

AGREEMENT BETWEEN

THE CAMDEN CITY SCHOOL DISTRICT

AND

CAMDEN CITY FEDERATION OF SCHOOL PSYCHOLOGISTS

JULY 1, 2022 THROUGH JUNE 30, 2025

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PREAMBLE

THIS AGREEMENT, entered into this _____ day of _____, 2024, by and between the School District of the City of Camden, New Jersey, hereinafter called the "District," and the Camden City Federation of School Psychologists, hereinafter called the "Federation" or "CCFSP."

This Agreement shall encompass a three (3) year agreement for the term of July 1, 2022 through June 30, 2025.

ARTICLE I
RECOGNITION

A. Pursuant to the New Jersey Employer-Employee Relations Act, the District, recognizes the Federation as the exclusive representative of all personnel designated as School Psychologist, Preschool Intervention and Referral Team (PIRT) – Psychologist.

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

C. Unless otherwise indicated, the term "District" when used hereinafter in this Agreement shall refer to Camden City School District and its designees.

ARTICLE II
NEGOTIATIONS PROCEDURE

A. Upon reasonable written request by the Federation, the District agrees to advise the Federation in writing of the place and manner of obtaining information or documentation, pertinent to negotiations, which the District is by law required to release.

B. The parties hereto agree to commence collective negotiations no later than October 1st of the calendar year proceeding the calendar year of this Agreement's expiration. The parties' respective negotiating representatives shall not be subject to selection, control or review by the other party.

C. This Agreement shall not be modified in whole or in part except by an instrument in writing duly executed by both parties.

D. All items in this contract shall remain in force until a new contract is negotiated and approved by both parties.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definition.

A "grievance" shall mean a complaint by a Psychologist or the Federation that there has been to him/her 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 Psychologist or the Federation no more than twenty-one (21) calendar days from the time when the Psychologist or the Federation knew or should have known of its occurrence.

B. Procedure.

1. (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 Federation 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 this 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 Psychologist who has a grievance shall discuss it first with his/her 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 may initiate a grievance in writing to the immediate supervisor, specifying:

- (a) the nature of the grievance;
- (b) the nature and extent of the injury, loss or inconvenience;
- (c) the results of the previous discussions;
- (d) his/her dissatisfaction with decision previously rendered.

The immediate supervisor shall communicate his/her decision to the grievant in writing within five (5) work days of receipt of the written grievance.

4. The Psychologist, no later than ten (10) work days after receipt of the immediate supervisor's decision may appeal the immediate supervisor's decision to the Senior Director, Special Services. The appeal to the Senior Director, Special Services must be made in writing, reciting the matter submitted to the immediate supervisor as specified above and his/her dissatisfaction with decision previously rendered. The Senior Director, Special Services shall attempt to resolve the matter as quickly as possible, but within a period not to exceed fifteen (15) work days. The Senior Director, Special Service shall communicate his/her decision in writing to the grievant and to the Federation.

5. The Psychologist, no later than ten (10) work days after receipt of the Senior Director, Special Services' decision may appeal the decision to the State Superintendent. The appeal to the State Superintendent must be made in writing, reciting the matter submitted to the Senior Director, Special Services as specified above and his/her dissatisfaction with decision previously rendered. The State Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed fifteen (15) work days. The State Superintendent shall communicate his/her decision in writing to the grievant and to the Federation.

6. If the decision of the State Superintendent does not resolve the grievance to the satisfaction of the Federation and the Federation wishes to proceed to arbitration, it must file a demand for arbitration with the Public Employment Relations Commission (PERC) no later than fifteen (15) work days from receipt of the State Superintendent's decision.

7. (a) The parties agree to the Rules and Guidelines of 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 contract. The recommendations of the Arbitrator shall be binding on the parties. Only the District and the aggrieved and their representatives shall be given copies of the Arbitrator's report of findings and recommendations.

8. 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.

C. Individual Representation Rights.

1. Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself or, at his/her option, by a representative selected or approved by the Federation.

2. When a Psychologist is not represented by the Federation in the processing of a grievance to the State Superintendent or their designee or any lower level, the Federation shall be notified within (5) working days of the submission that the grievance is in process. The Federation has 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.

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

D. Collective Representation Rights.

If, in the judgment of the Federation, a grievance affects any Psychologist in more than one building, the Federation has the option to submit such grievance in writing directly to the State Superintendent and the processing of such grievance shall commence at that level. The Federation shall have the exclusive right to pursue such grievances.

E. 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.

ARTICLE IV
PSYCHOLOGISTS' RIGHTS

A. Pursuant to Chapter 303, Public Laws of 1968, the District hereby agrees that every member of the/Federation shall have the right freely to organize, join and support the Federation and its affiliates.

B. Nothing contained herein shall be construed to deny or restrict to any Psychologist such rights as he/she may have under New Jersey School Laws or other applicable laws and regulations.

C. Whenever any Psychologist is required to appear before the State Superintendent or his/her designees concerning any matter which could adversely affect the continuation in his/her office, position or employment or the salary or any increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Federation of his/her choice present, to advise him/her and represent him/her during such meeting or interview.

D. No Psychologist shall be prevented from wearing pins or other identification of membership in the Federation or its affiliates.

E. Psychologists have a right to review their personnel file and may obtain one copy of any item in their file. The request to review must be made to the Division of Talent and Labor Relations.

F. 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.

G. All Psychologists shall have the right to make copies of any documents in the personnel file.

H. The District shall establish one official personnel file for each employee.

I. 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 no later than placement in the file. The employee may prepare a written response to be attached to the written memo or complaint.

ARTICLE V
FEDERATION'S RIGHTS

A. Whenever any representative of the Federation or any Psychologist participates during working hours in negotiations or grievance proceedings, he/she shall suffer no loss of pay.

B. The Federation may use school building facilities at all reasonable hours for meetings subject to reasonable rules and regulations which uniformly apply to the use of school facilities. Psychologists' mailboxes and school mail shall be made available to the Federation. Federation shall have the right to use Psychologists mailboxes for distribution of sealed Federation mailboxes.

C. No later than June 1st of each year, the State Superintendent shall deliver to the Federation and post in all school buildings a list of the known vacancies which shall occur during the following year.

D. The Federation and all individuals affected by known transfers or reassignments shall be notified in writing by not later than August 15th.

E. One (1) copy of the current Psychologists' collective bargaining agreement shall be maintained in each building in the office of the Principal. One (1) copy of this contract shall be provided to each Director, plus one (1) copy of each contract shall be available in the Division of School Support office. These contracts are to be considered the property of the office, rather than the person filling the office.

F. Up to five (5) days of paid leave per year shall be made available to the Federation for individuals designated by the Federation for the performance of Federation business, provided that advance notice of such leave is given to the State Superintendent.

G. The District agrees to deduct the dues of the Federation in accordance with the provisions of Statute and the appropriate rules and regulations upon proper notification by the Federation to the Business Administrator/Board Secretary.

The Federation agrees to save the District harmless from any action by the Federation regarding funds involved in the implementation of the Article after those funds have been transmitted to the representative designated by the Federation.

ARTICLE VI
TRANSFERS AND REASSIGNMENT

A. Request for Transfer or Reassignment.

1. Psychologists who wish to make application for transfer or reassignment to a vacant position shall submit their requests in writing to the Division of Talent and Labor Relations. Such applications shall include in order of preference, the school, schools, position or assignment desired.

2. Any employee who has applied for but not been granted a transfer, will be notified in writing, within ten (10) working days after the position is filled.

B. Assignments/Reassignments.

1. Psychologist assignments for the school year will be made available in writing prior to the start of school year.

2. Any change in assignment shall be noticed in writing to the employee within three (3) days of the State Superintendent's approval.

3. Except in cases of emergency, an involuntarily transferred Psychologist, at the Psychologist's request, shall have the right to a conference with his/her supervisor prior to the effectuation of the transfer.

4. Seniority shall be defined as the length of time employed by the District as a full-time, paid employee.

ARTICLE VII
PROTECTION OF PSYCHOLOGISTS

A. Psychologists shall immediately report cases of assault or accident by them in connection with their employment to their Principal or other immediate supervisor. Such notification shall also be immediately forwarded to the State Superintendent. The Federation may consult with the State Superintendent, who shall comply with any reasonable request from the Federation for information in the possession of the State Superintendent relating to the incident or person involved.

B. In accordance with Statute, the District shall notify a non-tenured Psychologist if his/her employment will not be renewed for the next ensuing school year.

C. No Psychologist shall be either suspended or terminated except in strict compliance with Title 18A of the Laws of the State of New Jersey.

D. No Psychologist shall be suspended or discharged or separated from employment unless an informal conference has been held with the Psychologist and his/her representative with the appropriate administrator. At the conference the Psychologist shall be apprised of the reasons for the conference and given an opportunity to respond.

ARTICLE VIII
PSYCHOLOGIST EVALUATION

Evaluation of Psychologists shall be conducted in accordance with the following procedures.

A. Observations shall be conducted a minimum of three (3) times a year for all non-tenured Psychologists and a minimum of two (2) times a year for tenured Psychologists.

B. Observations shall be done openly and with the knowledge of the employee being observed.

C. Evaluations.

1. Psychologists will receive an annual summative evaluation rating that designates them as highly effective, effective, partially effective or ineffective.
2. Evaluation policies and procedures requiring the annual evaluation of all Psychologists shall be developed under the direction of the State Superintendent, who may consult with the District Advisory Evaluation Committee or representatives from School Improvement Panels. The policies and procedures shall meet the minimum requirements as articulated in N.J.A.C. 6A:10-2.4, et seq.
3. The State Superintendent shall annually notify all Psychologists of the adopted evaluation policies and procedures no later than October 1. If a staff member is hired after October 1, the State Superintendent shall notify the Psychologist of the policies at the commencement of his or her employment. All Psychologists shall be notified of amendments to the policy within ten (10) working days of its adoption.
4. The name of the individual who makes the written evaluation of a Psychologist shall be noted electronically.

D. Copies of the Individual Professional Improvement Plan (IPIP) shall be given to the Psychologist being evaluated upon their completion.

E. It is recommended that the Individual Professional Improvement Plan be used in order that an effective dialogue can be held during the evaluation conference. An evaluation conference shall be conducted by the evaluator with the Psychologist no later than thirty (30) calendar days from the date of the evaluation.

F. The Psychologist shall acknowledge that he/she has read such material by affixing his/her signature on the copy to be filed as directed either in writing or electronically. Such signature shall merely signify that he/she has read the material and is not to be construed that

he/she necessarily agrees with its contents. If the Psychologist refuses to sign, that fact shall be noted, dated and witnessed then placed in the Psychologist's personnel file.

The Psychologist may respond in writing to any or all parts of the evaluation and that response will be affixed to the original evaluation.

G. Nothing in this Section shall be construed to be inconsistent with TEACHNJ, N.J.S.A. 18A:6-117, et seq., and applicable regulations.

ARTICLE IX
PROFESSIONAL GROWTH

The State Superintendent shall designate three (3) days for in-service to be used for professional development. Where a member applies for time at least sixty (60) days in advance, the State Superintendent may also provide up to two (2) days that shall be selected solely at the discretion of the District between August and June. Any decision under this article is not grievable.

ARTICLE X
PROFESSIONAL DEVELOPMENT

A. Effective July 1, 2023, a total of twenty thousand dollars (\$20,000) shall be available for professional development reimbursement (for courses toward a doctorate) as defined within this section.

B. A member must have completed one (1) year (10 months) of employment in order to be eligible for any form or type of reimbursement under this Article.

C. Members may apply for professional development 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 professional development reimbursement shall include all reasons for taking a course or courses. All courses must be directly related to an employee's work duties.

D. All courses shall be at the graduate level.

E. Approval of all courses under this Article shall be subject to fund availability as well as a determination by 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). Said decision is not grievable.

F. Tuition reimbursement for courses noted in paragraph A, above, shall be contingent on a member receiving a grade of "B" or better. The member must submit an official transcript upon completion of the course(s) to DTLR with their reimbursement request in order to obtain the same. Requests for payment must be submitted within 90 days of completion of the

course to be compensated for the same. If a submission for payment under this Article is submitted after 90 days it will not be paid and shall be treated as if the individual did not attend the course and payment will not be made, nor will it be required to be made by the District.

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

H. Members entitled to tuition reimbursement shall be paid in accordance with the approval they received in advance. No member receiving tuition reimbursement with valid receipts shall receive more than three (3) credits worth of reimbursement per semester, eg. An amount not to exceed \$2,337.00 under this Article.

I. Any member 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 reimbursement otherwise he/she shall be responsible for repaying the full amount of the reimbursement received. The only exception is if the employee is non-renewed or RIFed.

J. Effective July 1, 2023, a total of ten thousand dollars (\$10,000) shall be available for professional reimbursement for continuing education courses as defined within this section. This is for courses not already otherwise offered by the District. Additional payments for continuing education offered via the District is not compensable under this Article.

K. Members may apply for professional development reimbursement for continuing education courses taken from an accredited entity 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(s). The application for professional development reimbursement shall include all reasons for taking a course(s). All courses must be directly related to an

employee's work duties. This decision shall be made at least two (2) weeks prior to the commencement of the course(s). Said decision is not grievable.

L. Reimbursement for continuing education courses noted in paragraph J, above, shall be contingent on a member receiving a passing grade of "B" or better or obtaining a certificate of course completion. The member must submit an official transcript or official copy of their course completion record upon the conclusion of the course(s) to DTLR with their reimbursement request in order to obtain the same. Requests for payment must be submitted within 90 days of completion of the course to be compensated for the same. If a submission for payment under this Article is submitted after 90 days it will not be paid and shall be treated as if the individual did not attend the course and payment will not be made, nor will it be required that the District pay the same.

M. Members entitled to continuing education reimbursement shall be paid in accordance with the approval they received in advance. No member receiving continuing education reimbursement with valid receipts, shall receive more than \$500.00 worth of reimbursement annually.

N. Any member who receives any continuing education reimbursement during an academic year must remain in the District's employment for one (1) full academic years after receipt of the reimbursement otherwise he/she shall be responsible for repaying the full amount of the reimbursement received. The only exception is if the employee is non-renewed or RIFed

ARTICLE XI
REDUCTION IN FORCE

Reduction in Force shall be governed by the provisions of the New Jersey Education Law, Title 18A, and any applicable provisions of the N.J.A.C.

ARTICLE XII LEAVE

A. All Psychologists shall be entitled to thirteen (13) days of sick leave accrued monthly. Unused sick leave days shall accumulate from year to year with no maximum limit. Sick leave days earned in the last school year shall be prorated for a Psychologist who resigns, retires and/or is terminated prior to the end of the school year. The value of any sick leave days used in the last school year which exceed the Psychologist's earned and accumulated sick leave days shall be reimbursed to the District through a payroll deduction in the Psychologist's last pay check.

B. All Psychologists shall be entitled to two (2) personal leave days within each school year provided that a request is initiated. Said request shall be approved by the Senior Director, Special Services, or designee, and shall have been submitted at least five (5) work days prior to the day requested, except in extreme emergencies. A copy of the request shall be sent to the building principal(s). Any personal leave days not utilized by a Psychologist during the school year, at the end of the school year, shall be accumulated and added to the individual Psychologists' sick leave accumulation. Psychologists newly hired in the District after February 1, shall not be entitled to any personal days in their first year of employment. Psychologists newly hired in the District before February 1 shall be entitled to use their personal days after they have worked ninety (90) days. Except in extreme emergencies, personal leave shall not be granted from September 1 to September 15th, or between March 15th to May 31st, or immediately prior to or immediately after any scheduled vacation period or school holiday.

C. In the case of absence on account of death of husband or wife, mother or father, son or daughter, brother or sister, full salary shall be paid for a period of up to four (4) 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 Psychologist.

D. In the case of absence on account of death of a 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 leave time, e.g., vacations, shall not extend the available funeral leave time under this provision.

E. Psychologists 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 or his/her designee.

F. All military service absence by Psychologists 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. Absence in excess of ten (10) working days shall require a full refund. Military leaves shall be granted without pay to the extent provided by federal or state law and with the rights of reinstatement provided by law.

G. Psychologists 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.

H. Child Rearing Leave (without pay).

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

1. Child Rearing Leave, without pay, shall be granted to a Psychologist 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) consecutive months. Any such leave for less than twelve (12) consecutive months shall be extended upon an employee's written request as long as 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.
2. Notice that a Psychologist 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 return.
3. Psychologists on unpaid, child rearing leave shall concurrently use FMLA and/or NJFLA.

4. Every effort shall be made for Psychologists returning from Child Rearing Leave to be restored to the same assignment vacated at the announcement of such leave, but it is not guaranteed.
5. No experience credit will be given for the period of such leave unless the Psychologist has been in a paid status for five (5) months or more in the school year in which the leave was taken.

I. Adoption/Child Rearing Leave (without pay).

A Psychologist adopting an infant child up to one (1) year of age shall receive Child Rearing Leave, without pay, which shall commence upon receiving de facto custody of said infant or earlier if necessary to fulfill the requirement of adoption. All of the Child Rearing leave procedures as stated in Section H shall apply where applicable.

J. Restoration of Benefits Upon Return from Leave.

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

K. Use of Leaves under FMLA and/or NJFLA.

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

L. 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.

M. 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 Psychologist of his decision in writing and the decision is at his sole discretion, with the exception of Section H, 1, above which shall be granted if all of the provisions are followed.

N. Psychologists 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.

O. Notice that a Psychologist 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.

P. Psychologists shall be entitled to all the benefits of the Federal and State Family Medical Leave Acts. Any member taking a leave of absence under this Article, which leave of absence would otherwise qualify as a leave of absence under the Family and Medical Leave Act (FMLA) and/or the New Jersey Family Leave Act (NJFLA), shall be required to take FMLA and NJFLA leave in conjunction therewith.

Q. 1. Upon return from leave granted pursuant to this Article, a Psychologist shall be considered as if actively employed by the Board during the leave provided; however, that time spent on said leaves shall not count or accrue toward the fulfillment of the time requirements for acquiring increment credit. Nor shall a Psychologist receive increment or experience credit for time spent on an unpaid leave granted pursuant to Section H of this Article nor shall such time count toward the fulfillment of the time requirements for acquiring tenure. Applications for leave are subject to the approval of the State Superintendent. This provision shall be supplied consistent with applicable statute and/or regulation.

2. All benefits to which a Psychologist was entitled at the time the leave of absence commenced, including unused accumulated sick leave, shall be restored upon return, and every effort shall be made to assign the Psychologist to the same position which was held at the time said leave commenced if available.

R. All extensions or renewals of leaves shall be applied for in writing. If the District approves such application, the Psychologist shall be notified in writing.

ARTICLE XIII **INSURANCE**

A. The District shall provide medical, prescription, dental and vision insurance with premium contributions to be negotiated, depending on the plan selected by the individual employee. If the plan is one of the “New Jersey Direct” plans (i.e. NJ Direct 10 and NJ Direct 15) then the employee contribution shall be from a minimum level equal to the maximum amount of c.78 P.L. 2011 (as of June 30, 2017). If the individual employee chooses to enroll in the New Jersey Educators Health Plan (NJEHP) or Garden State Health Plan (GSHP) including employees that start with the District after July 1, 2020, their premium contribution will be based upon their salary or similar factors as dictated by the State of New Jersey. The employee’s premium contribution shall be deducted by the District through regular payroll deductions before Federal, State and Local taxes as permitted by law. No one opting out of health insurance shall be required to make this payment. Employees shall be covered under the Health Benefits Program the employee selects or a plan that is equal to or better than the same.

- i. Starting January 1, 2021 and for the duration of this Agreement, employees selecting NJEHP or the GSHP shall pay the health care contributions based on a percentage of salary defined by law, c.44 P.L. 2020.
- ii. No employee’s health care premium contribution shall be less than 1.5 percent of his or her base salary.

B. The co-pay for generic prescription drugs shall be \$10.00 and the co-pay for non-generic prescription drugs shall be \$15.00 for a thirty (30) day supply. The mail order prices shall be \$10.00 for generic prescription drugs and \$15.00 for non-generic prescription drugs for a ninety (90) day supply.

C. For the duration of this Agreement, the District agrees to continue to provide a Dental Insurance Program for individual employees and their families at a level equal to or better

than what existed in the prior agreement. The carrier for the dental program will be selected by the District in its discretion. However, every effort will be made to inform CCFSP in advance.

D. The District shall provide optical insurance coverage for the employee and his/her immediate family.

E. The District shall have the sole and exclusive right to select the insurance plan(s) and carrier(s) to provide the coverage for the unit.

F. Employees eligible for coverage who provide certification that coverage is provided by a spouse's policy in accordance with P.L. 2011 c. 78 (as of June 30, 2017) may decline coverage and will be reimbursed 25% of the District's premium or \$5,000 whichever is the lesser, if the employee is eligible for said reimbursement. Employees shall affirmatively elect for waiver, in writing. The reimbursement amount shall be at a rate for the current level of coverage at the time of the request for payment. This may be elected at open enrollment annually and during the plan year an employee can only get the benefit again with a documented major life event as defined in accordance with the applicable regulations. Payment will be provided at the end of the policy term. If the status of the employee changes, he/she may return to the coverage provided for in this Article. The District shall maintain a Section 125 Plan.

ARTICLE XIV
COMPENSATION

A. Salaries

1. All salary guides shall be mutually developed by the Union and the District. No guides are set until approved by the District.

2. All paychecks shall be in a separate envelope unless they are done on pressure-sealed checks.

B. Members shall be paid \$90.00 for each unused sick leave day accumulated at the time of retirement not to exceed \$10,000.00. If they provide notice of intent to retire no later than February 1, 2022 then the amount paid will be disbursed in July of 2022. If notice to retire is provided after February 1, then disbursement of the funds is not done until July 2023. This same procedure will exist prospectively. If a Psychologist hired before May 21, 2010 dies, his/her estate shall receive the value of the accumulated sick days.

C. In addition to those taxes already being-deducted, the District will implement the deductions for City wage tax and State taxes for residents of the City of Philadelphia and the States of Pennsylvania and Delaware. This shall be at no cost to the District.

D. The District agrees to make available electronic direct deposit of employees' paychecks, provided the employees individually authorize the District 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.

E. Compensation for Psychologists working after school and/or weekends shall be paid at the individual's per diem hourly rate. For extracurricular work or attending required workshops or in-services not involving regular Psychologist's duties (evaluations, staffings, IEP's, case management, etc.) the hourly rate is thirty-five dollars (\$35.00).

F. Psychologists shall be entitled to longevity according to the following schedule:

10 years + one day = \$ 600.00

20 years + one day = \$1,200.00

Longevity shall be provided for anyone hired as of the date of execution of this CBA, but no one hired after that date will be eligible for the same going forward. 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 the base salary. See salary scheduled for availability dates.

G. Psychologists with a doctoral degree or an Ed.d. shall receive an annual stipend of Two Thousand and Five-Hundred Dollars (\$2,500.00) above their base salary.

H. Psychologists with an Ed.s. shall receive an annual stipend of Two Thousand Dollars (\$2,000.00) above their base salary.

I. A Psychologist who serves as a Child Study Team Leader shall receive an annual stipend of One Thousand seventy-four Dollars (\$1,074.00) The stipends shall be a pro-rated amount if less than a year of service.

J. An annual stipend of Five Thousand Dollars \$5,000.00 shall be paid (4/10 to be paid in December and 6/10 to be paid in June) to Psychologists, who provide bilingual services, after passing the District evaluation, such as conducting psychological evaluations, translating documents or serving as interpreters.

K. School Psychologists shall be required to remain for up to three (3) days per school year from 2:00pm to 6:00pm for report card conferences. School Psychologists shall also be required to attend the regularly scheduled “Back to School” or “Pre-School” Night. The only exception shall be illness or family/personal emergency.

ARTICLE XV
DUES DEDUCTION

A. The District agrees to deduct the dues for the Union in accordance with the provisions of the applicable statutes and appropriate rules and regulations, upon proper notification by the Union to the Secretary of the Board.

B. The Union agrees to save the District harmless from any action by the Union regarding funds involved in the implementation of this Article after those funds have been transmitted to the representative designated by the Union.

C. The District agrees to deduct from the pay of each employee who furnishes a written authorization for such deduction in a form acceptable to the District, during each calendar month, the amount of monthly dues. Dues shall be two (2) hours pay per month or such amount as may be certified to the District by the Union at least thirty (30) days prior to the month in which the deduction of Union dues is to be made. Deduction of Union dues made pursuant hereto shall be remitted by the District to the Union, c/o Secretary-Treasurer, CCFSP c/o New Jersey State Federation of Teachers (AFT), 737 West Cooke Avenue, Glenolden, PA 19036, by the tenth (10th) of the month following the calendar month in which such deductions are made, together with a list of employees from whose pay such deductions were made. A copy of such list shall also be delivered to the Local Union President.

D. As of January 1st and every 120 days thereafter the District will submit to the Union a list of all employees in a bargaining unit position. This list will include the following information to the extent the District has the same: name, job title, location, home address, work, home and personal cell phone numbers, work and personal email addresses and date of employment for all such employees. Additionally, this information will also be provided to the union within 10 days of anyone hired into a unit position.

E. When an employee is granted a leave of absence, without pay, authorization for deduction of dues shall be suspended automatically. Such suspended authorization shall be resumed automatically when the employee returns to work.

F. The employer will make every effort to immediately cease deduction of Union dues when a worker transfers out of the bargaining unit to a unit that is not represented by the Union.

G. Withdrawals of membership authorizations for the deduction of dues shall be in accordance with applicable statutes, court decisions and terms of the agreement set forth between CCFSP and the bargaining unit member on the membership/dues authorization card, or equivalent document.

H. If a claim is filed by a member or former member of the bargaining unit for a return of dues deducted from a member's paycheck pursuant to this Article, the Union will be solely responsible for the return of such dues, provided the District transmitted the dues to the Union, or a court determines that the Union or the District is obligated to return the dues.

I. Once dues are transmitted to the Union, their disposition shall be the sole exclusive responsibility of the Union. The Secretary Treasurer of the Union shall certify to the District the amount dues and shall notify the District of any changes in the dues structure forty-five (45) days in advance of the requested change of such charge.

ARTICLE XVI
MISCELLANEOUS PROVISIONS

A. Psychologists required to use their automobiles for out of district travel for school district business shall be compensated for such mileage at the rate of \$.47/mile. District business travel within the thirty-six (36) mile radius in-district shall also be compensated at the rate of \$.47/mile. In-district travel shall be capped at an annual rate of five hundred dollars (\$500.00). All compensation will be addressed solely using the system identified by the District.

ARTICLE XVII
ADDRESSES

A. Whenever any notice is required to be given by either of the parties to this Agreement, the same shall be given at the following addresses:

1. Camden City School District
1033 Cambridge Street
Camden, New Jersey 08105
Attention: Business Administrator/ Board Secretary
2. Camden City Federation of School Psychologists
Nacovin J. Norman, President
[REDACTED]
[REDACTED]

ARTICLE XVIII
BOARD RIGHTS

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 if necessary to carry out the mission of the school district in any situation.

ARTICLE XIX **SUMMER WORK**

Summer work 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.

The following amounts will be paid under this Article upon approval as follows:

EVALUATION – Includes: Administering a diagnostic evaluation; preparing a written report; uploading all required components into Frontline IEP; attending a meeting as participant or case manager.

\$250.00 per evaluation

CASE MANAGEMENT

Case management WITH Initial IEP: (For all INITIAL eligibility meetings)

\$300.00 per meeting

Case management WITHOUT Initial IEP (For all REEVALUATION eligibility meetings, planning meetings, and assess progress/review/revise meetings)

\$150.00 per meeting

Case Management of INTAKE IEP:

\$150.00 per meeting

Any additional hourly work is at a rate of \$45.00 an hour.

ARTICLE XX
DURATION OF AGREEMENT

A. The provisions of this Agreement shall be effective July 1, 2022, except as herein provided, and shall remain in full force and effect to and including June 30, 2025, when it shall expire, unless an extension is agreed to by both parties and expressed in writing prior to such date.

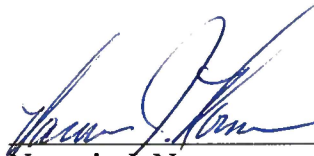
B. In Witness Whereof, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by the respective Secretaries and their corporate seals to be placed thereon, on _____ day of _____, 2024.

CAMDEN CITY SCHOOL DISTRICT

CAMDEN CITY FEDERATION OF SCHOOLS
PSYCHOLOGISTS



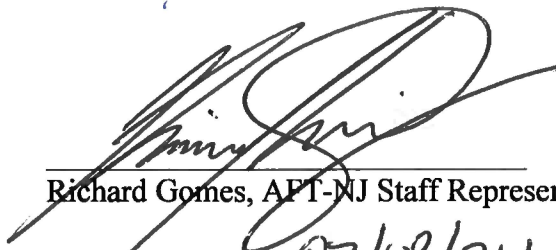
Katrina McCombs
State Superintendent



Nacovin J. Norman,
President

Date: 7/22/24

Date: 7/18/2024



Richard Gomes, APT-NJ Staff Representative
Date: 07/18/24

ARTICLE XXI
PSYCHOLOGISTS' SALARIES

Effective July 1, 2015 the salary guide for the unit will end and the salaries will change to a range which will be \$80,000 to \$110,000. Members will be placed in the range based upon their existing salary as of June 30, 2015.

Salary Increases:

New salaries are noted in the MOU from June 2023 at Exhibit A.

2022-2023 If an employee is not getting any increase on Exhibit A, then in Year 1, they receive an increase of 3.3%. No one else gets an additional increase in addition to Exhibit A.

2023-2024 3.0%

2024-2025 3.0%