	31,112	31,717	32,467
6	29,792	29,997	30,302	30,807	31,412	32,017	32,767
7	30,092	30,297	30,602	31,107	31,712	32,317	33,067
8	30,392	30,597	30,902	31,407	32,012	32,617	33,367
9	30,692	30,797	31,102	31,607	32,212	32,817	33,667
10	31,292	31,497	31,802	32,307	32,912	33,517	34,267
11	31,892	32,097	32,402	32,907	33,512	34,117	34,867
12	32,692	32,897	33,202	33,707	34,312	34,917	35,667
13	33,692	33,897	34,202	34,707	35,312	35,917	36,667
14	35,192	35,397	35,702	36,207	36,812	37,417	38,167
15	36,992	37,197	37,502	38,007	38,612	39,217	39,967

YEAR 3							
2025-26	Camden City Paras						
Salary Guide							
Step	Praxis/45	60	75	90	105	120	Degree
1	30,033	30,238	30,543	31,048	31,653	32,258	33,008
2	30,133	30,338	30,643	31,148	31,753	32,358	33,108
3	30,233	30,438	30,743	31,248	31,853	32,458	33,208
4	30,333	30,538	30,843	31,348	31,953	32,558	33,308
5	30,443	30,648	30,953	31,458	32,063	32,668	33,418
6	30,743	30,948	31,253	31,758	32,363	32,968	33,718
7	31,043	31,248	31,553	32,058	32,663	33,268	34,018
8	31,343	31,548	31,853	32,358	32,963	33,568	34,318
9	31,643	31,748	32,053	32,558	33,163	33,768	34,618
10	32,243	32,448	32,753	33,258	33,863	34,468	35,218
11	32,843	33,048	33,353	33,858	34,463	35,068	35,818
12	33,643	33,848	34,153	34,658	35,263	35,868	36,618
13	34,643	34,848	35,153	35,658	36,263	36,868	37,618
14	36,143	36,348	36,653	37,158	37,763	38,368	39,118
15	37,943	38,148	38,453	38,958	39,563	40,168	40,918

Year 4							
2026-27	Camden City Paras						
Salary Guide							
Step	Praxis/45	60	75	90	105	120	Degree
1	31,000	31,205	31,510	32,015	32,620	33,225	33,975
2	31,100	31,305	31,610	32,115	32,720	33,325	34,075
3	31,200	31,405	31,710	32,215	32,820	33,425	34,175
4	31,300	31,505	31,810	32,315	32,920	33,525	34,275
5	31,400	31,605	31,910	32,415	33,020	33,625	34,375
6	31,700	31,905	32,210	32,715	33,320	33,925	34,675
7	32,000	32,205	32,510	33,015	33,620	34,225	34,975
8	32,300	32,505	32,810	33,315	33,920	34,525	35,275
9	32,600	32,705	33,010	33,515	34,120	34,725	35,575
10	33,200	33,405	33,710	34,215	34,820	35,425	36,175
11	33,800	34,005	34,310	34,815	35,420	36,025	36,775
12	34,600	34,805	35,110	35,615	36,220	36,825	37,575
13	35,600	35,805	36,110	36,615	37,220	37,825	38,575
14	37,100	37,305	37,610	38,115	38,720	39,325	40,075
15	38,900	39,105	39,410	39,915	40,520	41,125	41,875

YEAR 1	
2023-24	Camden City Bus Drivers
Salary Guide	
Step	Salary
1	51,385
2	51,485
3	51,595
4	51,705
5	51,815
6	52,115
7	52,415
8	52,715
9	53,215
10	53,715
11	54,315
12	54,915
12-13	55,515

YEAR 2	
2024-25	Camden City Bus Drivers
Salary Guide	
Step	Salary
1	52,805
2	52,905
3	53,005
4	53,115
5	53,225
6	53,525
7	53,825
8	54,125
9	54,625
10	55,125
11	55,725
12	56,325
12-13	56,925

YEAR 3	
2025-26	Camden City Bus Drivers
Salary Guide	
Step	Salary
1	54,470
2	54,570
3	54,670
4	54,770
5	54,880
6	55,180
7	55,480
8	55,780
9	56,280
10	56,780
11	57,380
12	57,980
12-13	58,580

Year 4	
2026-27	Camden City Bus Drivers
Salary Guide	
Step	Salary
1	56,261
2	56,361
3	56,461
4	56,561
5	56,661
6	56,961
7	57,261
8	57,561
9	58,061
10	58,561
11	59,161
12	59,761
12-13	60,361

YEAR 1											
2023-24	Camden City School Safety Officers										
Salary Guide											
Step	NC	15	30	45	60	75	90	105	120	Degree	
1	24,781	25,191	25,601	25,806	26,011	26,216	26,421	26,626	26,831	27,241	
2	24,881	25,291	25,701	25,906	26,111	26,316	26,521	26,726	26,931	27,341	
3	25,081	25,491	25,901	26,106	26,311	26,516	26,721	26,926	27,131	27,541	
4	25,281	25,691	26,101	26,306	26,511	26,716	26,921	27,126	27,331	27,741	
5	25,481	25,891	26,301	26,506	26,711	26,916	27,121	27,326	27,531	27,941	
6	25,881	26,291	26,701	26,906	27,111	27,316	27,521	27,726	27,931	28,341	
7	26,281	26,691	27,101	27,306	27,511	27,716	27,921	28,126	28,331	28,741	
8	26,781	27,191	27,601	27,806	28,011	28,216	28,421	28,626	28,831	29,241	
9	27,281	27,691	28,101	28,306	28,511	28,716	28,921	29,126	29,331	29,741	
10	28,038	28,448	28,858	29,063	29,268	29,473	29,678	29,883	30,088	30,498	
11	29,546	29,956	30,366	30,571	30,776	30,981	31,186	31,391	31,596	32,006	
12	31,826	32,236	32,646	32,851	33,056	33,261	33,466	33,671	33,876	34,286	
13	34,653	35,063	35,473	35,678	35,883	36,088	36,293	36,498	36,703	37,113	
14	35,831	36,241	36,651	36,856	37,061	37,266	37,471	37,676	37,881	38,291	
15	44,151	44,587	45,021	45,238	45,456	45,673	45,893	46,110	46,327	46,793	

YEAR 2										
2024-25	Camden City School Safety Officers									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
1	25,481	25,891	26,301	26,506	26,711	26,916	27,121	27,326	27,531	27,941
2	25,581	25,991	26,401	26,606	26,811	27,016	27,221	27,426	27,631	28,041
3	25,681	26,091	26,501	26,706	26,911	27,116	27,321	27,526	27,731	28,141
4	25,881	26,291	26,701	26,906	27,111	27,316	27,521	27,726	27,931	28,341
5	26,081	26,491	26,901	27,106	27,311	27,516	27,721	27,926	28,131	28,541
6	26,481	26,891	27,301	27,506	27,711	27,916	28,121	28,326	28,531	28,941
7	26,881	27,291	27,701	27,906	28,111	28,316	28,521	28,726	28,931	29,341
8	27,381	27,791	28,201	28,406	28,611	28,816	29,021	29,226	29,431	29,841
9	27,881	28,291	28,701	28,906	29,111	29,316	29,521	29,726	29,931	30,341
10	28,638	29,048	29,458	29,663	29,868	30,073	30,278	30,483	30,688	31,098
11	30,146	30,556	30,966	31,171	31,376	31,581	31,786	31,991	32,196	32,606
12	32,426	32,836	33,246	33,451	33,656	33,861	34,066	34,271	34,476	34,886
13	35,253	35,663	36,073	36,278	36,483	36,688	36,893	37,098	37,303	37,713
14	36,431	36,841	37,251	37,456	37,661	37,866	38,071	38,276	38,481	38,891
15	44,751	45,187	45,621	45,838	46,056	46,273	46,493	46,710	46,927	47,393

YEAR 3										
2025-26	Camden City School Safety Officers									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
1	26,256	26,666	27,076	27,281	27,486	27,691	27,896	28,101	28,306	28,716
2	26,356	26,766	27,176	27,381	27,586	27,791	27,996	28,201	28,406	28,816
3	26,456	26,866	27,276	27,481	27,686	27,891	28,096	28,301	28,506	28,916
4	26,556	26,966	27,376	27,581	27,786	27,991	28,196	28,401	28,606	29,016
5	26,756	27,166	27,576	27,781	27,986	28,191	28,396	28,601	28,806	29,216
6	27,156	27,566	27,976	28,181	28,386	28,591	28,796	29,001	29,206	29,616
7	27,556	27,966	28,376	28,581	28,786	28,991	29,196	29,401	29,606	30,016
8	28,056	28,466	28,876	29,081	29,286	29,491	29,696	29,901	30,106	30,516
9	28,556	28,966	29,376	29,581	29,786	29,991	30,196	30,401	30,606	31,016
10	29,313	29,723	30,133	30,338	30,543	30,748	30,953	31,158	31,363	31,773
11	30,821	31,231	31,641	31,846	32,051	32,256	32,461	32,666	32,871	33,281
12	33,101	33,511	33,921	34,126	34,331	34,536	34,741	34,946	35,151	35,561
13	35,928	36,338	36,748	36,953	37,158	37,363	37,568	37,773	37,978	38,388
14	37,106	37,516	37,926	38,131	38,336	38,541	38,746	38,951	39,156	39,566
15	45,426	45,862	46,296	46,513	46,731	46,948	47,168	47,385	47,602	48,068

Year 4										
2026-27	Camden City School Safety Officers									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
1	27,256	27,666	28,076	28,281	28,486	28,691	28,896	29,101	29,306	29,716
2	27,356	27,766	28,176	28,381	28,586	28,791	28,996	29,201	29,406	29,816
3	27,456	27,866	28,276	28,481	28,686	28,891	29,096	29,301	29,506	29,916
4	27,556	27,966	28,376	28,581	28,786	28,991	29,196	29,401	29,606	30,016
5	27,656	28,066	28,476	28,681	28,886	29,091	29,296	29,501	29,706	30,116
6	28,056	28,466	28,876	29,081	29,286	29,491	29,696	29,901	30,106	30,516
7	28,456	28,866	29,276	29,481	29,686	29,891	30,096	30,301	30,506	30,916
8	28,956	29,366	29,776	29,981	30,186	30,391	30,596	30,801	31,006	31,416
9	29,456	29,866	30,276	30,481	30,686	30,891	31,096	31,301	31,506	31,916
10	30,213	30,623	31,033	31,238	31,443	31,648	31,853	32,058	32,263	32,673
11	31,721	32,131	32,541	32,746	32,951	33,156	33,361	33,566	33,771	34,181
12	34,001	34,411	34,821	35,026	35,231	35,436	35,641	35,846	36,051	36,461
13	36,828	37,238	37,648	37,853	38,058	38,263	38,468	38,673	38,878	39,288
14	38,006	38,416	38,826	39,031	39,236	39,441	39,646	39,851	40,056	40,466
15	46,326	46,762	47,196	47,413	47,631	47,848	48,068	48,285	48,502	48,968

YEAR 1	
2024-25	Camden City FOC
Salary Guide	
Step	NC
1	54,312
2	54,462
3	54,617
4	56,316
5	56,680
6	57,763
7	58,358
8	58,788
9	59,707
10	59,982
11	61,010
12	61,551
13	66,964
14	69,129
15	69,670

YEAR 2	
2025-26	Camden Cit
Salary Guide	
Step	NC
1	55,095
2	55,245
3	55,395
4	57,094
5	57,458
6	58,541
7	59,136
8	59,566
9	60,485
10	60,760
11	61,788
12	62,329
13	67,742
14	69,907
15	70,448

YEAR 3										
2026-27	Camden City FOC									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
									-	-
1	57,442	57,592	57,742	57,892	58,042	58,192	58,342	58,492	58,642	58,792
2	57,592	57,742	57,892	58,042	58,192	58,342	58,492	58,642	58,792	58,942
3	57,742	57,892	58,042	58,192	58,342	58,492	58,642	58,792	58,942	59,092
4	57,892	58,042	58,192	58,342	58,492	58,642	58,792	58,942	59,092	59,242
5	58,256	58,406	58,556	58,706	58,856	59,006	59,156	59,306	59,456	59,606
6	59,339	59,489	59,639	59,789	59,939	60,089	60,239	60,389	60,539	60,689
7	59,934	60,084	60,234	60,384	60,534	60,684	60,834	60,984	61,134	61,284
8	60,364	60,514	60,664	60,814	60,964	61,114	61,264	61,414	61,564	61,714
9	61,283	61,433	61,583	61,733	61,883	62,033	62,183	62,333	62,483	62,633
10	61,558	61,708	61,858	62,008	62,158	62,308	62,458	62,608	62,758	62,908
11	62,586	62,736	62,886	63,036	63,186	63,336	63,486	63,636	63,786	63,936
12	63,127	63,277	63,427	63,577	63,727	63,877	64,027	64,177	64,327	64,477
13	68,540	68,690	68,840	68,990	69,140	69,290	69,440	69,590	69,740	69,890
14	70,705	70,855	71,005	71,155	71,305	71,455	71,605	71,755	71,905	72,055
15	71,246	71,396	71,546	71,696	71,846	71,996	72,146	72,296	72,446	72,596

Year 4										
2027-28	Candem City FOC									
Salary Guide										
Step	NC	15	30	45	60	75	90	105	120	Degree
									-	-
1	60,408	60,558	60,708	60,858	61,008	61,158	61,308	61,458	61,608	61,758
2	60,558	60,708	60,858	61,008	61,158	61,308	61,458	61,608	61,758	61,908
3	60,708	60,858	61,008	61,158	61,308	61,458	61,608	61,758	61,908	62,058
4	60,858	61,008	61,158	61,308	61,458	61,608	61,758	61,908	62,058	62,208
5	61,008	61,158	61,308	61,458	61,608	61,758	61,908	62,058	62,208	62,358
6	61,158	61,308	61,458	61,608	61,758	61,908	62,058	62,208	62,358	62,508
7	61,308	61,458	61,608	61,758	61,908	62,058	62,208	62,358	62,508	62,658
8	61,458	61,608	61,758	61,908	62,058	62,208	62,358	62,508	62,658	62,808
9	62,283	62,433	62,583	62,733	62,883	63,033	63,183	63,333	63,483	63,633
10	62,558	62,708	62,858	63,008	63,158	63,308	63,458	63,608	63,758	63,908
11	63,586	63,736	63,886	64,036	64,186	64,336	64,486	64,636	64,786	64,936
12	64,127	64,277	64,427	64,577	64,727	64,877	65,027	65,177	65,327	65,477
13	69,540	69,690	69,840	69,990	70,140	70,290	70,440	70,590	70,740	70,890
14	71,705	71,855	72,005	72,155	72,305	72,455	72,605	72,755	72,905	73,055
15	72,246	72,396	72,546	72,696	72,846	72,996	73,146	73,296	73,446	73,596